

JOB DESCRIPTION

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| JOB DETAILS |  |
| Job Title | Ophthalmic imaging and virtual pathways lead |
| Reports to | Clinical Matron and Senior Operations manager |
| Band | Band 7 |
| Department/Directorate | Ophthalmology |

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| JOB PURPOSE |
| Accountable for the overall operational management and development of the Ophthalmic Imaging and Virtual Pathways service. This will include resource financing, workforce planning, service and growth evaluation, maintaining clinical service provision to national guidelines whilst working in collaboration with the medical staffing clinical lead, senior operations manager, Clinical Matron and divisional management  The post holder will be responsible for ensuring all ophthalmology imaging equipment is serviced and reports any faults to manufacturers in a timely manner.  The post holder will provide overall management for ophthalmology projects. This will include providing support, facilitation and monitoring of project plans to ensure objectives are achieved.  The post-holder will project manage the implementation of specific digital projects that will support the  Division’s Shared Services strategic plans. This will include the project management of multidisciplinary teams, ensuring appropriate financial and human resources are made available to the project and identifying with the change lead and service manager, service redesign where appropriate.  The post-holder will provide a responsive and customer focused service to constituent organisations within an SLA framework.  The post-holder will make a significant contribution to service development and modernisation programme of the NHS through the successful delivery of Digital Services Division’s programmes, projects and the re-engineering of business processes in conjunction with the service. |
| KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES |
| The Ophthalmic imaging and virtual pathways lead will be based in the West of England Eye unit Wonford Hospital.  The post holder will fulfil all tasks and work as part of a team. To meet the needs of the service, the post holder may be required to work in other areas as appropriate as directed by the line manager and will be responsible for a team of project staff. |

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| KEY WORKING RELATIONSHIPS | | | |
| Areas of Responsibility:   * Divisional management team * Ophthalmology Clinical Lead * Ophthalmology Cluster Manager * Ophthalmology Consultants * Clinical Matron * Ophthalmology Practitioner Service Leads * Ophthalmology Practitioners * Ophthalmology Clinical Nurse Manager * Ophthalmology Unit Sisters / Charge Nurses * Clinical site team * Allied healthcare professionals * Ophthalmology Practitioner and Technical Staff * Clinical Applications Manager     The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis.  In addition, the post holder will deal with the wider healthcare community, external organisations and the public.  This will include verbal, written and electronic media.  Of particular importance are working relationships with: | | | |
|  | Internal to the Trust | External to the Trust |  |
| * Divisional Directors Trust * Service Managers * Information Asset Owners * Digital Services * Division Finance * Department * Procurement Department * Internal Committees and Governance meetings * Trust User Base | * External Clients and Partners * Epic technical experts and implementation team * 3rd Party Service and Solution * Providers * NHS Digital and NHSX * NHS England and NHS Improvement Colleagues in other NHS and Social * Care organisations |

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| ORGANISATIONAL CHART |
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| FREEDOM TO ACT |
| The post holder will be the lead specialist within the department and thus will have significant discretion to work.  The post holder will be guided by broad occupational policies and regulations and will decide on how expected results are best achieved. |
| COMMUNICATION/RELATIONSHIP SKILLS |
| The post holder will communicate with a range of senior stakeholders concerning their views in relation to complex projects/plans.    The post holder will need to facilitate collaborative working between senior managers in a number of organisations in order to achieve project objectives; this will require developed negotiation and motivation skills to deal with highly complex and highly contentious information.    The post holder will need to be able to communicate effectively with a wide range of people and will need to be able to present information in a variety of ways to both large groups as well as on a 1:1 basis. |
| ANALYTICAL/JUDGEMENTAL SKILLS |
| The post holder will be required to analyse complex performance data and trends in order to assess and interpret the impact on project plans.    The post holder will be responsible for determining how potential conflicting information will affect project priorities. |
| PLANNING/ORGANISATIONAL SKILLS |
| The post holder will need to manage their own day to day activities as well as delegating and re-allocating work to team members.    The post holder will be the lead person responsible for the planning and organising of a broad range of complex programmes which form part of the overall project plans to achieve project outcomes.    The adjustments and formulation of these plans will have an impact beyond the post holders own area of work. |
| PATIENT/CLIENT CARE |
| The post holder is required to put the patient, as the first priority, at the centre of all activities although the post holder will not have contact with patients in the course of their normal duties. |
| POLICY/SERVICE DEVELOPMENT |
| The post holder will work within organisational policy but will also have responsibility for implementing policy and for the development of discrete policy relevant to the development and management of introducing project plans. |
| FINANCIAL/PHYSICAL RESOURCES |
| The post holder will ensure that projects are established and managed in a financially responsible manner. |
| HUMAN RESOURCES |
| To be responsible for the effective delivery of specialist training and awareness sessions to clinical and non-clinical staff on project plans.  The post holder has day to day management responsibility for a group of staff and therefore will be involved in the management of staff issues. |
| INFORMATION RESOURCES |
| The post holder will be responsible for maintaining project information systems and will have to collate information and opinions on project plans, gathering data in order to make decisions for the future.  The post holder will need to input, store, modify, analyse, process and present the information.  The post holder will develop reports based on relevant project information to use to inform key stakeholders of ongoing developments. |
| RESEARCH AND DEVELOPMENT |
| The post holder will regularly undertake research and development activity as a requirement of the job, to inform and develop project plans. |
| PHYSICAL SKILLS |
| Standard keyboard skills are required to produce reports, presentations and project plans. |
| PHYSICAL EFFORT |
| A combination of sitting, standing and walking with little requirement for physical effort. The post requires travelling, meetings in various venues and office based work. |
| MENTAL EFFORT |
| There will be an occasional requirement for prolonged concentration when reading, interpreting and developing policy documents, reports and project plans.  The post holder may be interrupted to deal with staffing or project issues. |
| EMOTIONAL EFFORT |
| There will be occasional exposure to distressing or emotional circumstances where the post holder may have to part unwelcome news to staff, or effectively influence and negotiate with stakeholders in difficult circumstances. |
| WORKING CONDITIONS |
| Working conditions will be those which come with a job which requires travelling but is predominately office based. |
| OTHER RESPONSIBILITIES |
| Take part in regular performance appraisal. |
| Undertake any training required in order to maintain competency including mandatory training, e.g.  Manual Handling    Contribute to and work within a safe working environment    You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection    As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal.    You must also take responsibility for your workplace health and wellbeing:   * When required, gain support from Occupational Health, Human Resources or other sources. * Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health. * Follow the Trust’s health and wellbeing vision of healthy body, healthy mind, healthy you. * Undertake a Display Screen Equipment assessment (DES) if appropriate to role. |
| APPLICABLE TO MANAGERS ONLY |
| Leading the team effectively and supporting their wellbeing by:   * Championing health and wellbeing. * Encouraging and support staff engagement in delivery of the service. * Encouraging staff to comment on development and delivery of the service. |
| DISCLOSURE AND BARRING SERVICE CHECKS |
| This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check. |
| GENERAL |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.    Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff. |

PERSON SPECIFICATION

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| Job Title | Ophthalmic imaging and virtual pathways lead |

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| Requirements | Essential | Desirable |
| QUALIFICATION/ SPECIAL TRAINING     * Post graduate diploma qualification or equivalent experience in relevant area.      * Significant experience in project management      * PRINCE 2 qualification or equivalent experience to post graduate diploma level | E    E    E |  |
| KNOWLEDGE/SKILLS     * Up to date knowledge and experience of NHS planning processes * Excellent written and verbal communication skills      * IT literacy and keyboard skills | E      E    E |  |
| EXPERIENCE     * Proven experience of working at a senior manager level, managing projects, teams and budgets * Experience of working with patients, the public, clinicians and partners      * NHS or equivalent public sector organisation experience      * Demonstrable experience of high level negotiation and influencing skills | E        E    E |  |
| PERSONAL ATTRIBUTES  Able to work as a team member     * Well-developed leadership skills      * Flexible approach to work | E    E    E |  |
| OTHER REQUIREMENTS  Ability to travel to other locations as required. The post covers both East and North hospital sites. There are currently nine sites in total | E |  |

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|  | | **FREQUENCY**  **(Rare/ Occasional/ Moderate/ Frequent)** | | | |
| **WORKING CONDITIONS/HAZARDS** | | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** | |  |  |  |  |
| Laboratory specimens | Y/N | X |  |  |  |
| Contact with patients | Y/N |  |  |  |  |
| Exposure Prone Procedures | Y/N | X |  |  |  |
| Blood/body fluids | Y/N |  | X |  |  |
| Laboratory specimens | Y/N | X |  |  |  |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | Y/N | X |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | Y/N | X |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | Y/N |  |  |  | XX |
| Animals | Y/N |  | X |  |  |
| Cytotoxic drugs | Y/N | X |  |  |  |
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| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | N |  |  |  |  |
| Laser (Class 3R, 3B, 4) | Y/N | X |  |  |  |
| Dusty environment (>4mg/m3) | Y/N | X |  |  |  |
| Noise (over 80dBA) | Y/N | X |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | Y/N | X |  |  |  |
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| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Y |  |  |  | X |
| Heavy manual handling (>10kg) | Y |  |  | X |  |
| Driving | Y |  |  | X |  |
| Food handling | N |  |  |  |  |
| Night working | N |  |  |  |  |
| Electrical work | Y/N |  |  |  |  |
| Physical Effort | Y/N |  |  |  | X |
| Mental Effort | Y/N |  |  |  | X |
| Emotional Effort | Y/N |  |  |  | X |
| Working in isolation | Y |  |  |  | X |
| Challenging behaviour | Y |  |  | X |  |