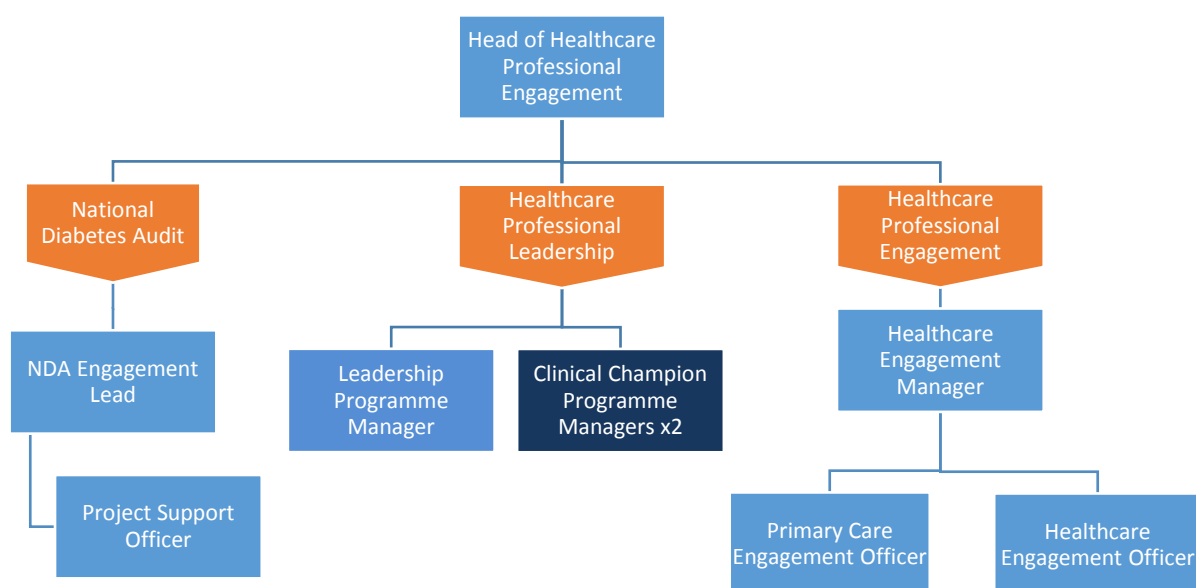


Job Title: Clinical Champions Programme Manager (Nations)

DIRECTORATE:	Policy, Campaigns, Improvement
SECTION:	Improvement Support and Innovation
REPORTING TO:	Head of Healthcare Engagement and Development
CONTRACT:	Permanent, Full Time Location flexible - primary work bases will be London, Glasgow, Cardiff and Belfast

Please note: we are simultaneously recruiting for a Leadership Programme Manager. If you are interested in being considered for both roles you do not need to apply twice, but clearly write in your application that you would like to be considered for both roles.

Org chart



WORKING RELATIONSHIPS:

Inside Diabetes UK

Work very closely with colleagues across Improvement, Support and Innovation, as well as regional and national colleagues and fundraising colleagues. Effectively share insights across Diabetes UK.

Outside Diabetes UK

Healthcare professionals, NHS managers, professional bodies and societies (e.g. The Primary Care Diabetes Society) education bodies (e.g. Ashridge Education) NHS partners (e.g. Leicester Diabetes Centre) funders (in particular Novo Nordisk)

The Clinical Champions programme is a ground breaking partnership project that supports clinicians to deliver real improvements to diabetes care.

“The program supports people in numerous different ways to be able to achieve things that they never thought they could in terms of diabetes care improvement.” Dr Deborah Wake, Clinical Champion

To learn more about the Champions visit www.diabetes.org.uk/clinical-champions-networks

OVERALL PURPOSE OF THE JOB

Diabetes UK are working towards a world where diabetes can do no harm and it is a fight we cannot win alone. Our work has proven that by supporting clinical leaders in key areas we can transform the lives of people living with diabetes and prevent others from ever having to live with the condition.

We are committed to identify, grow and nurture clinical leaders who can become game changers in the fight to prevent diabetes and transform diabetes care. We have big ambitions to significantly grow this area of work including developing new programmes for diverse audiences and innovative partnerships with funders, clinical bodies and academic institutions. We are seeking to appoint someone who can develop this approach.

