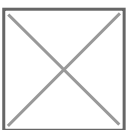# Clinical manager

You will be the head of your own department, ensuring that our patients get the possible treatment and care.

Working life

You'll already be a trained healthcare professional, such as a nurse or allied health professional. You'll be leading a team of your peers or a multidisciplinary team where a mix of professionals work together to deliver care such as maternity or the NHS 111 service. You may also be managing a function such as clinical audit [1] or governance.

Just some of our responsibilities could be:

- setting priorities
- planning for future development
- budget management
- ensuring value for money and quality in the services
- responsible for clinical governance and clinical audit [1] – programmes aimed at improving health services to patients.work in clinical audit [1] or clinical governance
- closely involved in any changes to services for patients

Roles in clinical management

The following are examples of roles in clinical management. They are a guide - so you'll need to check any job vacancy you're considering to see exactly what the role involves and the requirements for the post.

- Clinical audit manager
- Clinical governance manager
- Clinical governance manager/assistant lead nurse
- Head of clinical governance and risk management
- Integrated urgent care/NHS 111 clinical adviser and senior clinical adviser

Clinical audit manager

Most likely working in a hospital, you'll have responsibility for managing a team that ensures the efficient and effective development and delivery of clinical audit [1] and effectiveness across the district.

This sort of post requires a minimum of three years' NHS experience in a clinical audit [1], clinical governance or related clinical effectiveness [2] role, with an ability to plan and co-ordinate the work of others as well as the ability to develop staff and enhance their performance.

You'll need a detailed knowledge and understanding of clinical governance and clinical audit [1] and their application, along with the ability to interpret and implement changes resulting from national and local initiatives.

> There are a range of roles in clinical management, including clinical audit and clinical governance.

Clinical governance manager

You'll need to be able to develop clinical governance across the NHS trust, covering radiology, pharmacy, therapies, private patients, outpatients, pathology and the chaplaincy.

You'll be responsible for developing a system that places clinical quality at the heart of all healthcare delivery by working closely with head of clinical governance, the clinical director for clinical governance and the directorate team of clinicians and managers.

Clinical governance manager/assistant lead nurse

You will need to be an enthusiastic nurse with senior management experience. Significant involvement in the clinical governance agenda and a willingness to work flexibly as part of a range of multidisciplinary teams will be crucial.

You will be responsible for clinical governance delivery within local delivery teams, for a range of governance development initiatives. You'll also support the lead nurse in delivery of the professional nursing agenda.

Head of clinical governance and risk management

You might be based at a hospital NHS trust that employs around 5,000 staff and you'll be responsible for developing and delivering the infrastructure to support the trust's clinical governance and risk management agenda.

You will need a thorough understanding of the principles of clinical governance, risk management, complaints and controls assurance to effectively manage the process. It would demand excellent communication, leadership and influencing skills, to work effectively with a diverse range of contacts, including professional bodies and managers.

A university degree in relevant disciplines and/or relevant professional qualifications might be needed as well as proven skills in successfully leading change management programmes. Evidence of implementing national policy at local level and experience with developing strategy to underpin corporate directions would also be important.

You might work in an NHS trust or as part of a clinical commissioning group [3] (CCG).

Integrated urgent care/NHS 111 clinical adviser and senior clinical adviser

Clinical advisers and senior clinical advisers working in integrated urgent care/NHS 111 services manage urgent and non-urgent calls from patients, members of the public and healthcare professionals, such as GPs, nurses and pharmacists.

As a registered healthcare practitioner, you'll use your professional and medical judgement to assess callers, either over the phone, or face to face. Assisted by a clinical decision support system, you'll make appropriate referrals and give health advice to enable patients to manage their symptoms at home.

Clinical advisers and senior clinical advisers are part of an integrated multidisciplinary urgent care team and work with clinical and non-clinical staff, including nurses, doctors, allied health professionals, pharmacists and dentists.

NHS 111 clinical advisers work with a considerable degree of autonomy and use research findings to enhance and underpin their area of practice.

Senior clinical advisers are responsible for the supervision, teaching, mentoring and preceptorship of other staff which may include students, other clinicians and non-clinical colleagues. Senior clinical advisers provide clinical leadership and make sure that performance and quality objectives are achieved through best practice, risk management and performance indicators.

Visit the NHS England website [4]for further details about a career and leadership development in integrated urgent care/NHS 111.

Want to learn more?

- Find out about the entry requirements and training in clinical management [5]

- **Pay and conditions**

  Most jobs in the NHS are covered by the Agenda for Change (AfC) [6] pay scales. This pay system covers all staff except doctors, dentists and the most senior managers.

