

Job Description

Title: Superintendent Radiographer: Breast Imaging Services

Band: 8a

Staff Group: AHP

Reports to: Imaging Services Manager

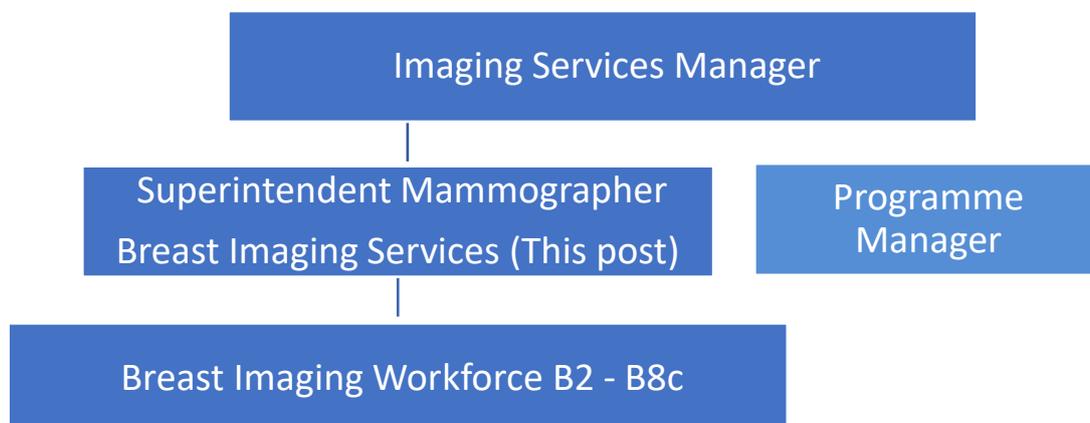
Job Purpose:

1. Provide strategic, clinical, and operational leadership for the Breast Screening and Symptomatic Imaging Services across Portsmouth and Southeast Hampshire.
2. Ensure the safe, effective, and efficient delivery of high-quality breast imaging in line with NHS Breast Screening Programme (NHSBSP) standards and Trust objectives.
3. Lead service planning, quality governance, workforce development, and resource management to meet national targets and deliver equitable patient and client care.
4. Act as the Trust's senior professional lead for breast imaging, driving service improvement, innovation, and an excellent patient and client experience.

Key Responsibilities

- a. **Budgets** – Shared budget holder for Breast Imaging £2m
- b. **Funded Staff**
 - 12.47 WTE Radiographers
 - 2.81 WTE Assistant Practitioners
 - 3.27 WTE Senior Radiographic Department Assistants

Organisational Chart



Trust Organisational Expectations

The post holder will:

1. Proactively and positively contribute to the successful overall performance of the Trust.
2. Deliver excellent levels of customer service to all patients/visitors and staff at the Trust.
3. Develop effective ways of working and create strong partnerships and relationships with all stakeholders to support the implementation of the Government's policies on Health.
4. Develop an organisational culture that fosters collaborative work among all staff groups, to ensure a focused commitment to delivering quality services and outcomes.
5. Act as an advocate for the Trust & its contribution to the Health Service arena through creating effective partnerships and relationships with internal and external stakeholders.
6. Comply with corporate governance structure in keeping with the principles and standards set out by the Trust.
7. Support the Trust culture of collaborative, flexible cross-team working and commitment to delivering quality services and outcomes, which support the Government's policies on public health
8. If your employment is to a post that requires you to be registered with a professional body, the continuation of your employment is conditional upon you continuing to be registered with the appropriate professional body. The Trust will require evidence of current registration.
9. In compliance with the Trust's practices and procedures associated with the control of infection, you are required to:
 - Adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times.
 - Conduct hand hygiene in accordance with Trust policy, challenging those around you that do not.
 - Challenge poor practice that could lead to the transmission of infection.
10. Proactively, meaningfully and consistently demonstrate the Trust Values in your every-day practice, decision making and interactions with patients and colleagues.

