

Job Description Template

Job Title	Clinical Site Lead
Function	Clinical
Department/Team	Clinical
Reports to	Clinical Supervisor – Service Manager/Clinical Services Lead
Direct Reports	Site Clinical Team
Dimensions (budget, people span of control)	N/A
DBS Check Level Required	Enhanced DBS
Grade/Job Evaluation Level	Manager/ Specialist A
Salary Banding	£44789 - £64384
Created/Reviewed date	Jan 2024

You will be working for

(Description of Waythrough and specifics of Service/Function/Office)

Waythrough 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.



Purpose of the Role

To have responsibility for the day-to-day management of assigned clinical service(s) (and related contractual KPIs).

Key Accountabilities

(List of accountabilities specific to this role)

1. Work with Operational and Clinical colleagues to ensure good integrated governance, effectiveness and best practice within the service.
2. Provide clinical leadership to clinicians, including prescribers, to inform and influence clinical culture, quality and standards, and implementation of clinical models relevant to local site e.g. Hepatitis C treatment pathway, mental health pathway, pregnancy pathways.
3. Alongside other clinical site leads, and the Clinical Services Lead, support cross cover across sites to ensure clinical care is maintained during periods of illness or other staff shortages.
4. Facilitate clinical pathways between relevant local hospitals, Primary Care and Specialist Services for the referral and treatment of those who use our services.
5. Support on clinical recruitment, selection, induction, training, appraisal, disciplinary and grievance procedures, as appropriate.
6. Prescribe medication for those who use our services requiring prescribed interventions, in line with Humankind medicine management policies and governance procedures.
7. Deliver health promotion and harm reduction interventions in a person-centred manner (e.g. safer sex, contraception, nutrition and healthy living).
8. Promote and ensure clinical consistency throughout the services, according to local and national clinical processes.



9. Contribute to the maintenance of service user clinical databases; 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.

10. Manage, mentor, coach and ensure the development of staff, including volunteers and students. This involves carrying out performance & development reviews (PDRs), clinical supervision and providing IP training.

11. Support clinical team members in their role/s, including where they hold lead responsibilities (e.g. health and wellbeing assessments, community detoxifications).

12. Provide clinical support and supervision to allocated team members and to the wider alcohol and drugs recovery services commissioned in your area.

13. Provide advice and support to all team members in the management and care of service users including adjudicating on decisions to place service users on a treatment break, ensuring protocol is followed with a focus on safety.

14. Provide training on alcohol and drug related topics to internal staff, and external partner agency staff as required by the service's leadership.

15. Attend and present case studies at Case Conference and/or relevant professional meetings.

16. Participate in the review of, and facilitate the implementation, of strategies, policies and guidelines relating to clinical practice, where appropriate. This includes developing local variations in policies and guidelines (ensuring sign off by the author).

17. Participate in team and service wide performance evaluation (including identification of service gaps/deficiencies) and formulate/support appropriate remedial action.

18. Participate in the audit process and promote service wide or local clinical audit and implement findings/changes where indicated.

19. Review 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.



20. Work with the team to ensure all standards required by the Care Quality Commission CQC are met and maintained.

21. Contribute to the development of joint working with external local partner and provider organisations, as appropriate, and offer clinical advice/support to partner agencies as requested.

22. Where included in the contract, support primary care and pharmacy services.

23. Support development of the programme for Peer Supervision and deliver teaching/training outside the service, as agreed with the Clinical Department.

24. Undertake continuing professional development including participating in clinical supervision, performance and development reviews and attending training as/when required.

General Accountabilities

(List of accountabilities applicable to all roles)

25. Work in accordance with all relevant legislation, policies & procedures and guidelines – both internal and external. This includes Waythrough's clinical governance framework.

26. Keep abreast of policy and professional development within your area of professional expertise.

27. To promote, adhere to and live our workplace values of being honest, committed and inventive.

Values and Competencies

Our Values



- **Kindness** - Be generous, caring and compassionate
- **Courage** - Be bold, trust, commit
- **Respect** - Everyone deserves dignity

Person Specification

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.	E
Relevant professional body membership e.g. RCN, CMHP, RPS, RCPsych, RCGP.	E

Skills	Essential or Desirable
Proficient in Microsoft Outlook Office programmes.	E
Experience of entering complex information onto an electronic / clinical data base.	E

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
Previous experience of developing and delivering prescribing treatment modalities.	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
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.	E
Experience of carrying out general health care including BBV, phlebotomy, health promotion / harm reduction interventions, advice and information.	E
Previous experience of leading senior clinicians.	D
Previous experience of promoting and ensuring clinical consistency throughout a service.	D
Experience in performance management and delivering clinical supervision.	D
Experience of generating and implementing new initiatives.	D



Awareness of social context of drug misuse and the wider implications of the behaviour.	D
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