

Job Description for Trust Clinical Director for ESNEFT Medicine and Community Services

Job Title: Trust Clinical Director for Medicine and Community Services (Colchester)	Band: Medical and Dental or Agenda for Change
Accountable to: Divisional Director(s) – Medicine and Community Services (Colchester)	PA: 4 PA (or 16 hours) Possibility of 50:50 job share
Reports to: Divisional Director – Medicine and Community Services (Colchester)	Tenure: 2 or 3 years

Job Summary

ESNEFT is one of the largest Trusts in the East of England, with several of our services treating some of the highest numbers of patients in England. Improving quality and access to care by making the most of the scale of our services is an important strategic goal.

It is an exciting time to be working in the ESNEFT Medicine and Community Services as we strive to provide a modern and high-quality service for the population that we serve. The division formed in April 2025 as a merger between North East Essex Community Services and Medicine (Colchester) and is committed to integrating services across the patient journey. A particular focus is developing effective frailty services and managing multi-morbidity especially Cardiovascular, Renal, Metabolic medicine. The division has 5 Clinical Delivery Groups and it is expected that the Clinical Director will take responsibility in clinically leading on at least 2 of these CDGs.

The ESNEFT Medicine and Community Services Clinical Director will provide clinical leadership and expertise in the service to support the delivery of an effective and high-quality service for ESNEFT. The Clinical Director in liaison with the Divisional Director will implement and lead the directorate’s quality agenda.

Key relationships

Internal:

- Trust Executive Team
- Divisional Director(s)
- Heads of Nursing
- Clinical and operations teams
- Other Associate Medical Directors and Clinical Leads
- Chief AHP

External:

- Essex Integrated Care Board and NEE Alliance Boards
- Norfolk and Suffolk Integrated Care Board
- Essex county council and social care
- Borough and City councils
- Essex Partnership University NHS Trust
- Primary, Secondary, Tertiary Care and Community providers

Responsibilities

1. Provide exceptional leadership for the delivery and development of high-quality Medicine and Community services within the Trust, the locality and the ICS
2. Act as an ambassador for the Trust including promotion of vertical and horizontal integration of acute and community focused services
3. To shape and support the development of the Divisional, ESNEFT and ICB strategy including the delivery of divisional priorities and objectives
4. To work closely with both the Divisional Director and the Divisional Management Team to develop the division's operational clinical services and develop a culture of continuous quality improvement
5. In collaboration with clinical colleagues and service leads in primary, community and acute care pathways, ensure the highest levels of quality care (patient safety, patient experience and clinical effectiveness) across NEE and seek to continually learn and improve.
6. To help create a patient safety culture, ensure that appropriate governance arrangements are in place enabling effective management of complaints, incidents and risk management, audits and learning to improve patient case.
7. To review and help implement recommendations from external and statutory and professional inspections e.g. CQC, Royal Colleges, GMC, and Health and Safety Executive
8. Provide visible leadership to the clinical teams within the Division and wider NEE health service, promote continual improvement and transformation in quality, performance and delivery of integrated services
9. Create an environment where a wide range of specialist knowledge and expertise is drawn upon to develop the skills of all medical staff within the Division and wider NEE health service

Clinical Service Delivery and Improvement

- Help implement, monitor and review measurable accountable models of working that sustain high standards of safe, caring patient care, including reporting on clinical outcomes
- Review national and local policies and assess local service delivery against these – help develop and implement action plans with the operational service providers to ensure service models meet recommendations and standards
- Help develop patient pathways with clinical staff and colleagues in primary care, which deliver best practice and meet wait time standards and metrics

Financial and Performance Management

- Support sound budgetary management in accordance with the Trust's Standing Financial Instructions, working collaboratively with the Finance lead, taking action where necessary to prevent or address variance in performance, and to incorporate recommendations of internal and external audit
- Share and communicate performance indicators and level of performance throughout the Division/NEE Alliance, taking action where required to address variance from the standard/milestone

General

- To comply with the Trust's regulatory framework and codes of conduct
- All employees must comply with ESNEFT Equal Opportunity Policy and Race Equality Scheme and must not discriminate on the grounds of sex, colour, race, ethnic or national origins, marital status, age, disability, sexual orientation or religious belief.
- All employees have a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by ESNEFT
- All employees have the right to work in an environment which is safe and to be protected from all forms of abuse, violence, harassment and undue stress - all employees are responsible for helping to ensure that individuals do not suffer harassment or bullying in any form - all employees will be personally accountable for their actions and behaviour in cases of complaints of harassment or bullying
- All employees have a responsibility to contribute to a reduction in the Trust's carbon footprint
- As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002).
- If you have responsibility for a budget, you are expected to operate within this and under the Trust's standing financial instructions (available on the Intranet site) at all times

The Clinical Director for Medicine and Community will report to the Divisional Director(s) for Medicine and Community (Colchester) and more generally to the Divisional Management Team.

PERSON SPECIFICATION

Trust Clinical Director for ESNEFT Medicine and Community Services

REQUIREMENTS	ESSENTIAL	DESIRABLE	Evidence
Education & Qualification	<ul style="list-style-type: none"> Clinical Qualification to a post-graduate level Experience of medical care in acute or community settings Evidence of continuous professional and personal development 	<ul style="list-style-type: none"> Relevant Postgraduate qualification Leadership qualification 	Application form
Experience & Knowledge	<ul style="list-style-type: none"> Experience of leading clinical services Understanding of national strategy and principles of improving care and outcomes Understanding of the NHS regulatory environment and ICS working Knowledge of clinical governance systems as they affect the work of professionals and organisations. Knowledge of clinical models for Medical care and implementing QI initiatives Strong clinical understanding of quality and improvement levers Good understanding of Health economy developments, measures, changing agenda Demonstrate understanding of leadership and people engagement. 	<ul style="list-style-type: none"> Demonstrable and credible experience in a significant leadership role. Evidence of extensive (and successful) quality, people and financial experience. Evidence of successful management of change in a complex organisation. Experience of the understanding of the importance of developing and delivering business plans to support corporate objectives Experience of leading or influencing organisational development 	Application form and interview
Skills & Abilities	<ul style="list-style-type: none"> Well-developed leadership skills Ability to communicate, influence, persuade and negotiate at all levels Credible with an ability to inspire confidence in staff and others Motivational skills to encourage collaborative working and promote change and transformation Ability to deliver change in a complex environment Highly analytical and numerate and able to apply these to judgements and logical argument Excellent written communication skills Excellent oral communication skills IT literacy Ability to demonstrate transparency in communications with all colleagues and patients/users Personal commitment to improving outcomes for patients 	<ul style="list-style-type: none"> Advanced change management skills, able to implement and sustain change in a complex evolving organisational environment. Data analysis skills, able to synthesise and complex information in quantitative and qualitative formats Coaching skills 	Interview and references