

Clinical Director – Job Description

Hours:	• Full-time or part-time • Full year (working 52 weeks) or Term time + (43 weeks) considered
Location:	• Hybrid: ○ Central London Head Office (team days, meetings, trainings etc.) ○ Remote working ○ Occasional travel across schools as required
Salary:	• £65,000 per annum (Dependent on skills and experience, pro-rata to any part-time and/or term-time working patterns)
Reports to:	• CEO • Work closely with the Director of Schools Programme
Direct Reports	• Clinical Leads

Who we are

Unlocking Potential is the charity that supports schools and communities to ensure no child or family struggles alone with their social, emotional and mental health needs. We provide flexible, over-time, multi-disciplinary therapeutic support that meets children and families where they are, and enables them to feel safe, understood and the best version of themselves.

The scale of the social and mental health challenges affecting children and families in the UK is greater than ever before and our services for schools, and with families, is an impactful response to unprecedented demand and unmet need for therapeutic support.

Our Purpose

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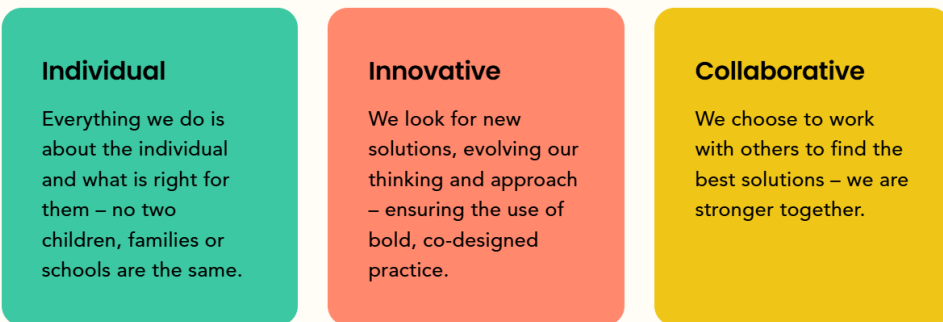
Our Vision

Everyone feels supported, equipped and able to achieve their potential.

Our Mission

Our mission is to provide tailored therapeutic support to more children, while training the practitioners of the future to build holistic, resilient social systems that equip children and their families with the confidence, tools, and skills to thrive at school and within their communities.

Our Values



About the role

This is an exciting time to be joining the charity! Our new strategy focuses on growth and long-term sustainability, with ambitious plans to extend our reach and impact nationally and to expand and diversify our services. Our long-term ambition for the future is a transformed landscape of multi-disciplinary therapeutic support in schools, with UP acknowledged and recognised as a thought-leader, innovator, preferred collaborator and convener.

We are entering a period of significant growth and change driven by our new strategy, and the Clinical Director will play a pivotal role in shaping the evolution of our clinical approach, delivering our strategic priorities, and representing UP as a credible and influential clinical leader.

You will provide strategic clinical leadership and robust clinical governance across the charity, ensuring our services remain safe, effective, evidence-based and responsive to need. You will champion high standards of multidisciplinary practice, leading and developing our clinical workforce, providing clinical oversight and support, driving improvement and innovation, and building infrastructure, capability and clinical excellence needed to support our future growth.

This is a hands-on leadership role that combines strategic vision with operational delivery. While the role balances both strategic and operational responsibilities, we anticipate that, through building internal capability and capacity, the focus will evolve over time towards a greater emphasis on strategic leadership, innovation, growth and impact. There is real opportunity to make this role your own.

We are looking for a strategic, confident and adaptable leader who will thrive in a growing organisation and enjoy working innovatively and collaboratively. You will be able to inspire confidence and credibility across a wide range of audiences, be passionate about the value of multidisciplinary working to achieve the very best outcomes for children and families, and be motivated by the opportunity to lead meaningful and lasting change.

Key Responsibilities

Clinical Leadership, Governance and Quality Assurance

- Provide strategic clinical leadership across the charity and at Board level
- Ensure clinical practice reflects evidence-based approaches, best practice and regulatory requirements, monitoring and evaluating external research and developments in the field
- Audit clinicians' compliance with appraisals and requirements of their regulatory bodies, and oversee their access to high-quality internal and external clinical supervision and reflective practice
- Act as an escalation point and provide specialist clinical input guiding decision-making for complex cases and clinical matters
- Lead and develop effective multidisciplinary working across services to improve outcomes. Chair MDT meetings to ensure a thorough understanding of our services and priorities, and contribute to effective MDT working
- Provide leadership and oversight of key Clinical Leads and their services/areas e.g. SaLT, OT, supervision, and trainee clinical placements
- Chair clinical governance and safeguarding subcommittee meetings
- Ensure robust clinical governance, quality assurance and risk management systems are in place
- Lead the organisational response to clinical matters e.g. incidents, complaints, practice concerns and safeguarding. Ensure timely investigation, clear reporting, effective risk management and compliance with statutory, professional and organisational requirements. Ensure learnings are systematically disseminated, translated into action plans, and embedded into clinical practice and service improvement
- Responsibility for information governance and data protection within clinical services, working closely with the Data Protection Officer to ensure compliance with GDPR and organisational requirements, including management of data breaches, confidentiality concerns, Subject Access Requests, and the secure retention, storage and disposal of clinical records

Strategy, Development and Improvement, and Impact

- Shape and deliver UP's clinical strategy in alignment with UP's organisational strategy
- Support the Director of Schools Programme with the service's strategic planning and implementation
- Lead on Equality, Diversity, Inclusion and Belonging across clinical services, working alongside colleagues to develop annual objectives and implement these via an action plan
- Develop policies, procedures and guidance that are fit for purpose and support excellent practice and high-quality services, ensuring compliance with professional codes of ethics and best practice
- Support the design and development of clinical CPD and resources for use within our services
- Lead clinical innovation, playing a key role in shaping and developing new ideas, programmes and clinical interventions alongside colleagues that respond to emerging opportunities, funding priorities and unmet need, increasing the charity's reach and impact

- Work collaboratively with colleagues across the organisation to support the development of funding proposals, ensuring clinical expertise informs service design and that new programmes and interventions are evidence-based, deliverable and aligned to organisational objectives
- Work closely with colleagues to develop capacity to demonstrate our clinical impact through both qualitative and quantitative measures, and to ensure we are working through the six stages of the CORC Best Practice Framework to enable and maintain formal accreditation
- Maintain a good understanding of how our political and socioeconomic landscape intersects with children's mental health and work with colleagues to disseminate this understanding across the team and practice

Partnerships, Stakeholder Engagement and Thought Leadership

- Represent UP as a credible and influential clinical leader, helping to raise the charity's profile as a thought leader through external forums, conferences, networks, fundraising and stakeholder events. Build strong relationships with donors, partners and supporters, and act as a spokesperson for the charity
- Act as the clinical link for key partnerships, ensuring clinical expertise informs the development and delivery of collaborative programmes and contributes to strong outcomes
- Build and maintain effective relationships with external stakeholders and clinical and professional organisations

People Leadership

- Provide effective leadership, performance management and development of direct reports, ensuring high-quality performance and achievement of organisational objectives
- Help to drive vision, values, and a positive and professional culture, contributing to high levels of alignment, accountability and employee engagement
- Support effective workforce planning, recruitment, and induction across clinical services to ensure quality clinical staff are appointed and retained
- Drive high standards of professional practice and continuous professional development across the clinical workforce, supporting individuals to reflect on and improve their practice where required
- Ensure that all UP policies and procedures are followed (including Health and Safety, Safeguarding, Data Protection and Equal Opportunities etc.)

Safeguarding

- Act as a Deputy DSL across clinical services (when required)
- Working closely with other directors and the management team to ensure UP's safeguarding practices are followed in collaboration with school policies and processes to ensure that safeguarding of every child is paramount, and contribute to the effective monitoring and evaluation of safeguarding practice

General

- As a member of SLT, work effectively and innovatively as part of the wider charity team, developing positive relationships and working collaboratively. Attend and contribute to leadership, management and team meetings, UP events and training days
- Carry out effective administration, ensuring accurate record-keeping and quality reporting
- Undertake regular CPD and keep up to date with best practice knowledge and attend clinical supervision (where required)
- Undertake any other duties compatible with the level and nature of the post and as reasonably required

Person Specification

Qualifications	• Professional qualification in a discipline such as: Clinical Psychology, Counselling Psychology, Child Psychotherapy, SaLT, OT • Registration with an appropriate professional body • Management and Leadership qualifications or CPD (<i>desirable</i>) • Post-qualification training in a specific therapeutic modality (<i>desirable</i>)
Knowledge	• Excellent knowledge of humanistic, relational therapeutic theory, trauma informed and attachment based practice and interventions, with children, young people and adults • Appreciation and knowledge of different modalities, theory and practice including psychotherapy, SaLT and OT • Excellent understanding of clinical best practice and evidence-based practice • Knowledge and experience of clinical outcome measures • Understanding of clinical governance • Knowledge of the current policy, social and political landscape affecting children's mental health and wellbeing
Experience	• Significant clinical experience post qualification • Assessing and managing complexity and high levels of risk, resolving complex clinical issues/concerns, and guiding other clinicians working with psychological trauma • Providing strategic clinical leadership and governance across services • Driving clinical best practice and continuous development and improvement of clinical services, innovatively responding to identified needs and emerging opportunities • Effective management of multidisciplinary teams • Using data, outcomes and evidence to drive service improvement and demonstrate impact • Overseeing response to DPO requests for client information (<i>desirable</i>) • Successfully supporting submission of funding bids and grant applications, or business development activity, through clinical input and service design (<i>desirable</i>) • Leading research agenda, quality and clinical evaluations (<i>desirable</i>) • Family therapy and interventions (<i>desirable</i>) • Experience working as a clinical consultant (<i>desirable</i>) • Working in education and charity sectors/settings (<i>desirable</i>)

Skills and Abilities	• Excellent verbal and written communication skills • Excellent time management, organisation, planning and prioritisation skills • Strong IT skills including Microsoft packages and Outlook • Excellent relationship management skills, ability to inspire confidence and credibility with a wide range of internal and external stakeholders • Ability to represent the organisation confidently in public forums, meetings and events • Ability to communicate complex clinical concepts to non-clinical audiences • Ability to use own initiative and to work autonomously • Ability to resolve conflict and have challenging conversations • Ability to think and work strategically and clinically, and make informed decisions identifying clinical considerations
Qualities and Attributes	• Commitment to clinical best practice • High standards of integrity, confidentiality and discretion involving both clients and fellow employees • High levels of emotional literacy and self-awareness • Solutions-focused positive and professional attitude, with a supportive and approachable manner • Flexible, proactive and resourceful • Resilient and able to effectively manage wellbeing in a busy/changing environment • Reflective and learns from past experiences, able to give and receive effective feedback, and able to develop personal performance
Child Protection / Safeguarding	• Knowledge and understanding of safeguarding, the ability to respond appropriately to any safeguarding concerns and to contribute to the continual improvement of safeguarding best practice at UP • Experience as a DSL or Deputy DSL (<i>desirable</i>)
General	• Commitment to the mission, vision and values of the charity • Demonstratable commitment to equality, diversity, inclusion and belonging • Ability and willingness to travel across different school locations based on the needs of the service if required

This job description outlines the general scope and responsibilities of the role. Duties may change over time in line with the charity's needs, and the post holder may be required to undertake other reasonable duties consistent with the role's level and purpose.

Important Information

- **Safeguarding:** We are committed to safeguarding and promoting the welfare of children and young people and expect all those who work with us to share this commitment. It's a criminal offence for a person to apply to work with a group from which they have been barred from working. We follow safer recruitment practices in line with KCSIE including (but not limited to): online checks at interview stage, an Enhanced Disclosure and Barring Service check, satisfactory references, a medical check, proof of qualifications and right to work in the UK.

- **Equality, Diversity, Inclusion and Belonging:** Our children and families and staff come from a wide range of backgrounds, and we value the unique contribution that each individual can bring to UP. We have a diverse and inclusive team, and we strongly believe that this is vital to our work. We welcome applications from all sectors of the community, and we do not discriminate against any applicants on the basis of any protected characteristics. We ensure that candidates and employees are treated solely on the basis of their merits, abilities and potential.
- For an informal discussion, for further information, or if you require any reasonable adjustments at any stage of the application process, please contact: hr@up.org.uk
- Candidate data is processed in line with UP's privacy notice and Data Protection Policy.
- We understand that AI tools are increasingly used in everyday life, including using them to refine CVs, personal statements, and support interview preparation. While we appreciate the responsible use of AI, it's important that any information you submit as part of your application and assessment accurately reflects your own skills, experience and perspective and that AI is not used during interviews or tasks.