

Job Description

Title: Nuclear Medicine Clinical Lead

Band: 8a

Staff Group: Allied Health Professionals / Health Care Science Practitioners

Reports to: Head of Nuclear Medicine and Bone Densitometry

Job Purpose

The postholder will contribute to clinical, operational and strategic leadership for Nuclear Medicine, working with the Head of Nuclear Medicine & Bone Densitometry (hereafter 'Head of Service') plus the ARSAC IR(ME)R Practitioner.

The postholder is accountable for delivery, quality and safety of nuclear medicine procedures. Ensuring high-quality, patient-centred services by complying with current legislation, evidence-based practice, professional guidance and Trust requirements.

The postholder will contribute to financial management, quality assurance and workforce development. As well as planning and innovation to meet evolving demands on the service.

Key Responsibilities

Budgets

Responsible for expenditure on consumables and radiopharmaceuticals, as well as maintenance of clinical equipment, in line with annual budgets working with the budget holder.

Workforce

Responsible for leadership and line management of a clinical team including radiographers and technologists. Ensuring compliance with policies and values of the Trust, with support from the Head of Service.

- Management of performance development reviews and mandatory training.
- Management of annual leave and rosters ensuring safe staffing and service resilience.
- Management of performance and sick leave in line with policies for the Trust.

Responsible for recruitment and training of staff, including maintenance of competence matrices and development for service robustness/succession plans.

Proactively and positively support team members to deliver effective service objectives and patient experience through advice and guidance as appropriate.

Governance, Quality and Safety

The postholder will:

- Act as clinical lead for clinical governance and clinical audit, including health and safety, infection prevention and control plus management of medicines.
- For areas of responsibility, attend meetings and complete documents per governance frameworks.
- For areas of responsibility, maintain the Quality Management System.
- As directed by the Head of Service, ensure compliance with and maintenance of robust arrangements for radiation protection.
- Contribute to compliance of clinical services with the Environmental Permitting (England and Wales) Regulations (EPR), including working with Radioactive Waste Advisers (RWA). Ensuring clinical staff are aware of and adhering to clinical practices meeting EPR requirements. Participating in inspections by the Environment Agency (EA).
- Contribute to compliance of clinical services with the Ionising Radiations Regulations (IRR), including working with Radiation Protections Advisers (RPA). Oversee appointment of Radiation Protection Supervisors (RPS). Ensuring clinical staff are aware of and adhering to Radiation Risk Assessments and Local Rules. Participating in inspections by the Health and Safety Executive (HSE).
- Contribute to compliance of clinical services with the Ionising Radiation (Medical Exposure) Regulations, including working with ARSAC IR(ME)R Practitioners and Medical Physics Experts (MPE). Ensuring clinical staff are aware of and adhering to clinical practices meeting IR(ME)R requirements. Participating in inspections by the Care Quality Commission (CQC).
- Ensure near misses/incidents are logged by clinical staff, participating in investigations as directed by the Head of Service and ensure any actions are completed plus any learning outcomes are disseminated.
- Manage risks and complaints for the clinical service, working with the Head of Service.

Clinical Service

The postholder will:

- Manage demand and capacity for radiodiagnostic tests and radionuclide treatments. Accounting for performance targets like waiting times. Including development of and enacting of service continuity plans during disruption to supplies of radiopharmaceuticals, failure of equipment and shortages of staffing.
- Monitor key performance indicators and workload statistics, reporting outcomes and problems to the Head of Service. Develop and implement programmes and strategies to align with local, regional and national priorities.
- As required, participating in operational planning for the Trust.
- Monitor and maintain a clinically suitable environment, liaising with other professionals as needed.
- Provide expert clinical advice.
- Contribute to developments involving evidence-based practice.
- As required, participating in clinical work, for maintenance of skills, and resilience of service.

Information Technology

The postholder will:

- Work with IT services to ensure adequate function of general systems like Microsoft Office and clinical systems like CRIS, PACS and proprietary software.
- Ensure compliance with standards for GDPR and policies for information governance like confidentiality and data integrity.

Education, Research and Workforce Development

The postholder will:

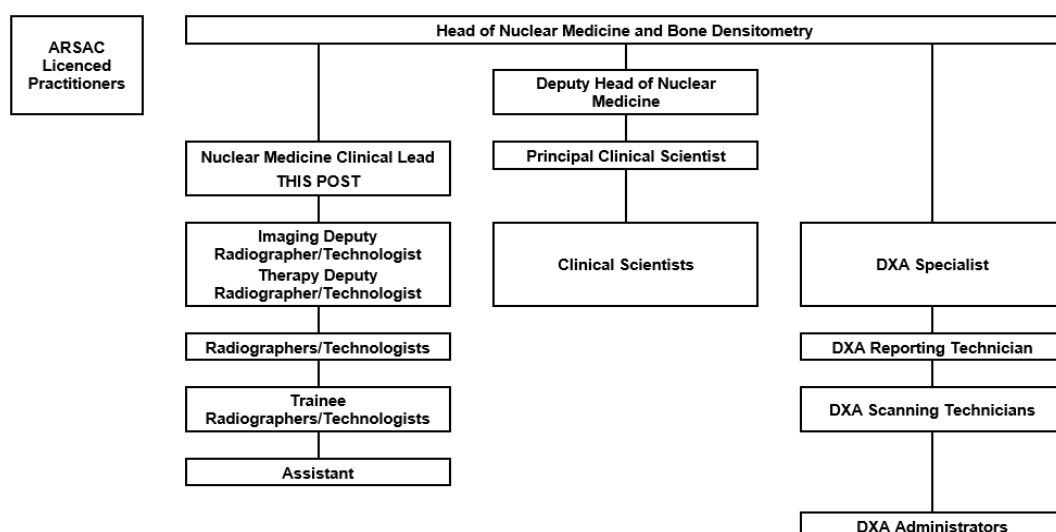
- Be responsible for supporting the training of apprentices and students, including working with higher education institutions.
- Promote research and innovation.
- Support maintenance of professional registrations and professional development. Including maintaining own registration and professional development.
- Dissemination of knowledge through academic activities, presentations and reports, taking responsibility for accuracy and sensitive to implications.

Communication and Partnership Working

The postholder will:

- Facilitate patient-centred care, by fostering an open, inclusive culture of teamwork and transparency.
- Promote equality, diversity and accessibility in all aspects of service delivery.
- Work collaboratively with multidisciplinary teams including referrers and practitioners, duty holders and clinical scientists, plus nursing and pharmacy staff.
- Communicate highly complex technical and clinical information to a wide range of audiences.
- Manage sensitive discussions relating to performance, incidents and complaints.
- Represent the service at operational and governance meetings.

Organisational Chart



Other

The postholder will:

- Develop strong partnerships and working practices with all stakeholders, to promote the implementation of policies of the Government and the Trust.
- Proactively and positively contribute to the overall successful performance of the Trust. Complying with corporate governance structure plus principles and standards of the Trust.
- Develop an organisational culture of collaborative working among all staff groups, to ensure the delivery and quality of outcomes.
- Deliver excellent customer service to all patients, staff and visitors at the Trust.
- Proactively and consistently demonstrate the values of the Trust, in daily practice, decision making and interactions with patients and staff.
- Ensure that expertise is seen as a resource within and outside the Trust, forming partnerships with internal, external, regional and national stakeholders. To this end, improve and maintain own knowledge and understanding of the health service arena that contributes to aims and objectives of the Trust.
- Develop ways of working in support of sustainable development objectives for the Trust. For example, carbon reduction and waste minimisation.

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

- BSc (Hons) Radiography (Diagnostic) and HCPC Registration.
Or
- Recognised equivalent qualification and voluntary registration for Nuclear Medicine Technologists.
- Leadership and management training.

Desirable

- MSc (Hons) Radiography or recognised equivalent qualification.
- Radiation Protection Supervisor.

Experience

Essential

- Evidence of extensive post-registration experience in Nuclear Medicine.
- Evidence of leadership/management experience including budgets and staff.
- Experience of Quality Management Systems and service improvement developments.
- Experience of compliance with clinical governance and radiation protection governance.

Desirable

- Change management to develop services.
- Research leadership experience.

Skills & Knowledge

Personal

- Punctual, reliable and professional.
- Positive attitude and flexible approach.
- Ability to gather and analyse complex data, and present in verbal and written form.
- Ability to critically evaluate information and solve complex problems.
- Ability to work with accuracy and speed.
- Strong organisational skills in combination with attention to details.
- Strong interpersonal and influencing skills, to work as part of multidisciplinary teams.
- Act as a role model for more junior staff.
- Ability to show compassion and sensitivity during difficult and distressing situations involving both staff and patients.

Leadership and Management

- Strategic planning for service development.
- Ability to lead on service transformation.
- Manage own and team work, efficiently and effectively completing tasks when competing priorities.
- Ability to take initiative and make decisions, meeting clinical, professional and regulatory requirements under pressure.

- Work as part of multidisciplinary teams, recognising and respecting different roles.

Clinical, Professional and Regulatory

- Expert knowledge of clinical practice, including clinical governance and clinical procedures.
- Detailed knowledge of professional requirements, including training and CPD for different professionals.
- Comprehensive knowledge ensuring compliance with legislation for radiation protection.

Communication and Partnership Working

- Excellent verbal and written communication.
- Ability to communicate effectively complex information to wide audiences,
- Excellent influencing and negotiation skills.
- Ability to establish and maintain effective internal and external partnerships.

Information Technology

- Excellent literacy and numeracy skills.
- Advanced IT skills, including general systems like Microsoft Office and clinical systems like CRIS, PACS and proprietary clinical software.

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 to act in such a way that at all times the health and well being 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: