



Job Profile

Job Title	Mental Health Practice Lead
Reports to (job title)	Registered Manager/ Clinical Team
Job Reference No.	634

The job in a nutshell...

As a Registered Mental Health Nurse you will act as an inspiring, compassionate and knowledgeable leader. You will be the service specific lead for practice development, developing and delivering specialist training packages, embedding core competencies and oversight of clinical supervision and be a point of contact for individual support for the registered managers in our new and exciting service.

You will support the organisation's in-house clinical team with implementation and development of all performance indicators, essential standards, and quality outcomes. As well as keep abreast of relevant news from regulators, legislators and updates from the wider health and social care sector and ensure these are effectively and appropriately communicated with staff

Being an experienced clinician, you will develop and where appropriate deliver training and coaching to enhance the knowledge and skills of the operation teams in addition to promoting regular, honest and supportive feedback within the working relationship.

As a Home Group colleague you will embody our values of being commercial, energised, accountable and caring, working in line with our brilliant behaviours, and work within our legislative and clinical governance policies and procedures.

What success will look like...

Your service is meeting targets and surpassing delivery expectations;

- Your clinical leadership has inspired a team of brilliant performers
- Customers are happy and cared for
- You will feel fulfilled and passionate about your role
- Continuous learning and exploration is happening within the service
- All colleagues are living the Home Group values
- You will be able to evidence improvements in clinical outcomes for our customers, at both a service and individual level

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You'll already have these **brilliant** skills, qualifications and knowledge...

Excellent communication skills; ability to assess, review and give constructive feedback about clinical skills and competencies of staff and embed clinical practice locally, through use of policies, guidelines and procedures. You will need to be able to prepare and present accurate reports, and adopt a robust, high standard of record keeping.

Ability to build trusting working relationships; you will need to communicate with staff to promote and practice a culture of compassion, empathy, kindness, respect and dignity. You will also need to demonstrate excellent interpersonal skills when managing conflict and resolution.

Complaint Management and resolution; your role will require you to contribute to the management of complaints and serious incidents including any subsequent investigations. Risk: You will be able to upskill staff so they have the ability to assess and put into place, robust plans to mitigate identified risk. You are expected to adhere to all record keeping standards, escalating any concerns to the clinical lead where appropriate.

Customer Care; our customers are at the forefront of what we do so it is essential to maintain high standards of clinical care and contribute to achieving the Care Quality Commission Essential Standards. You will need to advocate a philosophy of care which is person centered, maintaining dignity and independence while ensuring care is consistently right for that person at that time. Clinical practice should be outcomes focused and of the highest professional standards.

Future planning; working within a new service you will assist in establishing systems that promote regular family/carer contact to encourage collaborative decision making. You will also challenge current practices and ways of working to ensure there is a continuous improvement culture. This will promote practice and shared decision making within the service, and also promote service improvement and development.

Training and Experience:

- Hold a Registered Mental Health Nurse qualification or equivalent
- Be registered with the Nursing Midwifery Council
- Demonstrate post registration experience
- Demonstrate continued professional development
- Demonstrate experience in managing, co-ordinating, delivering and evaluating training to staff on an individual and group basis.
- Staff development including coaching and mentoring of junior colleagues
- Clinical supervision
- Experience of training and developing staff
- Mental health
- Plan and manage own workload and remain flexible and adaptable under pressure.

We'd also love you to have, or be **brilliant** at... (but don't worry if not)

There are a few things we would also like you to be able to demonstrate you have the knowledge of, these include;

- Care co-ordination
- Safeguarding
- Therapy based training/ qualification/ psychologically informed approach
- Experience of developing or running a new clinical service
- Change management
- Experience in relapse prevention, early warning signs, trauma work or dual diagnosis

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We're all accountable for...

Health and Safety of our ourselves and others; put simply this includes taking the time to complete all learning, understanding your role-specific responsibilities, working with reasonable care and taking steps to address and report problems related to Health and Safety.

Taking a proactive approach to learning and development in order to be the best you can be. This includes understanding and keeping up to date with all of our relevant policies and processes... they're there for a reason but don't worry, we'll help keep you informed along the way.

Promoting equality, diversity and inclusion as a top priority at Home Group. Leading by example in your actions and Brilliant People behaviours.

Keeping things compliant! You'll have role specific and organisational goals but it's important you take these seriously and keep people and information secure and safe within the scope of doing your bit here at Home Group.

Other important stuff...

You'll be a budget holder? No Yes ... up to £ [Click here to enter text.](#)

You'll manage people? No Yes ... around [Click here to enter text.](#) direct reports

We all work flexibly at Home Group but the level of travel in this role is usually...

Occasional Regular Frequent



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