**Person Specification – Clinical Lead**

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| **Competencies** | **Essential** | **Desirable** | **Assessment method** |
| **Experience** | * Extensive experience in a clinical environment with children * Experience in service improvement and change management * Experience in workforce planning and resource allocation * Experience in developing and implementing clinical strategies * Experience of working in multi professional work teams or services within designated speciality | * Experience leading multidisciplinary teams * Experience in a leadership role within a clinical setting | CV  References  Interview |
| **Skills, Personal Qualities and Knowledge.** | * Strong clinical knowledge and expertise relevant to the role * Ability to provide clinical leadership, supervision and support to staff * Communication skills including the ability to engage with staff, children and stakeholders effectively * Strong, clear and concise report writing skills * Strong problem-solving and decision making skills * Knowledge of regulatory and governance frameworks * Ability to inspire and motivate teams to achieve high standards of care * Commitment to children centred care and continuous service improvement * Resilient, adaptable and able to work under pressure * Strong ethical and professional integrity | * Understanding of financial management and budgetary control | CV  References  Interview |
| **Qualifications & Certifications and credentials** | * Registered with BACP or equivalent * Post graduate qualification * Hold a full UK driving licence and access to a car | * Leadership or management qualification. * CPD in Clinical Leadership | Certificates  CV  Interview |
| **Languages** |  | English | Interview  CV |

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