



together we
Cumbria

CLINICAL LEAD

RECRUITMENT PACK



EMPOWERING PEOPLE TO BETTER MANAGE THEIR MENTAL AND
PHYSICAL HEALTH AND WELLBEING

INTRODUCTION

RECRUITMENT PACK

Together We is a growing, award-winning social enterprise in Cumbria. We're a high energy and creative team who have been recognised for Innovation in our Health & Well-being sector since 2017.

Our policy is to hire for attitude and train for skills. We invest in a great training portfolio for our people, plus mentoring programmes, so that we're all constantly gaining new skills and work experiences. We pay fairly too and we advocate for a healthy lifestyle.

Together We operates throughout Cumbria. We also support flexible working and homeworking, wherever possible. Wherever you are, in our workplace, everyone's goal is to help more people reach for a better life. We work hard and everyone makes a difference.

Our people are the reason for our success. The staff and volunteers at Together We are on a mission to help people in our local community learn skills to better manage their physical and mental wellbeing.



Samantha Joughin & Janine Ward
Managing Directors

TOGETHERWE.UK
0808 196 1773

Our services offers a range of interventions for mental health and physical health, all of which place the client at the centre of our work. Our two key services combine well to provide care for all ages and with a “whole person” approach to mental health and physical wellbeing

Talk

Provides personalised one-to-one and small group talking interventions, including mental health support, link working, and guidance for those who fall between service gaps.

Aims to deliver client-centred support that creates self-awareness and empowers individuals to manage their symptoms, distress and improve overall wellbeing.

Recovery

Provides group sessions and opportunities for anyone experiencing mental and physical health difficulties.

Recovery colleges provide a range of courses, physical activity sessions and groups designed to increase self-awareness and understanding of Recovery and what it means to each individual.

All service delivery is designed to be evidence-based intervention and guided discovery. Each of the services interlinks, with a series of projects and programs for one to one and group support.

We target multi-model psychological intervention, link working, education and physical activity to improve a person's wellbeing and we aim to reduce the impact of mental health and physical health problems on individuals and on their wider community.

We have clearly defined Guiding Principles that help us to ensure we do not drift from our mission of improving physical and mental wellbeing:

"We aim to increase a person's understanding of their health and factors and determinants that may contribute to improving their overall health and Wellbeing.

We aim to increase access to low level interventions and stop referrals into other services.

We aim to provide a whole person approach to health that covers all ages, social economic background, and ability.

We aim to provide support that is individually tailored for the person and group sessions which provides psychoeducation to educate and put the person at the centre of their care.

We also aim to provide training and opportunities for staff to undertake a very different and niche role working with mental and physical wellbeing together"

JOB DESCRIPTION

Position: Together We Talk Clinical Lead and Service Manager
Band Equivalent: NHS Band 8a **Reports to:** CEO **Together We Location:** Various offices across North Cumbria
Hours: 17.5 hours per week
Pay rate: Together We Band F1- £44938.42 to £56370.75 pro rata

Location:

We have several locations across Cumbria in Workington, Whitehaven, Egremont and Penrith, we will arrange with you the best base to work from.

Contract:

This position is a permanent contract.

Pension:

We offer the opportunity to join a pension scheme which makes a matching contribution of up to 3% of salary.

Leave:

28 days per year plus bank holidays.

Review:

This role has a three-month probationary period.

Benefits

- Competitive salary equivalent to NHS Band 8a
- Annual leave: 28 days plus bank holidays
- Pension scheme
- Professional development opportunities
- Flexible working arrangements
- Access to clinical supervision and support



ABOUT THE ROLE

To join the Together We team and provide Clinical Leadership which includes you to:

- Lead the clinical team in delivering high-quality, person-centered care, ensuring adherence to professional standards and best practices
- Provide clinical supervision and support to team members, facilitating their professional development
- Develop and maintain clinical governance frameworks, policies, and procedures
- Manage complex clinical cases and provide specialist expertise to the team
- Lead on risk management and safeguarding processes within the clinical service
- Co-ordinate a team of advanced practitioners to cover a duty service each day for Together We CIC.
- Hold a small clinical caseload
- Triage and allocate referrals into the Talk service
- Promote the Recovery College values in managing referrals into psychological therapies services
- To work closely with the Recovery College clinical leadership to ensure swift and prompt engagement in the college to manage waiting lists