In the NHS, your career in clinical management would typically start at Agenda for Change [7] band 6 or 7, with some positions at band 5, and the most senior roles rising to band 9 for, for example, a professional manager for a clinical service.

NHS staff will usually work a standard 37.5 hours per week. They may work a shift pattern.

Roles in integrated urgent care/the NHS 111 service are aligned to Skills for Health [8] qualification levels. A clinical adviser will work at level 5 and a senior clinical adviser at level 6. NHS 111 clinical advisers and senior clinical advisers work agreed hours per week. This may include working on a shift pattern basis covering evenings, nights, early starts, weekends and bank holidays.

- ## Where the role can lead

In clinical management, you could progress to more senior positions, with a variety of responsibilities at operational or strategic level. For example, many NHS trusts have a medical director and a director of nursing, or other senior clinical management roles.

Integrated urgent care/NHS 111 services are changing and moving towards providing a single point of access for patients to urgent care. To deliver these plans, a multi-skilled workforce is needed and there are many roles available at Skills for Health [8] levels 2 to 9. NHS 111 clinical advisers and senior clinical advisers can progress to become an advanced clinical practitioner, a clinical consultant or a clinical director with post-registration training and experience.

- ## Job market and vacancies

When you're looking for job vacancies, there are a number of sources you can use, depending on the type of work you're seeking. However, you can find just some of the current vacancies from the NHS Jobs website below.

Find a vacancy

Enter your location or postcode

Show results within

Search

- ### Divisional Clinical Governance Manager

  London, SE18 4QH

  Salary:
  > £53755.00 to £60504.00

  Type:
  > Permanent

  Employer:
  > Lewisham and Greenwich NHS Trust

  Apply now on NHS Jobs for Divisional Clinical Governance Manager job (opens in a new window) [9]

- ### Clinical Governance and Clinical Audit Lead, Band 8a

  Tadworth, KT20 5RU

  Salary:
  > Negotiable

  Type:
  > Permanent

  Employer:
  > The Children's Trust

  Apply now on NHS Jobs for Clinical Governance and Clinical Audit Lead, Band 8a job (opens in a new window) [10]

- ### Clinic Manager

  Middlesbrough, TS3 6LB

  Salary:
  > £50000.00 to £54000.00

  Type:
  > Permanent

  Employer:
  > Diaverum

  Apply now on NHS Jobs for Clinic Manager job (opens in a new window) [11]

- ### Clinic Manager

  Clacton-on-Sea, CO15 4AB

  Salary:
  > £50000.00 to £54000.00

  Type:
  > Permanent

  Employer:
  > Diaverum

  Apply now on NHS Jobs for Clinic Manager job (opens in a new window) [12]

- ○ **Clinical Manager**

  North West, M6 7WQ

  Salary:
  > £55000.00 to £62000.00

  Type:
  > Permanent

  Employer:
  > Cygnet Health Care

  Apply now on NHS Jobs for Clinical Manager job (opens in a new window) [13]

- ○ **Clinical Governance Administrator**

  East Grinstead, TN6 1XP

  Salary:
  > £10101.00 to £10584.60

  Type:
  > Fixed-Term

  Employer:
  > Horder Healthcare

  Apply now on NHS Jobs for Clinical Governance Administrator job (opens in a new window) [14]

- ○ **Clinical Account Manager**

  Liverpool, L13 1FB

  Salary:
  > £40000.00 to £45000.00

  Type:
  > Permanent

  Employer:
  > Gray Healthcare

  Apply now on NHS Jobs for Clinical Account Manager job (opens in a new window) [15]

- ○ **Clinical Deputy Manager**

  Sompting, BN15 0DA

  Salary:
  > £53000.00

  Type:
  > Permanent

  Employer:
  > Aria Care

  Apply now on NHS Jobs for Clinical Deputy Manager job (opens in a new window) [16]

- **Clinical Services Manager**

  Oswestry, SY11 2HX

  Salary:
  > £25.12 to £26.12

  Type:
  > Permanent

  Employer:
  > HC-One

  Apply now on NHS Jobs for Clinical Services Manager job (opens in a new window) [17]

- **Clinical Nurse Manager**

  Tiverton, EX16 6NT

  Salary:
  > £46148.00 to £52809.00

  Type:
  > Permanent

  Employer:
  > Royal Devon University Healthcare NHS Foundation Trust

  Apply now on NHS Jobs for Clinical Nurse Manager job (opens in a new window) [18]

