**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
 | CVReferences 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
 | CVReferences 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
 | CertificatesCVInterview |
| **Languages** |  | English | InterviewCV |

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