

Clinical Nurse Lead – Strategic Programme Lead

Role title	Clinical Nurse Lead (Strategic Programme Lead)
Date	07/07/2026
Reports to	Chief Officer, Partners in Care / Programme Board / Programme Sponsor(s)
Location	Partners in Care, with travel across independent sector providers and partner organisations in Shropshire, Telford & Wrekin
Contract	Fixed-term, 18-month contract
Hours	2.5 days/18.5 hours per week (exact working pattern to be agreed)
Salary	£19,500 per annum; full-time equivalent £39,000,
Base	Hybrid / community-based, with travel across the local area
DBS check	Enhanced DBS check required
Driving requirement	Full driving licence and vehicle access are required along with relevant business use insurance.
Annual leave	25 days plus bank holidays, pro rata.
Pension	5% Employer contribution

Job Purpose

The Clinical Nurse Lead function is delivered through two complementary job roles, the Clinical Nurse Lead (Strategic Programme Lead), who leads strategic clinical leadership, programme governance, system engagement and outcome delivery; and the Clinical Nurse Lead (Training and Development Lead), who develops, coordinates and delivers clinical education, learning resources and training support for the adult social care sector.

The two postholders work closely together as two separate but complementary roles to ensure the programme is planned, delivered, evaluated and embedded effectively. They share intelligence, align priorities, support each other's areas of responsibility, and maintain a single, consistent programme offer for independent adult social care providers and system partners.

Together, the roles create a culture of trust, respect, collaboration and shared learning that enables the independent sector workforce to deliver safe, effective and person-centred care.

Programme Context

This post has been established through funding from the Rayne Foundation to deliver an innovative workforce development programme across the independent adult social care sector in Shropshire and Telford & Wrekin. Working in partnership with Shropshire Council, Telford & Wrekin Council, NHS Shropshire, Telford and Wrekin Integrated Care Board and local care providers, the programme has been created to strengthen clinical leadership, improve access to continuing professional development and foster greater collaboration across the health and social care system. Through this work, the programme aims to build a confident, skilled and connected workforce, enabling care workers and registered professionals to deliver high-quality, person-centred care while improving outcomes for people who draw on care and support.

Accountability and Scope

The postholder is operationally accountable to the Chief Officer of Partners in Care, the Programme Board and Programme Sponsor(s).

This is a system-wide clinical leadership and influencing role, working collaboratively across independent sector providers and partner organisations to strengthen professional support, workforce development, quality improvement and shared learning.

The postholder does not hold direct clinical accountability for care delivered within independent provider organisations, but provides professional leadership, clinical influence, facilitation, advice and support to strengthen safe, effective and person-centred care across the sector.

The postholder works with a high degree of autonomy and professional accountability within the NMC Code and agreed programme governance arrangements.

Line management

- No direct line management responsibility for other staff

Joint Working and Coordination

- Maintaining regular communication, shared planning and clear handover arrangements with Clinical Nurse Training and Development Lead
- Ensure strategic priorities, training activity, provider engagement and programme outcomes are aligned.
- Provide consistent clinical leadership, advice and professional support across the adult social care sector.
- Contribute jointly to programme reporting, evaluation, risk management, sustainability planning and stakeholder communication.

Role Focus

- Lead the strategic development, mobilisation and governance of the Clinical Nurse Lead programme.
- Build and maintain senior relationships with providers, commissioners, local authorities, ICB partners, primary care, community services and wider stakeholders.
- Use provider engagement, workforce intelligence and system priorities to shape programme direction, milestones and outcomes.
- Provide visible clinical leadership and professional influence across the independent adult social care sector.

Key Responsibilities

- Provide strategic and professional leadership for the programme workplan, governance framework, reporting arrangements and risk management.
- Develop clear programme priorities, milestones, measures and expected outcomes in partnership with the Programme Board and sponsors.
- Lead baseline assessments, stakeholder engagement and analysis of workforce needs, service gaps, inequalities and improvement opportunities.
- Translate intelligence into strategic delivery plans, ensuring these inform the training and development offer led by the Clinical Nurse Lead (Training and Development Lead).
- Represent the programme at strategic meetings, partnership forums, workshops and reporting groups.
- Lead programme evaluation, impact reporting, sustainability planning and recommendations for future delivery.

Shared Standards of Practice

- Contribute to the development of practical tools, templates, prompts and pathways that support safe and effective care.

- Maintain awareness of current professional standards, legislation, national guidance and local policy.
- Ensure all work is aligned with organisational governance requirements and NMC standards.

