Job Description

Clinical Lead - Autism & ADHD Diagnostic Service

Reports To

Head of Diagnostics / Director of Service

Direct Reports

Multidisciplinary Diagnostic Clinicians (permanent and associate)

Job Purpose

The Clinical Lead will provide strategic and operational clinical leadership for the Autism and ADHD Diagnostic Service. They will ensure the delivery of high-quality, evidence-based assessments and diagnostic decision-making while maintaining compliance with regulatory, professional, and organisational standards.

The postholder will support a multidisciplinary team, contribute to service development, oversee clinical governance processes, and promote continuous quality improvement across all diagnostic pathways.

Key Responsibilities

Clinical Leadership

- Provide clinical leadership across Autism and ADHD assessment pathways.
- Support diagnostic decision-making within multidisciplinary teams.
- Promote evidence-based practice in line with national guidance and best practice standards.
- Act as a senior point of escalation for complex clinical cases.

Clinical Practice

- Undertake and contribute to Autism and ADHD diagnostic assessments where required.
- Review clinical reports and diagnostic formulations to ensure consistency and quality.
- Support clinicians in managing complex presentations and differential diagnoses.

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- Ensure assessments are person-centred, neuro-affirmative, and clinically robust.

Clinical Governance & Quality Assurance

- Lead clinical audit and quality assurance activities.
- Monitor key quality indicators and implement improvement plans.
- Ensure compliance with professional standards, safeguarding requirements, and organisational policies.
- Contribute to incident reviews and risk management processes.

Supervision & Workforce Development

- Provide clinical supervision, mentorship, and support to clinicians.
- Support recruitment, induction, and competency assessment processes.
- Identify learning and development needs across the clinical workforce.
- Promote a positive culture of reflective practice and continuous learning.

Service Development

- Support strategic planning and service growth initiatives.
- Contribute to pathway development and innovation.
- Develop and review clinical policies, procedures, and guidance documents.
- Work collaboratively with operational and senior leadership teams to improve service effectiveness.

Stakeholder Engagement

- Develop positive working relationships with clients, commissioners, schools, families, healthcare professionals, and partner organisations.
- Represent the service in professional meetings and forums.
- Support responses to complaints, compliments, and clinical enquiries.

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