

## Group Medical Director

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**Department**

Health and Community Services

**Reports to**

Director General Health and Community Services

### Job purpose

The Group Medical Director is a member of the Health and Community Services Board, responsible for representing the patient at the highest level of the organisation. They have shared responsibility for strategic, governance, quality, productivity and operational decisions.

Providing strategic, professional and operational leadership to medical staff across the island within the Health and Community portfolio and will work closely with Primary Care partners in driving forward the changes required to meet the needs of islanders. The role requires full-time Medical Leadership with opportunity provided for continuous professional development.

### Job specific outcomes

As an Executive member of the Management Executive (MEx) the role's prime responsibility is to work corporately with other members in determining and delivering the island's strategic plans, managing the organisation's performance and assuring good governance across all of the organisations functions.

The Medical Director will work closely with the Group Managing Director and Chief Nurse to lead and drive forward the medical leadership agenda; to meet the changing health and care needs of the States of Jersey. The role will ensure that the medical workforce is at the heart of driving forward strategic change which is being implemented as part of the new Target Operating Model and new models of care and involvement of other professional groups in a multidisciplinary team approach.

The role will be the Lead Executive for specifically setting standards, clinical governance and providing professional advice to the Director General and Health Minister on all medical matters and assuring delivery of the Health and Community portfolio's strategic plans in the following areas;

- Leading the Health and Community statutory duties of clinical governance in conjunction with the Group Managing Director and Chief Nurse
- Lead the development of the Health and Community Clinical Strategy including the contribution of the Future Hospital Project in enabling the delivery of that strategy
- Professional leadership to the medical profession throughout the States of Jersey for Health and Community services and to work with the Medical Director/RO for Primary Care.
- Participate in the political agenda and alignment with States of Jersey priorities
- Clinical effectiveness and evidence-based practice, including implementation of local and national guidelines, where agreed by Health and Community Services.

- Provide strategic leadership for continuous quality improvement
- Ensure equity of access with the States of Jersey funding model
- Medical education and training
- Continuing professional and personal development, lifelong learning and appraisal
- Review of job planning and resource management
- Appointment procedures
- Professional and personal conduct and competencies
- Medical workforce planning including the establishment of a supporting Medical structure that covers the Acute, Community, Mental Health system and with close interface with the Primary Care system.
- Medicines and pharmacy oversight
- Research, Clinical Audit, Development and Innovation
- Strategic leadership of Health Informatics service
- Live the values of the Health and Community portfolio, to be an appropriate role model and to ensure that the Executive team promotes equality and diversity for all service users, staff and other stakeholders
- Provide Caldicott Guardianship

Promotes the achievement of high standards of clinical practice and governance, by ensuring the States of Jersey has policies to protect and safeguard vulnerable groups, manage medicines and controlled drugs safely and effectively, and maintain high standards of infection prevention and control.

Responsible ensuring the Health and Community Service and policy development keeps pace with statutory requirements, championing national health policy, focusing on effective prevention and early intervention and working with stakeholders to develop new integrated care models.

Lead and promote a culture in which all staff regularly evaluate the quality of patient care and achieve high standards, while feeling confident and safe to challenge and raise concerns on practice that deviates from this.

Responsibility for ensuring appropriate skill-mix in the medical workforce and for ensuring patient safety by overseeing the organisation's ability to manage specific pathways effectively – for example, sepsis, critical illness or cancer.

Assists with developing all clinical staff in the organisation, working with consultants to manage a system for job planning linked to organisational priorities and clinical need, and complete annual appraisal for revalidation.

Where concerns about clinical staff performance arise (including conduct, capability and health matters), the Medical Director works alongside Human Resources to ensure the department has ways of addressing them.

Ensures Health and Community Services complies with organisational and governance requirements for revalidation and specifically, that doctors with a prescribed connection to the Health and Community Services department remain up to date and fit to practise. As Medical Director you will also have board responsibility for Clinical Governance and revalidation.

Responsible for building and maintaining strong relationships with leaders in the local health economy. Representing the States of Jersey on clinical matters relating to external bodies including the media, Primary Care Body, patient groups, charities (including Jersey Hospice and Family Nursing and Home Care) and academic institutions.

Sets an example of professional and compassionate leadership for clinical staff in line with FMLM's Leadership and Management Standards for medical professionals, the General Medical Council's Good medical practice.

### Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publically supporting someone who is standing for election or playing a public part in any political manner.

### Services

- Medical professional lead
- Primary Care strategy
- Regulatory oversight
- Public Health interface
- Health and care information governance & strategy (Caldicott Guardian)
- Mortality
- Litigation
- Pharmacy

