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## ROLE DESCRIPTION

<b>Role Title:</b>	LCP Clinical & Care Professional Lead
<b>Eligibility</b>	Registered healthcare professional or social worker in a Lewisham partner organisation
<b>Responsible to:</b>	Lewisham LCP Place Executive Lead
<b>Accountable to:</b>	Lewisham LCP Place Executive Lead
<b>Hours:</b>	0.3 wte (equivalent to 1.5 day per week)
<b>Remuneration:</b>	Backfill for substantive post
<b>Tenure:</b>	
<b>Term of Appointment:</b>	Fixed Term or Secondment to March 31 2024
<b>Notice period:</b>	Three months' written notice by the role holder to the membership

### LCP Clinical & Care Professional Lead

#### ROLE PURPOSE

This role will provide overall leadership to the clinical and care professional network for the Local Care Partnership in Lewisham, and to the other Clinical & Care Professional Leads across the range of portfolio areas. It will be the Lewisham representative to the South East London Clinical & Care Professional Board.

The post will be a member of the Local Care Partnership board, and as a leader will bring their perspective to this group, informed by their expertise and experience as a clinical and care professional. The role will be critical in enabling the development and delivery of the LHCP community based care strategy.

The role will be responsible for establishing and convening a network of local clinical and care professionals, and encouraging links to the wider South East London C&CP Collaborative for support, sharing learning and development opportunities.

Other responsibilities are likely to include:

- Promote, contribute to and participate in the SEL System Leadership Collaborative's activity structured around three areas of focus: leadership programmes, innovation and community.
- Ensure LCP decisions are clinically informed and conducive to the delivery of safe, effective, high quality care
- Ensure that ensure that population and patients' needs are central to change and that those processes are clinically led
- Engage with members and health and care professionals, to influence clinical practice and clinical decision making in line with best practice

- Contribute towards, and facilitate the delivery of LCP objectives and performance improvement

### **Main responsibilities**

The following are the key requirements identified for this role and the approaches needed for them.

### **Contacts and relationships**

- Positively engage with external agencies and act as advocate for Lewisham place and partner organisations
- Actively look for potential opportunities with key contacts to improve overall service delivery and performance
- Connect and build trust with colleagues and patients across traditional boundaries - developing strong networks and relationships that work in service of patients over organisations, places or professional groups.

### **Clinical/service decision-making**

- Make sound operational and clinical judgements that ensure safe and effective service provision
- Listen with compassion to the needs, hopes and challenges of those they work with and serve, using this understanding to actively involve others in the decisions that affect their lives.
- Support the Place based Executive to gather, verify and assess all appropriate and available information to gain an accurate understanding of the situation.

### **Service delivery and outcomes**

- Ensure that the needs of the population, service users and their carers are at the core of the way LCP delivers services
- Catalyse and embed ways to test and share new and innovative ideas and approaches that improve how we design and deliver care to our patients and population
- Ensure that service delivery is person centred, outcomes focussed and protective of individual service users' dignity
- Support service managers to ensure that the service meets all relevant quality standards, specifically CQC, CCG and all relevant NICE guidelines
- Support the effective and efficient deployment of resources to achieve agreed outcomes and targets
- Work as a team member developing and maintaining effective working relationships
- Keep up to date with relevant policies and procedures

**Creativity and innovation**

- Encourage and test new ways of working together, collaborating and learning from each other to achieve our collective ambition to improve the health and wellbeing of our population
- Seek out and embrace different ideas, perspectives and challenges - being able to adapt and change course by continually learning from others around them. Takes an innovative and creative approach to solving problems
- Considers innovation in the workplace an ongoing responsibility and welcomes change as an integral part of both individual and organisation development
- Acts as a positive role model for innovation and a facilitator for change

**Planning and organising**

- Develops practical and realistic plans to achieve outcomes/objectives
- Considers the wider implications with regards to skills, resources in achieving plans/ outcomes/objectives
- Ensures appropriate resources and levels of capability to deliver priorities
- Takes responsibility for delivery of plans, outcomes and objectives which may involve coordinating and organising others

**Communication**

- Actively contribute to a culture of positive communication
- Support the Place based Executive to deliver presentations and training internally to staff and externally to partners/ agencies, where appropriate
- Support the Place based Executive with CQC inspections, service developments and other relevant tasks

**Financial Management**

- Effectively manage resources within your control.

**Personal development**

- Continually develop own clinical knowledge and practise with respect to service speciality
- Maintain professional registration (e.g. GMC, NMC, etc.)

**Equality and Diversity**

- Act in ways that support equality and value diversity
- Help to develop and maintain an organisational culture that supports equality and diversity.



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## **Person Specification**

### Qualifications

- Registered healthcare professional or social worker in a Lewisham partner organisation
- Qualification or evidence of special interest in lead area

### Leadership

- Be competent, confident and willing to give an unbiased strategic clinical or professional view on all aspects of LCP business;
- Be highly regarded as a clinical or care professional leader, beyond the boundaries of a profession – demonstrably able to think beyond their own professional viewpoint;
- have the skills and experience to plan and chair meetings with multi-professional and/or multiple stakeholder involvement;
- Be able to take a balanced view of the clinical and management agenda and draw on their specialist skills to add value

### Knowledge

- Knowledge and understanding of health, care and local government landscape, and integrated care agenda
- Knowledge and understanding of population health inequalities and how this impacts people's outcomes and experience of health and care provision
- Understanding of the Lewisham system and its population

### Experience

- Experience of working within the Lewisham health and care system
- Making sound operational or clinical judgements that ensure safe and effective service provision
- Proven ability to engage people by the way they communicate and interact, including members of the public, clinical and professional leaders
- Working across boundaries and collaborative working, including with communities

### Attitude

- Ability to enthuse and motivate others
- Commitment to principles of promoting equality and respecting diversity
- Commitment to improving the health, care and wellbeing of Southwark's population
- Determination and ability to navigate complexity and ambiguity in an effective way
- Encourage and test new ways of working together, collaborating and learning from each other to achieve our collective ambition to improve the health and wellbeing of our population



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## Skills

- Strong interpersonal and communication skills and ability to maintain a positive and constructive profile
- Ability to influence and persuade, articulate a balanced view and encourage constructive debate with the confidence to question and challenge effectively
- Politically and publicly astute
- Ability to demonstrate effective system leadership behaviours