Shared Core Functions

1. Proactively and positively contribute to the achievement of the patient experience through individual and team effort. Support your team members to deliver on their functional-relevant objectives through offering advice, guidance and support as appropriate.
2. Manage departmental activities and control risks, ensuring that approved budgets are spent effectively and in accordance with agreed procedures
3. Liaison with Senior Professionals and related functions to ensure that work is neither overlooked nor duplicated. Build and sustain effective communications with other roles involved in the shared projects, programmes or tasks as required
4. Maintain and continuously improve specialist knowledge in an aspect of Health Service which significantly contributes to the Trust's stated objectives & aims
5. Maintain and improve your knowledge & understanding of the health service arena; including health systems, policy development and current issues.
6. Establish and maintain strategic links with a range of external partners/stakeholders or supervise the links made through the team. Engage with external partners/stakeholders to gain their necessary level of contribution & commitment to the successful delivery of your work.
7. Undertake evidence-based practice for either developments relating to Trust work or opportunities for Trust involvement around health issues
8. Increase the level of knowledge & skills within the Trust through documenting key learning and supporting others to develop their professional abilities.
9. Dissemination of knowledge through engagement in report writing, academic writing, coaching and reviewing, taking full responsibility for clinical accuracy and reliability and being sensitive to the wider implications of that dissemination.

10. Ensure that expertise is seen as a resource within and outside the Trust and form working partnerships with government departments, national agencies and key stakeholders internationally, nationally, regionally and across sectors.
11. Develop structures, systems, ways of working and personal values that will support the Trusts sustainable development objectives with regard to issues such as Carbon reduction and waste minimisation; and to encourage all stakeholders of the Trust to act as enthusiastic agents of change.

Specific Core Functions

Strategic Leadership

1. Develop and implement the strategic direction for the Breast Screening and Symptomatic Imaging Services across Portsmouth and South East Hampshire, ensuring alignment with Trust objectives and national diagnostic frameworks.
2. Plan and deliver long-term service and workforce strategies to meet demand, capacity, and quality targets in accordance with NHS Breast Screening Programme (NHSBSP) requirements.
3. Advise the Clinical Director and senior management on service transformation opportunities, investment priorities, and associated risks.
4. Lead the development and implementation of departmental policies, protocols, and quality standards consistent with NHSBSP and ISO 9000:2015.
5. Represent the Trust and service at regional and national breast screening forums and professional networks.
6. Lead service integration and innovation across static and mobile screening services to enhance accessibility, quality, and efficiency.
7. Directly accountable for the delivery of safe, effective, and efficient breast imaging services contributing to Trust diagnostic performance and cancer pathway targets.

Operational and Workforce Management

8. Provide senior leadership and operational management to the Breast Screening and Symptomatic Imaging Teams, including Advanced Practitioners, Mammography Radiographers, trainees, Assistant Practitioners, and Radiographic Assistants.
9. Ensure service continuity across static and mobile units, delivering equitable access and achieving national screening targets.
10. Lead workforce planning, recruitment, retention, and skill-mix optimisation in collaboration with HR partners.
11. Develop annual business and workforce plans aligned with Trust strategic priorities and national targets.
12. Oversee staff appraisals, professional registration compliance, performance management, and succession planning.
13. Supervise complex staff rotations across static and mobile units, ensuring all areas are adequately covered and staff maintain procedural competence.
14. Promote staff health, safety, and well-being through proactive risk assessment and mitigation of work-related hazards.
15. Ensure fair and consistent application of Trust policies in staff performance, development, and conduct management.
16. Maintain effective two-way communication through regular team, management, and business meetings.
17. Work autonomously, managing the Breast Imaging Service within broad professional and organisational parameters, and accountable for meeting service outcomes.

Clinical Practice & Technical Expertise

18. Act as a senior clinical advisor for complex mammography examinations and radiation safety, providing expert guidance and escalation support.

19. Ensure adherence to national screening standards, Right Results Protocols, and evidence-based best practice across all service areas.
20. Oversee quality assurance and audit processes, working closely with the Quality Manager, QA Radiographer, and Radiation Protection Supervisor (RPS).
21. Maintain current knowledge of breast imaging technology, clinical techniques, and national best practice developments.
22. Mentor and support radiographic staff, trainees, and multidisciplinary teams to promote continuous clinical improvement.
23. Act as final point of escalation for clinical and operational issues.

Financial and Resource Management

24. Co-manage the budgets for Breast Screening and Symptomatic Imaging Services, including staffing, consumables, and equipment.
25. Develop business cases for equipment replacement, service growth, and digital innovation.
26. Authorise purchases and monitor expenditure, oversee supplier contracts and ensure cost-effective service delivery.
27. Ensure optimal resource allocation across static and mobile sites to meet service demands and national targets.
28. Monitor financial performance, identify efficiency opportunities, and implement cost-improvement and value-for-money initiatives.