Organisational structure



Core leadership accountabilities	
Ministerial relationships	Provide guidance and support to Ministers, translating their political visions and priorities into coherent initiatives that will deliver their intended outcomes
Finance and performance	Be responsible for significant delegated budget and resources ensuring that they are allocated effectively for the delivery of intended outcomes in a manner which demonstrates values for money and compliance with relevant policies and guidelines
Corporate parent	Be responsible for providing the best possible care and safeguarding of children and vulnerable adults in the Island, by creating collaborative, efficient, and joined up public services where children and vulnerable adults can flourish in a healthy, safe educational and social environment.
Customer and Islanders	Ensure that there is a clear and consistent focus across the organisation and its partners on delivering inclusive and an outstanding customer service experience to all customer and Islanders
People management	Provide strong and inspirational leadership, promoting a culture of high performance, continuous improvement, innovation. Be responsible for optimising workforce capability, ensuring fair and transparent approaches talent management and resourcing decisions that promotes diversity and inclusive. Develop workforce plans that ensure the capability and capacity required to meet current and future business requirements
Jersey Standard	To be responsible for creating the Jersey Standards. A performance and service excellence framework for the States of Jersey
Partnership	Develop effective internal and external partnership and collaborative working to achieve the strategic vision of One island, one community, one government, one future. Act as a positive ambassador for the Island and the States of Jersey.
Governance, compliance and organisational reputation	Provide assurance that strategic decisions are being made in accordance with governance arrangements, relevant legislation with particular reference to Jersey Laws, statutory requirements and policy and operate within an acceptable level of risk. Lead by example and behave in accordance with the code of conduct, carrying out duties within profession good practice and legal standards.

<b>Executive traits and behaviours</b>	
Make the right impact	Inspires others, is visible, adaptive, authentic and engenders trust
See things through	Demonstrates courage, takes responsibility, is resilient and tenacious
Move at pace	Learns quickly, is curious, agile and innovative
Makes things happen	Thinks strategically, acts tactically, creates social value through commercial approach

<b>Creating conditions for success</b>	
Builds powerful relationships	Achieves through influence not control, promotes teamwork and partnership
Builds and sustains effective alliances	Forges dynamic alliances with others to provide world class services
Creates capability	Successfully leads team, realises potential, creating a learning environment where talent thrives
Creates a successful team Jersey culture	Works corporately to create cohesion, breaks down silos and achieves through common goals
Generates ambition	Sets the highest performance and ethical standards, hold people to account
Delivers transformation	Articulates a clear vision, wins hearts and minds ad takes balanced risks

## Person Specification

### Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	Medical qualification with current registration with the GMC	
<b>Knowledge</b>	<p>Comprehensive understanding of national policy including the regulatory framework and how it impacts on the medical profession</p> <p>Experience of working across whole systems of care incorporating Acute, Primary Care, Community and Mental Health</p> <p>Significant evidence of continued professional development in medical leadership</p>	An understanding of the issues facing the reconfiguration of services that have a greater reliance on community-based care.
<b>Skills</b>	<p>Inspirational and motivational leadership qualities, with the ability to drive the medical agenda and build, develop and work as part of a team</p> <p>A passion for clinical excellence, patient experience and quality with a commitment to the values and principles of Health and Community Portfolio</p> <p>Vision and ambition, with the ability to set out a clear direction, inspire others and to drive forward the medical agenda</p> <p>Ability to work across boundaries and to engage with other organisations in developing new ideas and innovations</p> <p>Excellent interpersonal and communication skills, verbal and written</p>	

	<p>Excellent strategic thinker, with intellectual flexibility and well developed analytical skills</p> <p>Commercial skills including strong negotiating skills and financial awareness</p> <p>Politically aware with the ability to influence and manage internal and external relationships with sensitivity and direction</p> <p>Planning/project management skills, ability to delegate in order to deliver to multiple deadlines</p> <p>A commitment to managing and supporting diversity</p> <p>Public sector value set, Ambassadorial skills and a positive role model internally and externally</p>	
<p><b>Experience</b></p>	<p>Demonstrable track record of success in medical leadership gained ideally at Board level in a comparably complex NHS, commercial or wider public sector environment</p> <p>Track record of working effectively with, and gaining the confidence of, external or partner organisations.</p> <p>Track record of working credibly and effectively with internal stakeholders, gaining the creditability and confidence of executive colleagues, clinicians, managers, patients and carers and other staff</p> <p>Experience in leading clinical governance agendas, including patient safety and risk management</p> <p>Demonstrable experience of working as part of a corporate leadership team, contributing to agendas beyond your own professional brief and being</p>	



	actively involved in the leadership and development of the wider organisation	
<b>Standard Requirements</b>	<p>Commitment to Equality &amp; Valuing Diversity Principles</p> <p>Understanding of Confidentiality &amp; Data Protection</p>	

### Generic to senior leaders

Demonstrate significant experience of working in a senior role in a political environment and evidence of the ability to challenge and negotiate with a wide range of stakeholders.

Demonstrate knowledge and understanding of the challenges that the States of Jersey faces, matched with an understanding of the policy and governance requirements for the department accountabilities within the role.

Demonstrate a proactive, credible and authoritative voice on behalf of the Island with evidence of successful lobbying of senior government figures and counterparts, and other influential stakeholders.

Ability to build and develop strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes.

Demonstrable track record of leading, motivating and managing teams to achieve high performing and significant sustainable service improvements and outstanding results, within agreed budgets to meet agreed targets and strategic objectives, within an organisation of a comparable scope and complexity.

Experience of developing and sustaining a culture that meets the needs of and engages with customers and staff within an inclusive, open and high-performing environment.

Demonstrable evidence of applying creative and business like approaches to managing demand for services to deliver cost effective and efficient outcomes.

Demonstrate the capability and capacity for critical thinking and ability to apply this insight in a practical and engaging manner.

Qualified to degree level or equivalent qualification or relevant experience.