

Job Title	Clinical Lead
Directorate	Children & Young Persons Services
Responsible to	Director
Accountable to	Deputy CEO
Location	North Kent
Hours	37 hours per week
Salary	£44,180.28 FTE
Contract	Permanent

Purpose of Role

The Clinical Lead provides leadership for clinical practice, quality, safeguarding and governance across Medway Therapeutic Alliance's Children and Young People's Services.

The post-holder will be the organisation's lead for complex clinical decision-making, providing expert guidance and professional oversight in relation to therapeutic practice, risk management, safeguarding and service quality. They will support managers and practitioners to make safe, effective and evidence-informed decisions that promote positive outcomes for children, young people and families.

The Clinical Lead will drive continuous improvement across services, proactively identifying opportunities to strengthen practice, improve quality and embed learning. They will use information from audits, incidents, safeguarding activity, service feedback, outcomes and performance data to inform service development, improve standards and ensure services align with national guidance, professional frameworks and recognised best practice.

The role is responsible for providing assurance that clinical governance, safeguarding and quality arrangements are effective and support the consistent delivery of safe, high-quality services. This includes leading on designated areas of responsibility, including Prevent, Child Exploitation, Mental Capacity and other specialist functions as required.

Working collaboratively with colleagues, partners and stakeholders, the post-holder will influence service development, support workforce growth and capability, and contribute to system-wide improvements that enhance outcomes for children and young people.

Key Responsibilities

Clinical leadership and decision making

- Lead and support complex clinical decision-making across services.
- Provide expert consultation and guidance on therapeutic practice, safeguarding, risk management and professional standards.
- Support managers and practitioners in responding to complex, high-risk or sensitive situations.
- Promote evidence-informed decision-making and best practice across services.
- Provide constructive challenge where required to ensure safe and effective practice.
- Act as the organisation's clinical lead for matters relating to children and young people's mental health and therapeutic support.
- Maintain oversight of emerging practice issues, risks and themes and ensure appropriate action is taken.

Quality improvement and governance

- Lead quality improvement and clinical governance activity across services.
- Identify themes, gaps, risks and opportunities for improvement through audits, reviews, service feedback, outcome measures and performance data.
- Develop, implement and evaluate systems, processes and frameworks that strengthen service quality and effectiveness.
- Ensure learning from incidents, complaints, safeguarding activity and audits is translated into meaningful and sustainable improvements.
- Monitor compliance with organisational policies, professional standards and regulatory requirements.
- Support managers to implement and embed quality improvements.
- Establish and maintain an annual programme of clinical audits, quality reviews and assurance activity across the Medway Therapeutic Alliance.
- Produce regular clinical governance and assurance reports, clearly identifying compliance, emerging risks, areas for improvement and required actions.
- Maintain oversight of actions arising from audits, incidents, complaints, safeguarding concerns and quality reviews, ensuring actions are allocated, monitored and completed.
- Use findings from audits, incidents, safeguarding activity, service feedback and performance information to identify themes and ensure learning is embedded into service delivery.

- Provide assurance that services meet relevant contractual, commissioner, organisational and professional requirements.

Safeguarding leadership

- Provide clinical leadership and oversight of safeguarding practice across services.
- Support decision-making regarding complex safeguarding concerns, child protection issues, contextual safeguarding and child exploitation.
- Work closely with safeguarding colleagues to ensure robust and consistent safeguarding processes.
- Contribute to safeguarding reviews, audits and learning activity.
- Promote effective information sharing and multi-agency working.
- Ensure safeguarding practice reflects current legislation, guidance and recognised best practice.

Workforce development

- Support the development of a skilled, confident and effective workforce.
- Deliver consultation, training and reflective learning opportunities.
- Develop supervision and reflective practice frameworks in line with organisational policies and maintain a record of activities for compliance
- Develop staff capability in relation to therapeutic practice, safeguarding, quality and risk management.
- Promote professional development and evidence-informed practice.
- Contribute to the development of clinical guidance, resources and practice standards.
- Maintain oversight of clinical supervision arrangements, including access, frequency and compliance, escalating gaps or risks to the appropriate manager.
- Maintain the Medway Therapeutic Alliance clinical training matrix, ensuring mandatory, role-specific and specialist clinical training requirements are identified, monitored and reported.
- Review themes and learning arising from clinical supervision and reflective practice and use these to inform workforce development, clinical guidance and service improvement.

