**Job Description**

**Job Title:** Clinical Lead South & Midlands  
**Location:** South & Midlands  
**Reports to:** Head of Clinical Services  
**Accountable to:** Head of Clinical Services

**Job Purpose**

The Clinical Lead will oversee the implementation and delivery of the group’s clinical offer and coordinate the clinical team across the South & Midlands. This role requires working collaboratively to promote the well-being and best interests of children, young people, foster families, and staff while supporting the effectiveness of the service in achieving its objectives, as outlined in the group’s Clinical Offer.

The Clinical Lead will ensure high-quality service provision aligned with best practice guidelines, internal policies, and procedures. Additionally, they will deliver the group’s clinical offer to a reduced number of agencies, undertake clinical duties, and manage allocated agency clinicians across the South & Midlands, ensuring adherence to professional and regulatory guidelines, as well as the group’s clinical audit and tracking tools.

Operational responsibilities include managing allocated agency clinicians, serving as the primary liaison between the group’s operational function and the Head of Clinical Services, conducting individual assessments, delivering interventions, providing guidance, and preparing relevant documents and reports.

**Key Stakeholders**

**External:** Relatives, advocates for children and young people, Placing Authorities, service commissioners, other service providers, external agencies including Local Authorities, Education and Social Services Departments, NHS services, regulatory and inspection bodies.

**Internal:** Staff across all divisions of NFG, children and young people within our care.

**Clinical Lead Responsibilities**

**Lead and Coordinate Service Delivery**

* Line manage allocated agency clinicians across the South & Midlands, overseeing and coordinating the delivery of clinical services through both employed and commissioned clinicians, ensuring adherence to the group’s clinical offer at the highest quality standards.
* Ensure that allocated referrals across the South & Midlands are consistently and efficiently managed by allocated agency clinicians, delivering the highest quality of service.

**Implement Dyadic Developmental Practice (DDP)**

* Ensure agency implementation of DDP by working towards achieving DDP Practitioner status.
* Provide clinical supervision to DDP staff to promote agency-wide practices supporting:
  + Children and adolescents with developmental trauma and attachment difficulties.
  + Enhanced caregiver ability to attune to children's emotional needs and promote secure attachments.
  + Engagement of caregivers and children in DDP.

**Embed the Clinical Offer**

* Ensure the Clinical Offer is embedded and operational across the South & Midlands.
* Liaise with the Head of Clinical Services to facilitate a smooth implementation and transition of the group’s Clinical Offer within each agency.
* Support the Head of Clinical Services in the development and execution of current and future group clinical initiatives.

**Provide Clinical Supervision**

* Line manage allocated agency clinicians across the South & Midlands.
* Offer clinical staff who have completed DDP certification.

**Conduct Clinical Interventions (Operational Duties)**

* Retain some operational responsibilities for other agencies, particularly central and specialist clinical services.
* Deliver the group’s Clinical Offer as needed.
* Coordinate and oversee the delivery of specialist programmes, including Invictus and Bridge to Foster.

**Maintain Clinical Documentation and Reporting**

* Ensure accurate records of clinical sessions and interventions within the region are maintained.
* Prepare and submit clinical reports and recommendations as required.

**Psychotherapist Responsibilities**

**Professional and Clinical**

* Undertake all aspects of clinical duties for allocated agencies.
* Conduct psychotherapy assessments for children and young people with diverse presentations, identifying needs and developing group-based and individualised intervention programmes.
* Formulate and deliver psychotherapy interventions using evidence-based practice and clinical reasoning.
* Develop comprehensive well-being and transition plans.
* Assess intervention proposals, obtain informed consent, and work within legal frameworks for children and young people who may lack capacity to consent.
* Evaluate progress, reassess, and adjust intervention programmes as necessary.
* Carry out risk assessments and manage clinical risk.
* Maintain accurate intervention records in line with service expectations and professional standards.
* Represent psychotherapy and the wider group in relevant meetings, such as case and multidisciplinary team meetings.
* Ensure the safe and competent use of all psychotherapy equipment.
* Keep the Head of Clinical Services informed about resource requirements.
* Maintain professional competency through CPD activities and supervision.
* Provide specialist knowledge of psychotherapeutic principles to other staff members.
* Act as a discipline specialist within multidisciplinary teams.
* Participate in referral assessments.
* Liaise with external agencies, including social services and Local Authorities when required.
* Write and provide appropriate reports.

**Teaching, Training, and Supervision**

* Provide training, observation, and modelling to staff within services.
* Support the coordination and implementation of training and education for staff, professionals, and caregivers.
* Participate in staff appraisal programmes and personal development plans.
* Provide clinical supervision to psychotherapy practitioners and therapy assistants, if required.
* Offer psychological advice and support to clinical team members and fostering staff.

**Policy and Service Development**

* Support the Head of Clinical Services in contributing to operational management and service development.
* Participate in clinical/well-being team and multidisciplinary team meetings.
* Generate written protocols and policies for clinical service delivery.
* Assist in workload management for trainees and assistants within the clinical/well-being team.

**Administration and IT**

* Be proficient in using IT software such as Microsoft Suite.
* Maintain clinical notes in accordance with professional guidelines and the group’s expectations.

**Research and Service Evaluation**

* Undertake evidence-based practice projects, audits, and outcome measures.
* Utilise research findings to inform practice.
* Support research and audit activities within psychotherapy and multidisciplinary teams.

**General Responsibilities**

* Ensure the efficient and effective use of resources.
* Work within budgetary constraints.
* Promote health and safety practices and promptly report hazards.
* Adhere to company policies regarding safeguarding, child protection, whistleblowing, complaints, and behaviour management.
* Represent the group professionally and uphold its reputation.
* Demonstrate company values and maintain high standards of conduct.
* Undertake any other reasonable duties as required by the National Fostering Group.

**Standard Responsibilities**

All employees, regardless of role or seniority, are expected to:

* Participate in an annual performance review.
* Work in compliance with NFG policies and statutory regulations.
* Promote and safeguard the welfare of children, young people, and vulnerable adults.
* Undertake additional duties as assigned.

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| **Job Holder** |  |  |
| Name: | Signed: | Date: |
| **Signed on behalf of the NFG** |  |  |
| Name: | Signed: | Date: |