

## Job Description

# Care Academy Clinical Lead

Reference: 4614

Date: December 2025

<b>Job Family:</b>	Finance/Commissioning and Procurement
<b>Level:</b>	3
<b>Band:</b>	9
<b>Career Track:</b>	Technical Professional and Supervisory

## Job Purpose

To act as the principal clinical authority for the Care Academy, holding accountability for the quality, safety and effectiveness of clinical training standards and promoting this across the Adult Social Care workforce. To provide oversight of clinical education and competency, providing expert advice, guidance, support and direction to multiple teams and external providers to drive compliance and service improvement whilst maintaining compliance with relevant policies and procedures.

## Service Purpose

The Care Academy plays a critical role in the workforce development of the social care sector, including recruitment, training, and retention of the workforce. The service aligns with Council strategies to ensure a skilled, safe, and resilient workforce that protects the wellbeing of service users. Working in partnership with Trust services, social care teams, and education partners, the Academy delivers evidence-based clinical training and compliance assurance to improve social care services across Northumberland.

## Duties and Responsibilities

- **Lead the coordination and delivery of evidence-based clinical training programmes** to ensure consistent standards across the county, addressing public health outcomes and health inequalities for vulnerable adults whilst raising the standard of social care in the community.
- **Direct and coordinate clinical education and training**, liaising with external providers to ensure risk transfer, value for money and protection of the Council's interests.
- **Manage and develop an Academy budget**, authorising expenditure on external training providers and clinical resources while actively identifying opportunities for income generation and effective resource usage. Contributing to the delivery of a balanced budget, seeking and identifying areas of efficiency and improvement to make the most effective use of resources.
- **Act as the Principal Clinical Authority**, providing expert advice and direction to internal teams and direction to multiple external stakeholder professionals on complex clinical and commercial issues who may not be under the postholder's service priorities.

- **Lead the implementation of change initiatives** regarding clinical workforce development, supporting providers to adopt new ways of working and overseeing the evaluation of physical and digital resources.
- **Maintain professional accountability** for the effective delivery of training standards, ensuring all activity adheres to national, regional, and local guidelines, including CQC regulations, NICE guidance and the NMC Code.
- **Act as the Information Asset Owner for the Academy**, ensuring strict compliance with GDPR and Information Governance when processing sensitive workforce competency data.
- **Provide clinical oversight, mentorship and professional leadership** to training staff, students and external managers, holding authority to enforce quality standards.
- **Analyse workforce data and research evidence** to produce high-level reports on workforce capability and market trends, using insights to shape commissioning decisions and service delivery.
- **Cultivate partnerships with multi-disciplinary teams**, Trust services, and Universities to coordinate a unified approach to clinical training and ensure educational requirements of students, carers and managers are met.
- **Promote and safeguard the welfare of adults** at risk by identifying risks within provider services at an early stage and ensuring strict adherence to safeguarding frameworks.
- **Represent the service at relevant meetings and forums**, communicating complex issues to staff, external providers, and the wider community to raise the profile of adult social care.
- **Shape, influence and lead on workforce clinical strategy for the Academy**, working with external stakeholders including the Trust to have a consistent training programme and competency framework for workers in community services.
- **Promote inclusive practices**. Supporting targeted local initiatives to offer equality, diversity and inclusivity to all residents of the county.

## Person Specification

### Professional and Technical Requirements

#### Qualifications

- First level NMC Registered Nurse (Part 1 or 3) or equivalent registered Clinical Professional (AHP).
- Educated to degree level with evidence of highly developed specialist knowledge equivalent to Master's level (e.g. acquired through senior leadership experience or post-graduate study).
- Recognised mentorship or teaching qualification (or willingness to achieve) OR significant proven experience in the design and delivery of clinical training programmes.

#### Knowledge and Experience

- First level NMC Registered Nurse (Part 1 or 3) or equivalent registered Clinical Professional (AHP).
- Educated to degree level with evidence of highly developed specialist knowledge equivalent to Master's level (e.g. acquired through senior leadership experience or post-graduate study).
- Recognised mentorship or teaching qualification (or willingness to achieve) OR significant proven experience in the design and delivery of clinical training programmes.
- Valid driving licence and access to a vehicle.

- Comprehensive knowledge of national health and social care policy including CQC regulations, safeguarding frameworks and the integrated care agenda.
- Extensive post-registration experience within a community, primary care, or social care setting, with evidence of taking a lead role in service delivery.
- Experience managing budgets and commissioning external training provision, including contract negotiation.
- Practical experience of using Quality Improvement (QI) tools (e.g., audits, PDSA cycles) and maintaining clinical governance standards.
- Experience of formulation and delivery of plans and policies within an organisation.
- Thorough understanding of professional standards including the NMC Code and principles of delegation and accountability.

## Core Competency Requirements

- **Communication:** Communicates across services to influence outcomes. Adapts style across organisational contexts and manages sensitive communications.
- **Collaboration:** Facilitates collaboration across teams, services, and external partners to deliver joined-up solutions.
- **Service Delivery:** Aligns delivery with strategic priorities and maintains high performance. Improves services using innovation and effective use of resources to deliver value for money.
- **Decision-Making:** Balances risk and impact in decision-making across teams or projects.
- **Digital & Data Literacy:** Uses digital systems to manage performance and inform decisions. Applies ethical judgement and explores new data sources. Analyses complex data to improve service outcomes.
- **Adaptability:** Leads teams through change using structured approaches that support clarity and resilience. Builds team cohesion and sustains service culture during transitions.
- **Problem-Solving:** Enables collaborative problem-solving and challenges existing practices to address cross-service challenges.
- **Community & Customer Focus:** Applies community insight and customer feedback to shape responsive and inclusive services.
- **Leadership:** Aligns team capability and resources to deliver meaningful outcomes. Leads projects and services within areas of expertise and across disciplines.

## Strengths

- **Strategic:** You look at the big picture, considering wider factors and long-term implications of decisions (e.g., shaping clinical curriculum and commissioning strategies).
- **Improver:** You look for better ways of doing things, offering up a fresh perspective and enjoy coming up with new and original ideas (e.g., leading change initiatives and innovation in practice).
- **Influencer:** You influence others, articulating the rationale to gain their agreement (e.g. influencing recruitment strategy).
- **Analytical:** You seek and analyse information to inform your decisions based on the best available evidence (e.g., analysing workforce statistics and research).
- **Team Leader:** You are confident to lead a team and effectively manage team dynamics. You strive to ensure the team pulls together and is effective. You consider everyone's

needs and create a genuine team spirit. (e.g., providing clinical oversight and leadership to training staff).

## Desirable

- Experience working within a Local Authority or integrated health and social care team.
- Completion of a recognised leadership or management course, additional qualifications and/ or evidence for continuing professional development.

### **Safer Recruitment**

Safeguarding Statement. The post holder is expected to promote and safeguard the welfare of children, young people, and adults at risk they are responsible for, or come into contact with, in line with the organisation's safeguarding policies.

**Extent of Contact with Vulnerable Groups** The role involves frequent contact with adults at risk through regular site visits to care providers, clinical training delivery and quality assurance activities within the community. There may be incidental contact with children or families when visiting community settings or service user homes.

**Disclosure and Barring Service (DBS) Requirements** This post may be subject to an Enhanced Disclosure and Barring Service (DBS) check, including a check against the barred list for working with adults and/or children.