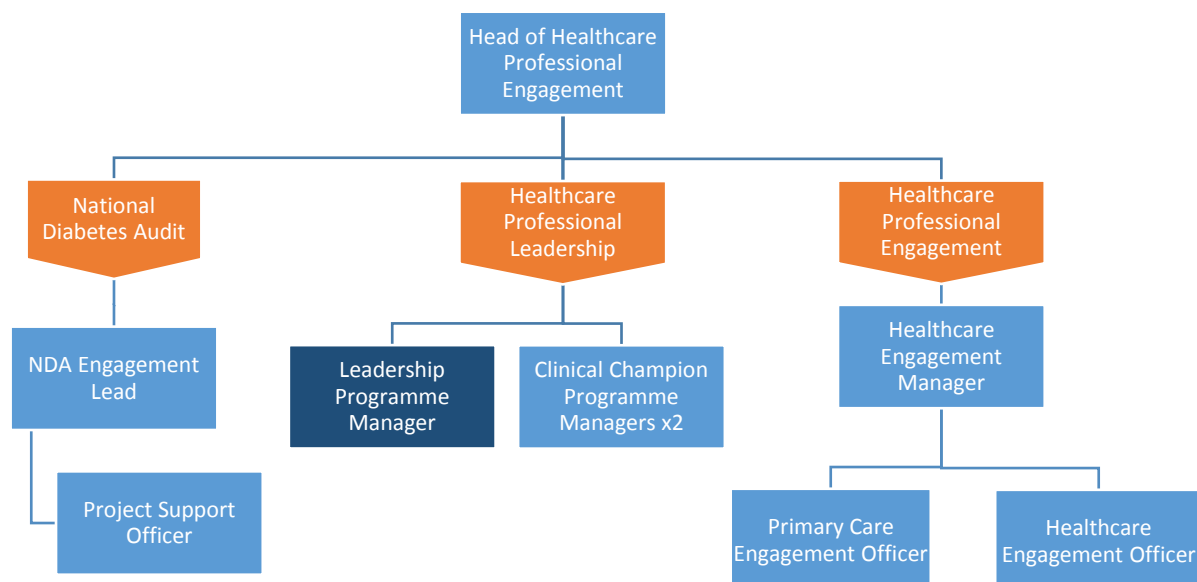


Job Title: Leadership Programme Manager

DIRECTORATE:	Policy, Campaigns, Improvement
SECTION:	Improvement Support and Innovation
REPORTING TO:	Head of Healthcare Engagement and Development
CONTRACT:	Full time, based at Wells Lawrence House, London Fixed 12 month (although actively negotiating funds to extend)

Please note: we are simultaneously recruiting for a **Clinical Champions 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)

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.

We have a very strong track record of delivering leadership courses for clinicians. This role is to join our leadership development team with a shared purpose of significantly scaling up that provision, starting by developing a new programme for primary care leadership. Primary care clinicians are fundamental to the delivery of effective diabetes prevention and care. Strong leaders in primary care can transform the quality and efficiency of diabetes care across local areas and in so doing have a positive impact on patients' clinical outcomes, their personal wellbeing and NHS finances. This programme is part of Diabetes UK strategy of transforming care across the NHS to improve services delivered for people living with diabetes.

You will build an effective primary care leadership programme and identify new opportunities to promote and highlight the positive impact of primary care leadership on care improvement. You will ensure lessons are learned, shared and developed into products that can benefit diabetes services across the United Kingdom. You will proactively identify the gaps and funding opportunities to grow our broader healthcare leadership offer.

The role involves significant travelling and remote working. You will be responsible for delivery of the primary care leadership programme and managing the relationships with the funder, AstraZeneca 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 Diabetes UK's leadership programmes.

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 professional coaching sessions both 1-to-1 and in small groups to enable clinicians to develop 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 primary care leadership programme 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, and develop and deliver management of new 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
- 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, particularly primary care
- 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