

JOB DESCRIPTION

Job title:	Senior Clinical Consultant
Salary band: (FTE)	Senior Consultant
Location:	Remote-first business; on occasion hybrid with site-based working
Hours:	3 days per week up to full time Tuesday, Wednesday and Thursday to coincide with CLEAR Delivery
Reports to:	Managing Consultant within team

Role summary

The successful candidate will demonstrate significant experience in the healthcare settings, 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 Clinical 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 Clinical Consultant will be based in either Client Relations, Project Delivery or Education.

About us

Innovation in healthcare 33n empowers frontline NHS staff and supports organisations to improve healthcare. Led by NHS clinicians, we deliver the national CLEAR programme - combining clinical insight and data analysis to create innovative new models of care.

Our goal is to provide solutions to the changing needs and pressures of the healthcare system, support its recovery, encourage colleague retention and shape services for the future.

We offer a range of services, products, and training to support system transformation happen at pace, increasing knowledge, skills and capability to improve patient outcomes.

In partnership with East Lancashire Hospitals NHS Trust, we deliver the national Clinically Led Workforce and Activity Redesign (CLEAR) Programme which was originally developed in partnership with Health Education England and is now sponsored by NHS England, regions and systems.

CLEAR places clinicians at the heart of healthcare decision making and innovation to recommend new models of care and workforce.

The programme began in 2019 with six pilot projects focused on transformation in urgent and emergency care. Since then, it has expanded as well as providing rapid support and training to the NHS during the COVID-19 pandemic.

CLEAR has completed more than 45 CLEAR transformation projects across NHS priority areas including elective recovery, mental health, critical care, urgent and emergency care, anticipatory care and ophthalmology.

The programme continues to support the NHS in the recovery and transformation of services with further projects underway in primary care, elective recovery and mental health.

Our mission and values

Mission: Improving people's lives

Our values:

1. We work as a team and value differences

We listen and value everyone's contribution, appreciating diverse perspectives, treating each other with kindness and empathy. We seek to maximise internal and external collaboration between 33n and the organisations we work with – recognising that we achieve more when we collaborate and work together.

2. We strive for excellence

We set ambitious goals and push boundaries to exceed expectations striving for excellence in everything we do. We cultivate a culture where every team member is empowered to learn, improve, and deliver their best. We recognise and celebrate achievements, understanding that our success is a collective effort fuelled by individual high performance.

3. We drive innovation

We encourage creativity and initiative. We seek new ways of doing things and empower colleagues and clients to think outside the box and share their innovative ideas. This mindset of innovation fuels our growth and makes 33n a fulfilling and inspiring place to work.

Main responsibilities

33n will support successful candidates in achieving their potential 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 Clinical 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

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

Criteria	Essential	Desirable	Measured by
Qualifications	Clinician with valid professional qualifications and registration	Qualification in data science, education, project management, organisational development, or related field	CV & 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>Change and transformation: Has led in, quality improvement/audit/research/transformation projects or work demonstrating an understanding of need for improvement of process, workforce or systems/services.</p> <p>Problem-solving: Evidence of applying clinical knowledge to understand service 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>Previous experience of delivering project work, including experience of project plans, budgets, and reporting.</p> <p>Demonstrated data analytical skills.</p> <p>Demonstrated expertise in driving change using Change Management tools.</p>	Application & Interview

	<p>Previous experience demonstrating where the use of data has influenced decision making or evidence a need for change.</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>		
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

Benefits

- Company pension
- Employee assistance scheme
- Employee discount
- Free or subsidised travel
- Referral programme

- Sick pay
- Work from home
- Paid study leave and funding for learning & development