

JOB DESCRIPTION

Job title:	Clinical Consultant – Senior Consultant (33n Job Grade)
Salary band: (FTE)	Senior Consultant 33n Banding
Location:	Remote with occasional requirement to travel to London and/or a project site.
Hours:	2.5 days per week up to full time Ideally Tuesday and Wednesday to coincide with CLEAR Delivery
Reports to:	Head of Client Relations – Tina Hansen Head of Project Delivery – Andrew Donovan Head of Education – Matt Camilleri

Role summary

The successful candidate will demonstrate significant experience within the healthcare setting, strong interpersonal and problem-solving skills, and a commitment to improving models of care and workforce in healthcare. This role will allow the successful applicant to develop their portfolio career alongside their clinical work, developing strong leadership, project management, and team-working skills.

As a Senior Consultant, the candidate will develop the knowledge, skills, and experience to own and personally deliver pieces of work as well as training, coaching and leading teams in the delivery of work. A senior consultant will be based in either Client Relations, Project Delivery or Education.

Main Responsibilities

33n will support successful candidates in achieving their potential within their home team through training and professional development. The main responsibilities of a successful candidate will reflect the team that they are recruited into (Client Relations, Project Delivery or Education), however, at times they may be required to support other functions. The successful Senior Consultant will have the following responsibilities regardless of their home team:

Project scoping and delivery

- Understand and establish project objectives, deliverables, and dependencies.
- Independently lead the project team to collect, validate, analyse, and synthesise data to achieve project objectives – with a fundamental focus on improving the healthcare outcomes for patients and the workforce.
- Independently maintain relationships with clients, plan and run meetings, lead discussion, and manage conflict to achieve consensus.
- Plan and complete assigned work within the project (internal or external to 33n) to a high quality, on time and on budget.

- Lead and coach other consultants in the completion of large projects, ensuring the delivery of high quality, timely work, and developing the skills of colleagues within their home team.
- Proactively identify client needs and assists in developing solutions both throughout project work and at completion (supporting ongoing business through identifying business development opportunities with the client).

Communication and cross-project engagement

- Positively and proactively engage with colleagues, stakeholders, and clients to achieve effective, cross-functional working.
- Confidently prepare for and deliver succinct, clear, insightful, and impactful presentations to be used in larger groups or forums.
- Participate in the design and development of new educational material.
- Deliver innovative and engaging education to candidates.
- Assume the role of professional representative in all public and client settings.

People, process, and content

- Support the delivery of the projects through collaborative leadership, including engaging with project plans, project managers, tracking and prioritising own work and activities, and identifying and escalating risk as appropriate.
- Solve problems with people and process proactively as they arise.
- Read and work on documents asynchronously with colleagues.
- Engage with the 33n line management process, proactively giving and receiving feedback, undertaking regular development reviews, and empowering others in achieving their potential.
- Works as a friendly, professional, and empathetic member of the team
- Be familiar with and be guided by 33n values in the delivery of work and engagement with colleagues.

The job description is not an exhaustive list of duties, and the post holder will be required to undertake any other reasonable duties discussed and directed by the business.

PERSON SPECIFICATION

Criteria	Essential	Desirable	Measured by
Qualifications	<p>Clinician with valid professional qualifications and registration</p> <p>For the purposes of this document, “clinical” and “clinician” refer to any member of the multidisciplinary team, including, but not limited to, nurses, midwives, allied health professionals, pharmacists, theatre practitioners, surgeons, and doctors</p>	Qualification in data science, education, project management, organisational development, or related field	Application
Experience	<p>Clinical experience Specialist clinical knowledge, underpinned by theory and experience acquired via relevant degree or equivalent level of experience or specialist training.</p> <p>Motivation and leadership Experience of rising to the challenge and leading teams in a way that builds high morale, generates ownership and achieves the intended outcomes.</p> <p>Problem-solving Evidence of applying clinical knowledge to understand service</p>	<p>Previous experience of delivering project work, including experience of project plans, budgets, and reporting. Previous experience of quality improvement, transformation work, research, education, consultancy, or health policy.</p> <p>Demonstrated data mining and analytical skills.</p> <p>Demonstrated expertise in driving change using Change Management tools.</p>	Application & Interview

	<p>demands and using this to drive improvement.</p> <p>Strong interest in data-related project work with interest in new technologies.</p> <p>Management Experience of dealing with difficult situations where influencing, reassurance and negotiation is required.</p> <p>Experience of managing others in a manner that empowers and develops them.</p> <p>Communication Experience of presenting complex and potentially sensitive information.</p> <p>Clear and effective communication approach. Can adapt rapidly to the use of new technology for communication and collaboration.</p>	Demonstrated experience in LEAN or Six Sigma tools.	
Special skills	<p>Proficiency in the Microsoft Office 365 suite (including Microsoft Word, Excel, PowerPoint, and Outlook).</p> <p>A good understanding of the changing healthcare environment, models and systems.</p> <p>Excellent organisational skills with ability to prioritise own workload and that of others to meet deadlines.</p>		Application & Interview

Personal attributes	<p>Ability to work calmly under pressure, with fluctuating volume of work and conflicting/tight deadlines whilst prioritising own workload.</p> <p>Self-motivated and proactively seeks out learning opportunities and able to utilise online learning resources.</p> <p>Strong interpersonal and teamworking skills, enjoys working collaboratively and developing others with a coaching style of people management.</p> <p>Patient-centred focus with a commitment to high quality of care outcomes.</p> <p>Ability to work independently, responds positively to challenges and consistently meet or exceed performance expectations.</p>		Application & Interview
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