Quality, Governance, and Compliance

29. Provide leadership in clinical governance, ensuring compliance with statutory, regulatory, and national screening quality standards.
30. Analyse complex clinical, operational, and financial information to support strategic decision-making and service transformation.
31. Maintain and continuously improve a robust Quality Management System (QMS) aligned with ISO 9000:2015.
32. Prepare the service for external audits and inspections, including SQAS and BSI assessments.
33. Monitor clinical performance and outcomes against NHSBSP guidelines and national targets.
34. Lead incident reviews, root cause analysis, and learning events to promote a culture of safety and continuous improvement.
35. Lead quality assurance and audits.
36. Implement evidence-based changes to practice across hospital and community sites.
37. Maintain documentation and protocols for imaging and equipment.
38. Maintain the highest standards of patient safety, dignity and experience.
39. Ensure compliance with IR(ME)R, IRR, Health & Safety, COSHH, and infection control standards.

Partnership and Collaboration

40. Work collaboratively with the Clinical Director, Programme Manager, and Diagnostic Imaging Service Manager to agree and deliver Service Level Agreements (SLAs) with commissioners.
41. Maintain effective links with commissioners through local and regional programme boards.
42. Collaborate with multidisciplinary teams and clinical partners to ensure seamless patient pathways and coordinated care.
43. Support health promotion initiatives to raise awareness of breast screening and increase uptake among eligible populations.
44. Foster strong relationships with internal departments, community services, and external agencies to enhance service delivery.

Information and IT Management

45. Work with Radiology IT and IM&T teams to optimise PACS, RIS, and electronic requesting systems within the Breast Imaging Service.
46. Ensure data integrity, confidentiality, and compliance with GDPR and Trust information governance standards.
47. Provide guidance to staff on IT systems, reporting, and service performance monitoring.

Education, Research, and Innovation

48. Promote a culture of learning, research, and innovation across the imaging workforce.
49. Support the development of training programmes in partnership with higher education institutions.
50. Facilitate research projects, clinical trials and the evaluation of new technology or techniques.

Communication & Collaboration

51. Foster an open, inclusive communication culture that supports teamwork, transparency, and patient-centred care.
52. Communicate effectively with patients, clients, and staff, including on sensitive or complex issues, with empathy and professionalism.
53. Provide expert guidance to clinicians and nursing staff.
54. Lead multidisciplinary meetings and ensure effective communication across departments.
55. Manage complaints and incidents, ensuring timely resolution and learning for service improvement.
56. Promote equality, diversity, and accessibility in all aspects of service delivery.

Personal and Professional Development

57. Maintain and demonstrate professional competence through ongoing Continuing Professional Development (CPD) and portfolio evidence in line with HCPC requirements.
58. Undertake all essential and mandatory training, promoting compliance across the workforce.
59. Support and advise colleagues in best clinical practice and professional conduct.

Other

This job description does not purport to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility



Management Essentials

We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers.

This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust.

Please click [here](#) for further information on the Management Essentials programme.



Leadership Insights

Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership.

If, this is of interest to you, you will be able to enrol upon commencement with the Trust.

Please click [here](#) for further information on the Leadership Insights programme.

Person Specification

Qualifications

Essential

- Professional Registration
- Hold a post graduate award in Breast Imaging

Desirable

- Management qualification
- Educated to Masters level or equivalent in Radiography

Experience

Essential

- Significant post graduate experience in Radiography
- Significant supervisory/management experience

Skills & Knowledge

- Literacy, Numeracy and keyboard skills
- Computer Literacy e.g. use of email, internet and on-line diary
- Knowledge and understanding of IR(ME)R.
- Ability to solve problems
- Have the ability to alter technique to ensure the highest standard and quality is maintained.
- Ability to gather data and compile information and prepare reports
- Ability to develop, plan and implement short, medium and long-range goals
- Critical appraisal skills
- Organisational & prioritising skills.
- Ability to communicate effectively, both orally and in writing.
- Speed and accuracy
- Good attention to detail
- Presentation Skills

Personal Qualities

- Positive personal image.
- Enthusiastic, positive and caring attitude.
- Ability to work on own initiative.
- Ability to work well under pressure.
- Good interpersonal skills.

- Ability to work effectively as part of a multi-disciplinary team.
- Ability to take responsibility when working in remote locations.
- Responsive and flexible attitude and approach.
- Punctual and reliable.
- Organised and efficient.
- Act as a role model by supporting and advising more junior staff.
- Ability to prioritise and manage constant and sometimes conflicting demands (self or team)
- Effective influencing skills.
- Ability to command respect at all levels.
- Demonstrates tact and diplomacy when dealing with sensitive issues.

Working Together For Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity)

Job holders are required always to act in such a way that the health and wellbeing of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature: