

Job Description

Job title: Clinical Lead
Reports to: Head of Clinical Services
Responsible for: HEMS Paramedics

1. Main purpose of job

- Reporting into the Head of Clinical Services, providing clinical leadership for the directorate with a focus on clinical development and well-being support
- Leading on the delivery of clinical supervision for HEMS paramedics
- To support the Consultant Lead for Clinical Education and the Head of Clinical Services with the delivery of EAAA's clinical education and training portfolio
- To lead on simulation-based training for the clinical team

2. Main duties/responsibilities

- EAAA line management of HEMS paramedics including day to day welfare, supervision, appraisals and clinical development
- Overall responsibility for simulation equipment and training for the clinical directorate
- Accountable for the ALS budget including the budget setting process
- Managing the clinical training equipment. This includes monitoring the market to ensure EAAA clinical training equipment is the most effective and innovative for our clinical teams to be working with - establishing budgets and a rolling programme for replacement and innovation. Ensure the equipment list match course requirements and regulatory compliance e.g. medical meat and RCUK
- Develop standard operating procedures and policies for clinical education, training, research and audit
- Maintain a clean, safe and operational simulation suite. Ensure medical consumables are ordered and available for ongoing learning and in place for defined courses. Ensure the Operations Team have plenty of notice and understanding of the needs so they can maintain suitable stock levels.
- Support the clinical directorate with strategic oversight, decision making and development of the clinical workforce. This will include accountability for paramedic recruitment, career frameworks, talent management, succession planning, education and development

- Collaborate with local hospitals, higher education institutions and EEAST to improve patient care, safety and outcomes.
- Coordinate with Estates to manage EAAA buildings for course delivery.
- Accountable for the delivery of key projects and work streams utilising other multidisciplinary specialists to enhance competence and knowledge of our team
- Act as a paramedic representative for the Charity linking with external stakeholders such as EEAST and the College of Paramedics
- Support service delivery by providing increased resilience with the expectation of covering core clinical shifts
- Support clinical governance activity

3. General duties/responsibilities

- From time to time, the post holder may be required to work at any of the Charity's sites in line with organisational needs
- The post holder will be able to undertake additional clinical shifts either via the EAAA Emeritus system or claim for the additional clinical hours using the standard EAAA claim form or claiming the hours worked through an EEAST bank contract
- All staff must ensure confidentiality and security of information dealt with in performing their duties. They must comply with and keep up to date with Charity policies and legislation on confidentiality, data protection, freedom of information and computer misuse
- All staff are required to adhere to and act consistently with all relevant health and safety legislation and Charity policies and procedures to ensure that their own and the health, safety and security of others is maintained
- Staff will actively promote the Charity's commitment to equality and diversity by treating everyone with dignity and respect
- All employees should take a proactive approach to personal development to ensure that skill sets are aligned to the demands of the role as it evolves and develops to meet the organisation's changing needs
- All employees have a responsibility for protecting, safeguarding and promoting the welfare of children and vulnerable adults
- It is the responsibility of all employees to conduct all business in an honest and ethical manner
- Staff should uphold and demonstrate the Charity's values (reasoned, accountability, integrity, synergy and evolution)
- All staff should be aware of their responsibilities to protect the reputation of the charity, e.g. social media and behaviour
- Reporting incidents via the Datix system as part of an open and fair culture

4. Person specification

Education and qualifications	
Essential	Desirable
<ul style="list-style-type: none">• HCPC registered paramedic with no outstanding cautions or conditions of practice• Qualified as an Advanced Paramedic in Critical Care• Hold a full UK driving licence• IHCD emergency driving qualification or equivalent	<ul style="list-style-type: none">• MSc degree in relevant clinical subject• Post graduate teaching qualification or equivalent experience• Diploma in Immediate Medical Care from the Royal College of Surgeons of Edinburgh
Experience	
Essential	Desirable
<ul style="list-style-type: none">• Three years' experience in a HEMS organisation and currently operating in a Level 3 service• Extensive experience across a range of clinical operational environments• Demonstrate ongoing post registration professional development across a range of clinical and non-clinical activities• ALS provider status• Effective organisational skills and ability to prioritise	<ul style="list-style-type: none">• ALS instructor status• EPALS/other life support qualifications
Knowledge and skills	
Essential	Desirable

<ul style="list-style-type: none"> • Experienced in managing staff and supervising clinical practice • Able to work calmly but decisively under pressure • Knowledge of the East of England Trauma Network 	
Personal qualities	
Essential	Desirable
<ul style="list-style-type: none"> • Team player with good human factor skills • Communicate effectively at all levels and across relevant areas of knowledge and expertise • Able to communicate complex information across professional boundaries • Ability to demonstrate expert leadership within a multi-disciplinary team 	