



Waythrough

Job Description

Job Title:	Clinical Services Lead
Job Grade:	D1 Clinical
Reports to:	Appropriate Regional Lead
Direct reports:	Senior Clinical Team within the service e.g. Lead Nurse, Independent Prescriber.
Clearance required:	Enhanced DBS
Key stakeholders:	Service users, service management team, clinical and operational teams, commissioners, partners, Clinical Department

Workplace values

Waythrough (Formerly Humankind) launched in October 2024 following the merger of Humankind and Richmond Fellowship. Our vision is to break down the barriers that stop people getting the support they need to live a life they value. We tackle poverty and disadvantage in communities, through mental health, drug and alcohol, housing and related support.

We have almost 200 services around England – and nearly 3,500 amazing staff and volunteers who run them. Every year our services support around 125,000 people.

Bringing together two big organisations is not a small task and it'll take a while to fully integrate our systems, processes and approaches. That's why you will notice the jobs here are still branded 'Humankind'. Next year we'll be fully integrating our recruitment systems but for now they are separate.

Thanks for bearing with us – and don't forget to check out the Waythrough (Formerly Humankind) jobs on the Richmond Fellowship and Aquarius job site

https://recoveryfocus.wd3.myworkdayjobs.com/Recovery_Focus_Careers.

Job Purpose

To lead on and be responsible for the provision of clinical care in our services, ensuring that our standards of care allow service users to achieve their recovery goals.



Waythrough

Job Description

1

Key accountabilities:

1.	Provide, and actively promote, strong and effective leadership and direction within a care quality governance structure that is built on open engagement, enquiry and learning, ensuring that evidence based best clinical practice is delivered in line with national, organisational and local standards.
2.	Work collaboratively, across professional and organisational boundaries, to maximise the potential for delivering excellent care quality.
3.	Assist operational management to ensure robust management and care quality structures are in place for the delivery of high quality, effective and safe services within agreed financial limits and to contractual requirements.
4.	Deliver opioid substitution and detoxification treatment, alcohol detoxification and relapse prevention treatment and other clinical interventions.
5.	Participate in team and service wide performance monitoring and evaluation (including identification of service gaps/deficiencies) and formulate/support appropriate remedial action to develop and continuously improve the clinical service.
6.	Ensure all clinical interventions take place within the context of a recovery oriented integrated service approach.
7.	Assist management, clinicians and other team members in the implementation of new standards and policies as directed by the Clinical department.
8.	Provide advice, guidance and clinical leadership on clinical governance and contribute to Humankind's clinical governance processes. Attend and / or chair clinical meetings such as multi-disciplinary team meetings and governance meetings.



Waythrough

Job Description

9.	Create and initiate external and service-wide clinical audit and oversee resulting action plans to ensure all standards required by the Care Quality Commission (CQC) are met and maintained and that learning, and change, is implemented as and when identified.
10.	Provide professional advice regarding the reporting and review of local incidents, disseminate learning and ensure recommendations are implemented and evaluated.
11.	Contribute to the negotiations with commissioners of services.
12.	Ensure clinical cover is provided for local teams and colleagues in the delivery of clinical services (clinical provision, health assessments and prescription management/generation/writing)
13.	Support teams in the review of prescribing practice against national standards.
14.	Lead on the development of specialist managed pathways onsite or into secondary and primary services to support access for people using services and raise awareness about substances use and effects.
15.	Work within budget limits set and raising any issues in relations to increase in costs or underspends in agreed budgets where appropriate.
16.	Ensure up to date clinical records and individualised care plans are maintained for service users in treatment, addressing training requirements as necessary.
17.	Contribute to the maintenance of service user clinical database; co-ordinate data entry and retrieval searches and reports to meet the internal and external service requirements as appropriate and ensuring data security at all times.



Waythrough

Job Description

18.	Participate in the review of, and facilitate the implementation, of strategies, policies and guidelines relating to clinical practice, where appropriate. This includes collaborating on policy development and identifying and highlighting local needs so that they are met by central policy and guidance.
19.	Ensure that Independent Prescribers operate in a well-developed, standardised local framework that support independent prescribing, and their practice is developed, current and monitored.
20.	Manage, mentor, coach and ensure the development of staff, including Health Care Assistants, volunteers and students. This includes carrying out performance & development reviews (PDRs), providing or facilitating structured individual and group clinical supervision, recruitment and selection, managing employee relations issues and providing Independent Prescriber preceptorship.
21.	Contribute to the development and management of Humankind through membership of the Senior Clinical Team and other management teams and working groups.
22.	Work with Operational and Clinical colleagues to ensure good integrated governance, effectiveness and best practice within the service.
23.	Support clinical team members in their role/s, including where they hold lead responsibilities (e.g. health and wellbeing assessments, community detoxifications).
24.	Provide training on alcohol and drug related topics to internal staff, and external partner agency staff as required and agreed.
25.	Ensure that all service users, partners, carers, and colleagues in Humankind and partner organisations are treated as individuals within our Diversity and Equality framework.



Waythrough

Job Description

26.	Ensure all activities are delivered in a way that supports and maintains Humankind's registration with the Care Quality Commission and appropriate agencies in the devolved administrations (England).
27.	Attend and present case studies at Case Conference and/or relevant professional meetings.
28.	Support/Lead the review of all deaths in service and participate in the process for investigation, ensuring learning points are implemented across the service via TADS (Training and Development Sessions), clinical audit and direct communication with staff.
29.	Where included in the contract, support primary care, shared care and pharmacy services.
30.	Where directed by the MD, liaise with senior officers from partner organisations to develop policy and practice regarding partnership work including liaising with pharmacists' representatives regarding policy issues/changes.
31.	Undertake continuing professional development including participating in clinical supervision, performance reviews, revalidation processes and attending training as/when required.
32.	Work in accordance with, and ensure staff and others are aware of and comply with, all relevant governance legislation, policies, procedures and guidelines – both internal and external. This includes Humankind's clinical governance framework and Caldicott Guardian principles.



Waythrough

Job Description

33.	Keep abreast of policy and professional development within your area of professional expertise.
34.	To promote, adhere to and live our workplace values of being honest, committed and inventive.

This Job Description is not definitive and outlines key accountabilities – colleagues are expected to be flexible regarding their accountabilities and will from time to time be asked to carry out other duties to ensure achievement of company goals.



Waythrough

Person Specification

Technical/ Professional Qualifications	Essential or Desirable
Qualified General or Psychiatric Nurse with current NMC registration as an independent prescriber Or Qualified Pharmacist registered with GPhC as an independent prescriber.	E
Relevant postgraduate qualifications/accreditation e.g. RCGP Part 2, RPS Faculty, CMHP credentialed, RPS Consultant-ready, MSc	D
Skills	Essential or Desirable
Proficient in Microsoft Office programmes	E
Experience of entering complex information onto an electronic / clinical database.	E
Knowledge/ Previous Experience	Essential or Desirable
Experience at a senior level of working with people who use substances.	E
Experience of assessing people's clinical and psychosocial need according to best practice and organisational policy.	E
Experience of developing and delivering prescribing treatment modalities.	E



Waythrough

Person Specification

Experience of carrying out general health care including BBV, phlebotomy, health promotion / harm reduction interventions, advice and information.	E
Previous experience of service review and development.	E
Ability to act as a service user advocate.	E
Ability to work within and promote recovery focused service.	E
Ability to provide sound clinical advice to colleagues and support in clinical decision-making.	E
Experience of leading and clinically supervising clinicians.	E
Understanding of related services relevant to service user group.	E
Experience of teaching / training clinicians.	E
Experience of conducting and implementing clinical audit.	E
Previous experience of working strategically with Shared Care GPs and community pharmacists.	D
Previous experience of promoting and ensuring clinical consistency throughout a service.	D



Waythrough

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Experience in performance management	D
Experience of generating and implementing new initiatives.	D
Awareness of social context of drug misuse and the wider implications of the behaviour.	D
Awareness of national strategies impacting on drug and alcohol services.	D
Experience in Clinical Research.	D

Competencies	
Lead and Inspire	Defines the future direction of Humankind through identifying current and future challenges and longer-term opportunities.
Create and Innovate	Takes a solutions-focused approach to the challenges we face as an organisation. Looks at new ways of working and responding innovatively with new ideas or developing current approaches to meet organisational needs.
Developing Our Talent	Creates a positive and supportive environment in which individuals can grow and develop enabling them to realise their full potential.



Waythrough

Person Specification

Impactful Communication	Shares information and presents ideas or themes clearly and convincingly so that others see us as open, transparent and credible, and want to engage with us.
Delivering Results and Achieving Greatness	Focuses on our individual drive and personal focus to succeed in delivering against our key business objectives and targets.
Service Excellence	Continues to build on Humankind's reputation within the industry, becoming a "provider of choice" recognised by external bodies as meeting the diverse needs of our customers and delivering the highest standards of service delivery.
Working Together	Defines how we work with each other and our customers, partners, commissioners and stakeholders.