This role is to join our leadership development team with a shared purpose of developing our portfolio leadership offer and to co-lead (with a second programme manager) The Clinical Champions Programme. The programme sees you support clinicians, through a two year leadership development programme, to drive improvements in diabetes care across their local areas. This programme is part of Diabetes UK strategy of transforming care across the NHS to improve services delivered for people living with diabetes.

Working closely with teams across the nations and our contracted academic partner (Ashridge Business School) you will support the existing cohort of Champions to drive change in their localities; support the recruitment of a new cohorts; as well as being responsible for showcasing the programme to internal and external audiences. Our Clinical Champions are distributed across the nations (England, Northern Ireland, Wales and Scotland). You will work closely with the Clinical Champions project team, the Clinical Champions, Ashridge Business School and other local stakeholders (including clinicians, commissioners, patients and others) to deliver a vibrant and effective programme.

The role involves a lot of travelling and remote working. You will be responsible for delivery of the programme and managing the four-way partnership at its heart (Diabetes UK; the funder, Novo Nordisk; the academic partner, Ashridge Business School; and the NHS Clinicians). You will ensure lessons are learned, shared and developed into products that can benefit diabetes services across the United Kingdom. You will support continuous improvement of the Clinical Champions programme.

MAIN DUTIES AND RESPONSIBILITIES:

Leadership

- Be credible to healthcare leaders; inspire confidence from clinical leaders and support them to critically evaluate their leadership style and develop both personally and professionally in order to improve diabetes care
- Carry out 1-to-1 professional coaching with the Clinical Champions to enable greater insights into their strengths and support them to identify and address their personal development needs
- Lead Action Learning Sets to enable peer based learning and foster a climate of peer support and peer accountability

Management

- Project manage the clinical champions programme – **with a focus on the work in Scotland, Northern Ireland and Wales** - ensuring that project outcomes and milestones are delivered and that all partners (internal and external) are kept involved and informed

- Work closely with the wider Healthcare Engagement and Development Team to ensure co-ordinated and complementary approach across clinical leadership programmes
- Develop appropriate ways to capture and evaluate the impact of the project, including the long-term journey of graduates and identify lessons learnt and opportunities for improvement
- Maintain budgets and accounts to ensure that the projects deliver to budget
- Co-ordinate the project steering group, working with the funding partner
- Monitor progress in each area and problem-solve

Development

- Identify gaps in clinical leadership provision and opportunities to fund new developments to meet those needs
- Work closely with the fundraising teams to identify and secure new income streams to enable further growth in clinical leadership offer
- Respond flexibly to emerging opportunities and show leadership in ambiguous times
- Design and develop new leadership programmes, working with key partners

Facilitation

- Work with partners to develop and deliver appropriate learning events
- Facilitate workshops, meetings and activity for local stakeholders

Communications

- Produce reports, materials and articles
- Consistently provide clear, accurate and relevant information to Clinical Champions and all stakeholders
- Present the project findings to appropriate audiences
- Identify good practice examples and create detailed case studies for our shared practice library
- Identify new opportunities to communicate the power of clinical leadership in delivering care improvement through press pieces, blogs, tweets etc

Build Relationships

- Create a pool of highly engaged clinical leaders
- Consistently provide clear, accurate and relevant information to all stakeholders
- Find effective ways to integrate new learners into our existing Leadership Alumni and contribute to the strengthening of our Alumni network

PERSON SPECIFICATION:

The best person for this job will be able to:

- Demonstrate good understanding of healthcare professional culture, the NHS and how changes are affecting healthcare professionals
- Inspire confidence from clinical leaders and support them to critically evaluate their leadership style
- Create effective learning programmes (in partnership with others)
- Present and facilitate with confidence
- Build effective networks and professional relationships
- Write and communicate to a high professional standard, including writing copy for publications and reports
- Delivering complex projects on time and within budget
- Demonstrate the flexibility and agility needed to capitalise on new opportunities and drive growth

The best person for this job will have experience in:

- Delivering improvement activities, preferably in a healthcare setting
- Writing copy for publication in multiple formats e.g. press pieces, blogs, reports
- Dynamic management of complex projects, including managing budgets
- Securing income and/or growing services

Desirable

- Coaching or equivalent activity to support others to grow leadership skills

The best person for this job will be:

- Enthusiastic, positive and driven with a can-do and solution-focused approach
- Able to command respect and create a sense of community amongst the key stakeholders
- Willing to undertake extensive travel within the UK, including overnight stays
- Committed to tackling health inequalities, ensuring that ethnicity, poverty, education, religion or geography do not negatively impact on people's ability to access good care