

Clinical Nurse Lead – Training and Development Lead

Role title	Clinical Nurse Lead (Training and Development 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 per week (exact days to be agreed between job-share postholders)
Salary	2.5 days/18.5 hours per week (exact working pattern to be agreed)
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

- Maintain regular communication, shared planning and clear handover arrangements with Clinical Nurse Strategic Programme 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

- Design, coordinate and deliver a responsive clinical training and development offer for the adult social care sector.
- Use intelligence from the Clinical Nurse Lead (Strategic Programme Lead), Partners in Care team, provider feedback and workforce engagement to identify priority CPD topics and learning needs.
- Develop accessible learning methods including face-to-face sessions, virtual learning, resources, communities of practice and reflective practice approaches.
- Support providers to embed learning into practice through follow-up, practical tools, supervision prompts and shared learning opportunities.

Key Responsibilities

- Develop and deliver clinical education, training sessions, workshops and learning resources that strengthen safe, person-centred, evidence-based practice.
- Create and maintain practical tools, templates, prompts and pathways to support consistent clinical decision-making, escalation, safeguarding and delegated healthcare tasks.
- Facilitate supervision, mentorship, reflective practice, action learning and communities of practice across provider organisations.
- Promote participation in CPD and support accessible learning for providers affected by rurality, travel, digital access or workforce pressures.
- Identify and develop programme champions who can help sustain learning, embed good practice and reduce professional isolation.

- Gather feedback, attendance data, learning outcomes and case studies to inform evaluation and improvement reporting.

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: Clinical Nurse Lead – Training and Development Lead

Category	Essential	Desirable
Qualifications & registration	• Registered Nurse with current NMC registration • Evidence of continuing professional development • Educated to degree level or equivalent experience • Evidence of teaching, mentoring, coaching or facilitation experience	• Teaching, training, mentorship, coaching or practice education qualification • Postgraduate qualification relevant to education, workforce development or clinical practice
Experience	• Significant post-registration clinical experience • Experience within adult social care, community services or independent sector provider settings • Experience of designing, delivering or evaluating training, CPD, supervision or reflective practice • Experience of supporting safe, person-centred and evidence-based practice • Experience of engaging learners, providers or multidisciplinary colleagues in shared learning • Experience of developing practical resources, tools, templates or learning materials	• Experience using digital learning platforms or virtual learning approaches • Experience developing communities of practice, action learning sets or peer learning networks • Experience supporting internationally recruited staff or diverse workforce groups
Knowledge & understanding	• Knowledge of professional nursing standards and the NMC Code • Understanding of safeguarding responsibilities, clinical governance and delegated healthcare activity • Knowledge of adult learning principles, reflective practice, supervision and workforce development approaches • Understanding of barriers to learning in adult social care, including rurality, travel, digital access and workforce pressures • Understanding of equality, diversity and inclusion in learning and workforce development	• Knowledge of clinical skills development, competency frameworks or training assurance approaches • Awareness of current policy affecting adult social care nursing, workforce development and community services

Category	Essential	Desirable
Skills & abilities	• Excellent facilitation, teaching, coaching and reflective practice skills • Ability to design accessible, engaging and practical learning resources • Strong communication and presentation skills for diverse audiences • Ability to build confidence, trust and participation across provider organisations • Ability to gather feedback, identify learning needs and adapt training accordingly • Strong organisational and prioritisation skills • Ability to work independently and collaboratively as part of a job share	• Advanced skills in digital facilitation, e-learning or blended learning • Skills in developing competency-based learning materials or practical clinical tools • Experience evaluating training impact and producing learning 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, inclusion, 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 provider learning needs • Commitment to maintaining professional registration and CPD • Commitment to safeguarding and promoting the welfare of adults and children	None