**Outline document developed to help PCNs think through their own version**

**PCN CLINICAL DIRECTOR: JOB DESCRIPTION AND PERSON SPECIFICATION**

**Post title:** Primary Care Network (PCN) Clinical Director

**Accountable to:** PCN Core Membership Board

**Base:** add appropriate detail

**Remuneration and Terms & Conditions:** add agreed detail

**Role Overview:**

Primary care is the cornerstone of the NHS – providing holistic care to patients and serving the health needs of local communities. Effective primary care is characterised by the strength of team working and ongoing relationships between patients, GPs, community services and other professionals. It has always worked in various forms and sizes, with some areas already coming together to provide care at scale.

As outlined in the recently published NHS Long Term Plan, Primary Care Networks (PCNs) support groups of practices to come together locally, in partnership with community services, social care, mental health and other providers of health and social care including the voluntary sector. Each PCN will have a named accountable Clinical Director, responsible for delivery.

The PCN Clinical Director role is to provide clinical and strategic leadership and further bring practices and a range of stakeholders together to collaborate at scale for the development and delivery of services to a local population. They will provide oversight, co-ordination to improve service delivery.

The PCN Clinical Director will also play a crucial role in shaping and supporting the PCN in their Integrated Care System (ICS), helping to ensure full engagement of the PCN and specifically primary care in developing and implementing system plans to deliver the NHS Long term Plan.

PCN Clinical Directors will be key to leading improvement and challenging poor outcomes but will not be solely responsible for the performance of the PCN - this is a collective responsibility of the Network.

**Key responsibilities:**

The role of the PCN Clinical Director will vary according to the particular characteristics of the Network including its maturity and local context, but key responsibilities will include:

1. To influence, lead and support the development of excellent relationships across the range of stakeholders within the PCN to enable collaboration for better patient outcomes
2. To develop relationships and work closely with other PCN Clinical Directors, clinical leaders of other health and social care providers including Care Communities, Integrated Care System leaders, Local Authority Commissioners and Local Medical Committees (LMCs)
3. To provide strategic and clinical leadership to the PCN, developing and implementing strategic plans, leading and supporting quality improvement and performance
4. To engage with stakeholders and clinicians in the PCN, in order to foster understanding of the rationale for the move to population health and population health management
5. To develop collaborative General Practice and improving care integration around the place-based registered populations of the PCN
6. To engage with member practices and the wider PCN to understand and feedback issues that are affecting the likely success of the PCN, and work with the CCG and Integrated Care Partnership to try and find solutions to these
7. To foster resilience and sustainability of PCN member practices and the health and social care economy by promoting out-of-hospital care integration, efficient ways of working and economies of scale
8. To define and deliver support the implementation of seven service specifications as outlined in the DES and wider ICP objectives
9. To develop, support and deliver local improvement programmes aligned to national and local priorities, promoting team working with member practices, the wider PCN and the commissioner.
10. To contribute to the strategy and wider work of the ICS and to feedback developments and agreements from these to PCN member practices and clinicians
11. To promote and foster collaboration with the public and other partners in identifying PCN priorities and the co-production solutions to these and national priorities.
12. To facilitate practices within the PCN to take part in research studies and act as a link between the network and local Primary Care research networks and research institutions
13. To provide strategic leadership for workforce development, through assessment of clinical skill mix and development of network workforce strategy

**PERSON SPECIFICATION**

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|  | **Essential** | **Desirable** |
| **QUALIFICATIONS** | | |
| * Any GP or Clinician who is currently working in a member practice of the PCN | Y |  |
| **EXPERIENCE AND KNOWLEDGE** | | |
| * A good knowledge of and interest in general practice and primary and community care * Experience and an interest in leadership within primary care and the wider health and social care system * Some understanding of the emerging integrated care system arrangements and the implications for general practice * A good working knowledge and interest in new models to strengthen and improve primary care and ideas on how to implement these for the development locally * An understanding of the key priorities within the NHS Long Term Plan * An understanding of population health and population health management * Knowledge of local health issues in own PCN * Experience of working with a wide range of stakeholders across the health and social care system | Y  Y  Y  Y  Y  Y | Y  Y |
| **SKILLS & ABILITIES** | | |
| * Demonstrable leadership skills and an ability to influence and motivate others * A strong sense of vision and ability to innovate - the post-holder will be expected to demonstrate the ability to focus on long-term strategic goals * Politically astute with an ability to sensitively manage complexity and uncertainty * Ability to problem solve and maintain objectivity * Strong interpersonal, communication, written and presentation skills * Ability to quickly establish personal and professional credibility with colleagues and other key stakeholders * Excellent organisational and time management skills * Committed to own continuing personal development and an ability to support others to develop and progress * Commitment to patient and public involvement * Understanding of budget and health and social care data | Y  Y  Y  Y  Y  Y  Y  Y | Y  Y |
| **PERSONAL QUALITIES** | | |
| * Good communicator and motivator * A collegial team spirit and desire to work with a range of stakeholders | Y  Y |  |