Evaluation, Improvement and Reporting

- Support the development and use of agreed indicators and outcome measures.
- Monitor participation, feedback, early outcomes and emerging themes.
- Gather and use qualitative and quantitative evidence to demonstrate progress and impact.
- Produce reports, briefings, presentations and case studies for programme stakeholders.
- Contribute to final evaluation, sustainability planning and recommendations for future delivery.

Equality, Diversity and Inclusion

- Ensure the programme is inclusive and responsive to the diversity of the workforce and people using services.
- Identify and respond to barriers affecting access to learning and support, including rurality, travel, digital access and workforce inequity.
- Promote culturally competent practice and inclusive support for internationally recruited staff and diverse workforce groups.
- Actively model respectful, inclusive leadership and partnership behaviours.

Programme-Level Outcomes

- A clear strategic programme with agreed priorities, governance, milestones and measurable outcomes.
- A responsive training and development offer that reflects adult social care workforce needs.
- Improved access to clinical support, supervision and reflective practice across the independent sector workforce.
- Increased workforce confidence, engagement, professional belonging and participation in CPD.
- Strengthened cross-sector relationships and improved consistency of safe, person-centred clinical practice.

Safeguarding

- The postholder has a responsibility to safeguard and promote the welfare of adults and children, and to work in line with local safeguarding policies, procedures and statutory responsibilities.

General Duties

- Work within the NMC Code and all relevant professional, clinical and organisational standards.
- Maintain professional registration and continuing professional development.
- Participate in supervision, appraisal and mandatory training.
- Travel across provider settings and partner organisations as required.
- Undertake any other duties reasonably required within the scope and grade of the role.

Person Specification

Category	Essential	Desirable
Qualifications & registration	- Registered Nurse with current NMC registration - Evidence of continuing professional development - Educated to degree level or equivalent experience	- Leadership, coaching or mentorship qualification - Quality improvement or change management qualification - Postgraduate qualification relevant to leadership, education, workforce development or quality improvement
Experience	- Significant post-registration clinical experience - Significant experience working across health and social care systems - Experience within the independent adult social care sector - Experience of providing strategic clinical leadership and professional influence - Experience of programme, project or service development, including planning, governance and delivery monitoring - Experience of partnership working with senior stakeholders across organisations and professional groups - Experience of evaluation, reporting, risk management or presenting findings to stakeholders	- Experience working with Programme Boards, commissioners, ICB partners or local authority partners - Experience leading quality improvement, change management or transformation activity - Experience using workforce, quality or provider intelligence to inform strategic planning - Experience of co-production or working with people with lived experience
Knowledge & understanding	- Knowledge of professional nursing standards and the NMC Code - Understanding of safeguarding responsibilities, clinical governance and professional accountability - Understanding of integrated care systems, partnership governance and adult social care commissioning context - Understanding of workforce development, quality improvement and system-wide service improvement - Understanding of equality, diversity and inclusion in workforce and service development	- Awareness of current policy affecting adult social care, nursing, workforce development and community services - Knowledge of quality improvement methodologies and outcome measurement - Knowledge of workforce challenges affecting rural and independent sector services

Category	Essential	Desirable
Skills & abilities	• Excellent strategic communication, relationship-building and influencing skills • Ability to engage senior stakeholders and build trust across organisational boundaries • Ability to analyse information, identify themes and translate intelligence into strategic plans • Strong report writing, presentation and briefing skills • Strong organisational, prioritisation and programme coordination skills • Ability to work independently with a high degree of professional autonomy	• Advanced skills in programme management, data interpretation or evaluation • Skills in chairing, facilitating or contributing to strategic partnership meetings • Experience developing outcome frameworks, dashboards or monitoring reports
Values & behaviours	• Accountable — demonstrates integrity, professionalism and accountability in decision-making and professional practice • Trusted — builds confidence and credibility through compassionate leadership, honesty and consistency • Collaborative — works positively across organisational boundaries to build relationships, shared understanding and partnership approaches • Supportive — promotes psychological safety, inclusion, development and wellbeing for colleagues and partners • Commitment to equality, diversity and inclusion • Respectful, strengths-based and person-centred approaches • Resilience, adaptability and emotional intelligence • Commitment to continuous improvement and shared learning	None
Other requirements	• Ability to travel independently across Shropshire, Telford & Wrekin and surrounding areas • Willingness to work flexibly to meet programme and stakeholder needs • Commitment to maintaining professional registration and CPD • Commitment to safeguarding and promoting the welfare of adults and children	None

