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| **ROLE PROFILE** |
| Role  | Clinical Lead |
| Grade | AS3C  |
| Division/service | Learning Disabilities  |
| Directly responsible to | Head of Service: Learning Disabilities  |
| Directly responsible for | Providing clinical oversight, direction and guidance in the delivery of safe, effective and person-centred care for individuals with learning disabilities and/or older persons, including those with dementia or complex physical and mental health needs. The Clinical Lead will support Aspire services to deliver high-quality outcomes, ensure best practice and drive continuous service improvement. |
| Hours  | 36 hours per week (various shift patterns including weekends if required) |

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| **Main duties and responsibilities/accountabilities** |
| **People** |
| 1 | Provide strong clinical leadership, guidance and support, working in collaboration with managers to ensure the delivery of safe and effective services that are responsive to change. |
| 2 | Have a strong understanding of person-centred care and best practice approaches to encourage a culture that promotes user involvement and optimises people supported outcomes. |
| 3 | Build strong relationships and maintain effective communication with all stakeholders, taking the lead where appropriate. This includes families and carers, health professionals, social care and education partners and professionals |
| 4 | Support multidisciplinary meetings, hospital liaison, hospital discharge and complex care reviews, taking the lead as required to complete clinical guidelines and assessments. |
| 5 | Oversee the delivery of clinical and health related training as required and oversee the management and monitoring of medication administration in line with Aspires Policy and Procedures. |
| **Finance & Operations** |
| 1 | Ensure clinical practice aligns with organisational policies, regulatory frameworks, and contractual obligations, always operate in line with financial controls and procedures. |
| 2 | Provide clinical oversight and input to support plans, risk assessments and risk management plans for people supported and the wider workforce. |
| 3 | Have strong IT and report writing skills to support our digital plans. This includes the use of digital Care records and reporting systems. |
| 4 | Work with the Quality Compliance Manager to ensure Policy and Procedures relating to your area of work are fit for purpose and in line with regulatory requirements. |
| 5 | Keep your knowledge and skills updated and maintain any professional registrations including validation with the Nursing and Midwifery Council. Seek clinical supervision as required.  |
| **Performance & quality** |
| 1 | Promote a Culture of Learning and Continuous Improvement in line with our Quality Assurance processes, supporting quality audits, governance reviews and service improvement plans. |
| 2 | Monitor and evaluate clinical performance, supporting remedial actions and plans as required. |
| 3 | Facilitate and support clinical student placements, including agreements and funding arrangements. Provide on site supervision to ensure that learning outcomes are met. |
| 4 | Ensure care delivery is aligned with NICE guidelines, national frameworks, and person-centred care principles. |
| 5 | Support services in preparing for inspections, supporting quality audits and self-assessments.  |
| **Planning** |
| 1 | Plan, organise and prioritise own workload effectively. |
| 2 | Collaborate with operational managers to ensure the services are effectively planned and resourced to meet the needs of people supported and comply with safe practice for staff.  |
| 3 | Collaborate with appropriate Health Care professionals and lead the coordination and implementation of national health programmes and immunisation programmes for staff and people supported. |
| 4 | Contribute to the development and implementation of strategic service plans and provide clinical input into business cases, service development proposals, and contingency plans. |
| 5 | Lead on developing and delivering service innovation and transformation initiatives in line with agreed clinical deliverables. |

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| **Experience, skills and qualities**  |
| Essential |
| 1 | You can demonstrate professionally that you align to our 4 values:**Personal** – ‘We see the value in everyone and support people to reach their full potential’**Progressive** – ‘We are driven by improvement and always look to find better solutions’**Consistent** – ‘We are strong and dependable and can be relied upon to deliver quality services’**Accountable** – ‘We all take personal responsibility and contribute towards successful outcomes’ |
| 2 | Registered clinical professional with current registration (e.g., NMC) and willingness to complete training as required. |
| 3 | Ability to communicate effectively with a wide range of stakeholders, including service users, carers, multi-disciplinary teams, and external agencies, adapting style to meet diverse needs. |
| 4 | Proven experience working with individuals with learning disabilities and/or older adults, including those with complex physical, mental health, or cognitive needs, ideally across community settings. |
| 5 | Have strong clinical decision-making skills and risk management experience to support complex case coordination, risk management, and safeguarding.  |
| 6 | Knowledge of clinical practice and applicable guidelines (NICE/DoH) with a sound understanding of legal, ethical, and policy frameworks relevant to the client group. |
| Desirable |
| 1 | Experience delivering care across multiple care settings (e.g. in-patient, community, residential, or supported living) with individuals with complex needs. |
| 2 | Demonstrate involvement in Service Development or Transformation Projects |
| 3 | Experience in the use of digital care and reporting systems.  |
| 4 | Experience of coordinating health and immunisation programmes |
| 5 | Experience in training delivery, supporting the learning and development of others through motoring and supervision, supporting student placements. |

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| **Review arrangements:** |
| The details contained in this role profile reflect the content of the job at the date it was prepared. It should be remembered, however, that it is inevitable that over time, the nature of individual jobs will change, existing duties may no longer be required, and other duties may be gained without changing the general nature of the duties or the level of responsibility entailed. Consequently, Aspire will expect to revise this role profile from time to time and will consult with the post holder at the appropriate time. |

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| Version Control | Name | Date reviewed | Signed |
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Role Profile – Clinical Lead Version 1 – May 2025