



Outcomes First Group

Job Title: Clinical Director

Location: Home based with national travel

Salary: Up to £90,000 DOE, plus travel allowance and bonus

Reports to: Operations/Managing Director (Acorn/Options)

Accountable to: Operations/Managing Director (Acorn/Options)

Job Purpose:

To provide leadership, and management of our clinical provision throughout Outcomes First Group, to enable the delivery of excellent outcomes across our schools, homes, and adult services.

This role will directly contribute to the delivery of our clinical outcomes, ensuring that our clinical services are delivered to the highest possible standard, in line with appropriate operational guidelines, governing bodies & quality assurance processes.

Key Stakeholders: Clinical Directors – Options, Acorn and Momenta Connect
Regional Clinical Leads
Regional Directors – Education
Clinical Practice and Standards Team

Key Responsibilities:

Outcomes First: To take an overall operational lead driving our clinical provision to deliver excellent outcomes for children, young people and adults.

Leadership and Administration:

- To be a highly driven and motivating leader, overseeing operational delivery of clinical services, and shared goals of integration and outcomes with colleagues from across education and central services.
- To act as the lead operational manager for our clinical provision within brand and provide robust governance of clinical services
- Create, implement, and review departmental goals, policies, and procedures.
- Manage the budget, allocation of resources, and ensure financial sustainability.
- Ensure delivery of key performance and outcome metrics including EHCP goals.
- Proactively collaborate with other department heads and senior management to align our Clinical services with Outcomes First Group's overall mission and objectives.
- Deputise for all functions of other Clinical Directors during leave, absence or vacancy.
- Maintain knowledge on industry trends, research, and best practices to drive continuous improvement.



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Team Management:

- Strategically plan, oversee, and enable the recruitment, training, and supervision of clinical staff.
- Provide continued professional development opportunities for team members.
- Conduct regular performance reviews, providing constructive feedback to achieve positive outcomes. Ensure and oversee performance planning across tiers of management.
- Foster and champion an outcome-focussed, collaborative and supportive work environment.

Clinical Oversight:

- Ensure the delivery of high-quality clinical (diagnostic, where relevant), assessment and intervention services to our service users.
- Be responsible and accountable for overseeing the delivery of clinical objectives in line with EHCP and other identified needs. This includes ensuring the appropriate staff are resourced, and working on agreed objectives at sites and with service users within the scope of their professional competence.
- Ensure processes to review efficacy and performance are completed, including pyramid planning sessions.
- Keep updated on latest research and treatment methodologies to guide clinical decision-making.
- Ensure tiers of management are operationally effective, with the appropriate amounts of responsibility and action at each level.
- Address complex or challenging cases and provide support and expertise to team members.
- To assess and support the management of risk within services.

Compliance and Regulation:

- Ensure that the department complies with all relevant regulations, professional body standards, licensing requirements, insurance, and accreditation standards.
- Monitor and maintain accurate records and documentation.
- Collaborate with legal and compliance teams to address any issues or concerns.

Client and service user relations:

- Communicate with clients at all tiers, and their families to address concerns, provide education, and support their needs.
- Handle escalated issues and complaints effectively.
- Strive to maintain high levels of client and service user satisfaction.

Research, Development and Training:

- Ensure clinical service is at the forefront of clinical practice by driving forward the implementation of clinical strategies such as TIP and AAD.
- Encourage and support research and technology initiatives within the department.
- Stay up-to-date with advancements in the field and implement evidence-based practices.



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- Explore opportunities for innovation and program expansion.
- To support with the development of specialist training as required and to deliver current trainings, such as TIP, self-harm, sexualised behaviour

Standard responsibilities:

There are a number of standard duties and responsibilities that all employees, irrespective of their role and level of seniority within OFG Group are expected to be familiar with and adhere to:

- Participates in an annual performance review programme
- Works, at all times, in accordance with the policies and procedures of the Outcomes First Group and statutory regulations applicable to the Group.
- Observes, at all times, strict rules of confidentiality appropriate to the post.
- To comply at all times with the requirements of Health and Safety Regulations to ensure their own wellbeing and that of their colleagues.
- Outcomes First Group is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults (including staff) and expect all employees to work in accordance with this.
- Undertakes other duties as assigned.

Experience, Skills & Qualifications:

Essential

- Masters Level or Doctoral degree in a relevant clinical discipline.
- HCPC (or alternative professional body) registered with extensive experience of special educational needs and/or schools-based and/or paediatric/CAMHS service delivery.
- Minimum of 10 years of clinical experience as a Psychologist, Occupational Therapist, SaLT or Psychotherapist.
- Demonstrable multi-site and/or large organisation leadership and management experience, overseeing multidisciplinary professions in a regulated environment.
- Outstanding communication and interpersonal skills.
- Experienced in Trauma Informed Practice and/or Neurodivergence
- Experienced in systemic ways of working to support the helpers
- Regulatory understanding: Experience of working in a regulated environment and delivering high quality clinical services
- Governance focussed: Experience of ensuring clinical staff work effectively and within national standards.
- Experienced leader with proven track record of managing a sizable team and delivering clinical services to a broad client base
- Experience of creation and management of budgets
- Track record of maintaining strong relationships at all levels
- Used to working with ROI measurement & outcomes analysis
- Structured people leader



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- Proven track record of continuously improving performance and standards across multiple teams
- History of successful delivery of efficiency and standards improvements
- Track record of delivering high standards of customer service
- Experience working with local authorities, health services and schools
- Confident presenter and influencer of others