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WHAT YOU NEED

Qualifications:

- Professional qualification in relevant clinical field (e.g., Clinical Psychology, Occupational Therapy, Social Work) - Essential
- Registration with appropriate professional body - Essential
- Post-graduate training in relevant specialty-desirable therapy speciality or mixed modality therapist.
- Evidence of continuing professional development

Person Specification:

Essential Experience:

- Minimum 5 years post-qualification experience to include a variant of different clinical settings and both children and adult management.
- Demonstrable experience in clinical leadership role
- Experience of managing and supervising clinical staff
- Track record of service development and quality improvement
- Experience in clinical governance and risk management
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Essential Knowledge:

- In-depth understanding of relevant clinical frameworks and methodologies
- Knowledge of current legislation and professional standards
- Understanding of safeguarding principles and procedures
- Knowledge of clinical audit and outcome measurement
- Understanding of third sector context and challenges

Personal Qualities:

- Commitment to service user involvement and co-production
- Ability to work autonomously and make complex decisions
- Resilient and able to work under pressure
- Collaborative approach to team working
- Innovation and creative thinking
- Commitment to equality, diversity, and inclusion



PERSON SPECIFICATION

PURPOSE OF THE ROLE

- To provide clinical leadership, supervision, and expertise across our talk services ensuring the delivery of high-quality, evidence-based care while maintaining professional standards and promoting service development.

KEY DUTIES AND RESPONSIBILITIES

Service Development:

- Work collaboratively with senior management to develop and implement service strategies
- Provide reports to senior management for Together We Talk projects
- Lead on service evaluation and quality improvement initiatives
- Identify opportunities for service development and innovation
- Develop and maintain relationships with external stakeholders and partner organizations
- Contribute to funding applications and service contractual processes

Management and Administration:

- Manage clinical staff, including recruitment, supervision, and performance management
- Monitor and report on service outcomes and KPIs
- Manage service budgets effectively
- Ensure compliance with regulatory requirements and professional standards
- Contribute to the organisation's strategic planning and development Professional Development
- Maintain up-to-date knowledge of relevant clinical practices and research
- Participate in continuous professional development
- Support the development of evidence-based practice within the team
- Contribute to research and evaluation projects
- Represent the organization at professional forums and conferences

Professional Development:

- Maintain up-to-date knowledge of relevant clinical practices and research
- Participate in continuous professional development
- Support the development of evidence-based practice within the team
- Contribute to research and evaluation projects
- Represent the organization at professional forums and conferences



PERSON SPECIFICATION CONTINUED...

Criteria	Essential / Desirable	How Assessed
Strong clinical leadership and decision-making abilities	Essential	Interview and Application
Additional relevant post-graduate qualifications	Desirable	Interview / statements supporting application
Excellent communication and interpersonal skills	Essential	Interview
Ability to manage complex stakeholder relationships	Essential	Interview and application
Strong organizational and time management skills	Essential	Interview and Application
Experience of working in third sector organizations	Desirable	Application
Experience of successful funding applications	Desirable	Interview and application
Budget management experience	Essential	Application
Analytical and problem-solving capabilities	Essential	Interview and Application
Research experience and publications	Desirable	Application
Teaching or training experience	Desirable	Interview and Application

ADDITIONAL REQUIREMENTS

- Regular travel may be required- anything over 7 miles will be reimbursed
- Flexible working hours may be necessary- Together We operates services from 8am- to 8pm Monday to Friday and Saturday's 10am-12pm
- Enhanced DBS check required
- Occasional evening and weekend work may be required- one evening per week and one weekend a month.



Part of Together We

The Recovery College

Allerdale | Copeland | Carlisle | Eden

Empowering people to better manage their physical health, mental health and wellbeing

HOW TO APPLY

Send your CV and covering letter to:

JANINE@TOGETHERWE.UK

Applications must be submitted
by

5pm 21st April 2025

Interviews will take place online or
in person on 29th April 2025

For more information please email



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