Partnership Working and Communication

- Represent the organisation at local, regional and strategic partnership forums where appropriate
- Develop effective relationships with health, education, social care and voluntary sector partners, including partners within the Medway Therapeutic Alliance.

Clinical Governance Lead JD July 2026

- Contribute clinical expertise to service development and system-wide initiatives, leading quarterly clinical governance forums across partners within the Medway Therapeutic Alliance.
- Influence local practice, pathways and service improvements that support better outcomes for children and young people.
- Act as an ambassador for high-quality therapeutic and mental health support.
- Work with clinical and safeguarding leads across MTA partner and subcontractor organisations to support consistent governance, risk management, safeguarding oversight and coordinated clinical decision-making.
- Provide clinical governance assurance in relation to subcontracted provision, escalating concerns and monitoring agreed improvement actions where required.
- Support the MTA to evidence compliance with contractual and commissioner requirements, including providing information for contract monitoring and quality assurance processes.

Professional Practice

- Work within organisational policies, procedures, governance frameworks and professional standards at all times.
- Maintain and develop knowledge of clinical governance, safeguarding, professional practice, quality assurance and relevant legislation.
- Engage in regular supervision, appraisal and continuing professional development, maintaining skills and knowledge relevant to the role.
- Provide professional leadership and act as a source of specialist advice on clinical governance, safeguarding, quality and professional practice matters.
- Promote trauma-informed, person-centred and evidence-informed approaches across CYP services.
- Actively contribute to a positive, reflective and professional culture that supports learning, accountability and continuous improvement.
- Maintain appropriate professional boundaries and ensure governance activity is conducted with integrity, objectivity and confidentiality.
- Demonstrate behaviours aligned with North Kent Mind's organisational values in all interactions with colleagues, partners, commissioners and stakeholders.

General Responsibilities

The post holder is required to:

- Comply with all organisational policies and procedures, including Safeguarding, GDPR, Confidentiality, Equity, Diversity and Inclusion, and Health and Safety.

- Actively promote a safe environment for service users, staff and others, identifying and responding appropriately to safeguarding concerns involving both adults and children.
- Attend and complete all mandatory training relevant to the role, including safeguarding.
- Maintain appropriate professional boundaries and confidentiality in all aspects of the role.
- Contribute to a positive, inclusive and professional working environment.
- Participate in supervision, appraisal and continuous professional development.
- Deliver services in a way that is inclusive, accessible and responsive to the diverse needs of individuals, including those with disabilities and neurodiverse conditions.
- Demonstrate behaviours aligned with North Kent Mind's organisational values in all interactions with service users, colleagues and partners.
- Support organisational learning, continuous improvement and the development of effective governance practices across the organisation.
- Undertake any other duties reasonably required by the organisation, commensurate with the level of the role.

Additional Requirements

- The role requires regular travel across North Kent, including attendance at North Kent Mind sites, partner organisations, commissioner meetings and multi-agency forums.
- The post holder must be able to work flexibly, including occasional evenings and weekends, to support governance requirements, training delivery, partnership meetings and service needs.
- The post holder may be required to represent North Kent Mind at external meetings, quality reviews, safeguarding forums, inspections and contract monitoring arrangements.
- The post holder will be expected to maintain appropriate professional registration, accreditation or membership where relevant to their professional background.
- The post holder may be required to undertake additional specialist training relevant to the role, including safeguarding, Prevent, clinical supervision, clinical governance and quality assurance.
- The post holder may share relevant learning and good practice across the organisation where this supports the effective delivery and development of the Medway Therapeutic Alliance.

Working Environment

The role will be based at one of North Kent Mind's main offices, with regular attendance across CYP service locations, partner organisations and community settings throughout North Kent.

The role is primarily office and meeting based, involving a combination of governance activity, quality assurance reviews, partnership working, training delivery, policy development, audit activity and attendance at internal and external meetings.

