

## Job Description

**Job Title:** Head of Healthcare  
**Accountable to:** Regional Manager

Practice Plus Group's mission is **Access to Excellence**. Our core values are;

- we treat patients and each other as we would like to be treated
- we act with integrity
- we embrace diversity
- we strive to do things better together

Patients can only access excellence if we commit to living our values in everything we do when we're at work.



We believe in putting the patient first, regardless of the environment or their history. The prison population is one of the most vulnerable and challenged patient groups in society and the delivery of their health care is conducted within often difficult and demanding environments.

### The role

As Head of Healthcare you will provide pro-active management of the healthcare services on site. This will include maintaining the strategic direction of the service and delivering agreed contractual requirements and targets from NHS England. You will be responsible for delivering a highly functional clinical service, within the budget, with support from the finance business partner and regional manager. You will also form part of the wider prison senior leadership team, working with other key stakeholders to ensure that the contract becomes highly functional, and healthcare services become fully embedded with the prison a whole.

You will ensure agreed standards are achieved by leading, developing and motivating your team ensuring they receive appropriate supervision and performance appraisal. You will be the CQC registered manager and implement internal and external policies and procedures, particularly those with statutory implications.

You will also;

**Deliver** non-judgemental, compassionate care within the financial framework that is safe, high quality and in line with CQC requirements. This will be achieved through adherence to policies and procedures and compliance with statutory responsibilities whilst driving excellence.

**Inspire** trust and excellence in your people by pro-actively leading the service and motivating the team, recognising that our workforce is our most valuable asset. Key stakeholders will be assured knowing we provide a service that people can trust, feel safe within and feel proud of.

**Promote** best practice, clinical supervision, evidence based care and continuous quality improvement embedding a culture of shared learning.

**Share** knowledge, skills and expertise to ensure safe care, and lead multi-disciplinary teams of clinical and non-clinical colleagues who support each other to do a great job.

### About you

- Degree or appropriate equivalent level of experience or clinical qualification
- Inclusive leadership approach embedding a culture of continuous progression and innovation
- Significant experience leading multi-disciplinary teams
- Strong presentation skills
- Ability to influence and deliver information to key partners and stakeholders
- Experience as a CQC registered manager, or equivalent registered body
- Experience managing multifaceted budgets
- Experience of client management or meeting commissioner expectations
- Experience developing effective working relationships with internal and external stakeholders
- Excellent communication skills including sophisticated report writing and ability to articulate viewpoint in formal meetings
- Understanding of clinical governance
- Good IT skills and IT literacy including experience of data reporting
- Knowledge of healthcare policies and best practice
- Proactive problem solving skills
- Flexible attitude to working arrangements, including on call responsibilities
- Motivated as an individual and when working in a team
- Able to work within a busy environment prioritising and delegating effectively
- Willing to learn and develop by being committed to self-development



### Additional information

**Disclosure and Barring Service-** a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.

**Prison Vetting-** a HMPPS (His Majesties Prison and Probation Service) clearance is required for this role in accordance with Ministry of Justice, plus local prison vetting.

**Education and Training-** continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.