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| Job Identification | Job Title | Clinical Care Group Director |
| Department(s)/Location | NHS Tayside |
| Number of job holders | 1 |
| Job PurposeTo have devolved accountability for developing and operationally delivering the Clinical Care Group agreed annual plan, working collectively as a triumvirate with the Clinical Care Group Manager and Lead Midwife.To review performance pro-actively against the annual plan, managing variance and reporting risk assessed results through the performance review mechanism.To provide leadership for the Clinical Care Group and it’s component departments.To be the accountable officer for the clinical care group, including clinical quality, operational performance and finance.  |
| Organisational PositionOperationally to the Divisional Associate Medical Director, and professionally to the Operational Medical Director.  |
| Job FocusTo work collectively with the other Clinical Care Groups, Care Divisions and Operational Leadership Team in a way that values the collective over the individual Clinical Care Group.To uphold and role model the values of NHS Tayside, along with an accountability for their adoption throughout the Clinical Care Group, ensuring that behaviours match the espoused values of* Putting patients first
* Showing compassion, caring and kindness
* Treating everyone with dignity and respect
* Taking the time to have good, open communications and being accountable for their actions and behaviours
* Doing the best that we can by working as a team to provide excellent treatment and care.

To deliver on the responsibilities delegated to the Clinical Directors set out in the Accountability Framework and decision rights within the Scheme of Delegation.To work collectively with all of the departments in the Clinical Care Group and create the environment and culture for them to deliver good quality patient care on an individual and collective basis.To work collectively to ensure that the Clinical Care Group and it’s departments liaise with all of their partners across and outwith NHS Tayside to plan integrated patient care pathways and deliver reliable, affordable and sustainable services that are based on current evidence. To work flexibly with other Clinical Care Groups that have shared interests, working cross functionally with different groupings on care pathways and delivery issues.To collectively create the unified vision for the Clinical Care Group, developing NHS Tayside’s strategy with the aims of the group.To plan the Clinical Care Group work for the forthcoming year within the ’triumvirate’, and then work collaboratively with the Operational Leadership Team and Care Divisions to agree it. The annual plan will cover the following 8 domains; quality and safety, operational performance, workforce, including partnership working, finance, site performance, transformation/strategic change initiatives, trajectory against annual plan, and business and development plan for next year.To work collectively with business partners, covering quality and safety, finance, workforce, organisational development and staff side, to produce and review performance information.To produce as part of the ‘triumvirate’ a risk assessed exception report which focuses on areas of high performance and any areas of significant deviation from the 8 domains against the annual plan, three weeks in advance of the performance review meetings.To coach and mentor medical and other staff within the clinical care group.To participate in NHS Tayside’s leadership and development programme.To ensure that job plans and appraisals are undertaken annually and signed off.To review your personal development plan annually with an Associate Medical Director.To ensure that the post holder has the necessary skills required to undertake the post, a learning network is being developed at which attendance is required. Further support will be available to post holders. |
| Qualifications and ExperienceMedically, dentally or scientifically qualified with previous leadership / management experience, excellent interpersonal skills, committed to collective working, delivering professional and service objectives and leading change management programmes. |
| Time CommitmentIndicative 4 programmed activities per week within a maximum 12 PA job plan. |
| JOB DESCRIPTION AGREEMENT The job description will need to be signed off by each post-holder to whom the job description applies. |

Signed Line Manager 1……………………………………………….

Name……………………………………………………………………date……………………….

Signed Post Holder ……………………………………………….

Name……………………………………………………………………date……………………….