Office environments may include a combination of open-plan and smaller room-based layouts, with varying levels of noise, lighting and foot traffic. The role will also involve regular use of digital systems, virtual meetings and remote collaboration tools.

The primary work base and working pattern will be determined by service and organisational requirements and may vary over time. This will be discussed as part of the recruitment process.

The post holder may be required to attend meetings at various North Kent Mind locations, partner organisations and external venues, including occasional travel across Kent and Medway.

North Kent Mind is committed to creating an inclusive and accessible workplace, and reasonable adjustments will be considered and supported where required.

Education & Qualifications

Category	Criteria	Essential	Desirable
Education & Qualifications	Postgraduate qualification (Level 7 or above) in a relevant clinical, therapeutic or mental health discipline	✓	
	Current registration, accreditation or membership with a relevant professional body (e.g. BACP, UKCP, HCPC, NMC, Social Work England or equivalent)	✓	
	Qualification in clinical supervision, leadership, safeguarding, quality improvement or service development		✓
	Evidence of ongoing continuing professional development relevant to CYP mental health, safeguarding, leadership or clinical practice	✓	
Clinical Knowledge & Experience	Significant experience delivering therapeutic interventions and support to children and young people	✓	
	Significant experience working within CYP mental health, emotional wellbeing, CAMHS or related therapeutic services	✓	
	Experience supporting complex clinical decision-making and professional practice discussions	✓	
	Experience managing complex risk, safeguarding concerns and professional judgement decisions	✓	
	Strong understanding of child development, CYP mental health and evidence-informed therapeutic practice	✓	
	Experience of providing consultation, advice or professional guidance to practitioners and managers	✓	
	Experience of clinical supervision, reflective practice or workforce development	✓	
Quality Improvement & Service Development	Experience leading quality improvement, service development or practice improvement initiatives	✓	
	Experience designing, implementing and embedding new processes, pathways, frameworks or ways of working	✓	
	Experience identifying gaps, risks and opportunities for improvement and translating these into measurable change	✓	
	Experience undertaking audits, quality reviews, service evaluations or assurance activities	✓	

	Experience using data, feedback and outcomes to improve services and practice	✓	
Safeguarding & Governance	Excellent understanding of safeguarding responsibilities relating to children and young people	✓	
	Experience providing leadership and guidance on safeguarding practice and risk management	✓	
	Knowledge of Prevent, Child Exploitation, contextual safeguarding and wider safeguarding frameworks	✓	
	Understanding of governance, quality assurance and assurance frameworks within health, social care or CYP services	✓	
	Understanding of Mental Capacity, Liberty Protection Safeguards and information-sharing principles		✓
Partnership Working & Influence	Experience working effectively within multi-agency partnerships and professional networks	✓	
	Experience representing a service at local, regional or strategic forums	✓	
	Ability to influence practice, service development and decision-making across organisations	✓	
	Experience working with commissioners, regulators or contractual quality requirements		✓
Communication & Leadership Skills	Ability to communicate complex information clearly to a range of audiences	✓	
	Ability to build credible and effective relationships with colleagues, partners and stakeholders	✓	
	Ability to provide professional leadership, support and constructive challenge	✓	
	Ability to facilitate learning, deliver training and support workforce development	✓	
Analysis & Decision Making	Ability to analyse information, assess risk and make sound professional judgements	✓	
	Ability to lead and support complex decision-making in situations involving uncertainty, risk or competing priorities	✓	
	Ability to identify emerging themes, risks and opportunities and take proactive action	✓	
	Ability to manage a varied workload, prioritise effectively and meet deadlines	✓	
	Ability to produce reports, analyse information and present findings clearly	✓	

Organisation & Digital Skills	Strong IT skills, including Microsoft Office and digital systems used for case management, reporting and quality assurance	✓	
Values & Behaviours	Commitment to continuous improvement, learning and reflective practice	✓	
	Ability to work in a trauma-informed, person-centred and strengths-based way	✓	
	Ability to maintain professional boundaries and act with integrity, discretion and accountability	✓	
	Calm and professional approach when managing complex situations, risk and competing priorities	✓	