- **Clinical Nurse Manager**

  Tiverton, EX16 6NT

  Salary:
  > £46148.00 to £52809.00

  Type:
  > Permanent

  Employer:
  > Royal Devon University Healthcare NHS Foundation Trust

  Apply now on NHS Jobs for Clinical Nurse Manager job (opens in a new window) [18]

- **Clinical Deputy Manager**

  Kidderminster, DY10 3DJ

  Salary:
  > £52700.00

  Type:
  > Permanent

  Employer:
  > Aria Care

- ○ **Clinical Administration Manager**

  Leeds, LS17 6QD

  Salary:
  > £30573.00 to £36903.00

  Type:
  > Permanent

  Employer:
  > St Gemma's Hospice

- ○ **Clinical Night Manager**

  Liverpool, L36 5XW

  Salary:
  > £21.53 to £22.53

  Type:
  > Permanent

  Employer:
  > HC-One

- ○ **Clinical Home Manager**

  Bristol, BS5 7PD

  Salary:
  > £90000.00 to £111230.00

  Type:
  > Permanent

  Employer:
  > Aria Care

- ○ **Clinical Team Manager**

  Hull, HU5 1SW

  Salary:
  > £46148.00 to £52809.00

  Type:
  > Permanent

Employer:
Leeds Community Healthcare NHS Trust
Apply now on NHS Jobs for Clinical Team Manager job (opens in a new window)
[23]

○ **Clinical Team Manager**

Birmingham, B19 1LS

Salary:
£46148.00 to £52809.00
Type:
Permanent
Employer:
Birmingham Women's and Children's NHS Foundation Trust
Apply now on NHS Jobs for Clinical Team Manager job (opens in a new window)
[24]

○ **Clinical Nurse Manager**

Manchester, M13 0YL

Salary:
£45000.00 to £48000.00
Type:
Permanent
Employer:
Equilibrium Healthcare
Apply now on NHS Jobs for Clinical Nurse Manager job (opens in a new window)
[25]

○ **Clinical Team Manager**

Hull, HU3 2RW

Salary:
£46148.00 to £52809.00
Type:
Permanent
Employer:
Humber Teaching NHS Foundation Trust
Apply now on NHS Jobs for Clinical Team Manager job (opens in a new window)
[26]

○ **Clinical Night Manager**

Leeds, LS15 9HH

Salary:
£20.89 to £21.89

Type:
    Permanent
Employer:
    HC-One
Apply now on NHS Jobs for Clinical Night Manager job (opens in a new window)
[27]

○ **Clinical Services Manager**

Keele, ST5 5NT

Salary:
    £60000.00 to £63000.00
Type:
    Permanent
Employer:
    Caudwell Children
Apply now on NHS Jobs for Clinical Services Manager job (opens in a new window) [28]

○ **Clinical Services Manager**

Huddersfield, HD2 1GQ
Wakefield, WF1 2SN
Leeds, LS7 2BQ

Salary:
    £61269.00
Type:
    Permanent
Employer:
    Local Care Direct
Apply now on NHS Jobs for Clinical Services Manager job (opens in a new window) [29]

○ **Clinical Coding Manager**

East Grinstead, RH10 3DZ

Salary:
    £37338.00 to £44962.00
Type:
    Permanent
Employer:
    Queen Victoria Hospital NHS Foundation Trust
Apply now on NHS Jobs for Clinical Coding Manager job (opens in a new window)
[30]

○ **QA Administrator (Clinical Governance)**

Marlborough, SN8 4BY
Pewsey, SN9 5AQ

Salary:
    Negotiable
Type:
    Fixed-Term
Employer:
    Kennet and Avon Medical Partnership
Apply now on NHS Jobs for QA Administrator (Clinical Governance) job (opens in a new window) [31]

○ **Quality & Clinical Governance Lead**

Leeds, LS62AE

Salary:
    £44465.00 to £50096.00
Type:
    Permanent
Employer:
    Sue Ryder
Apply now on NHS Jobs for Quality & Clinical Governance Lead job (opens in a new window) [32]

○ **Governance, Risk and Assurance Lead**

NEWCASTLE UPON TYNE, NE15 8NY

Salary:
    £62215.00 to £72293.00
Type:
    Permanent
Employer:
    NHS Business Services Authority
Apply now on NHS Jobs for Governance, Risk and Assurance Lead job (opens in a new window) [33]

○ **Deputy General Manager (Clinical)**

Oulton Broad, NR32 3AX

Salary:
    £50000.00
Type:
    Permanent
Employer:
    Barchester Healthcare
Apply now on NHS Jobs for Deputy General Manager (Clinical) job (opens in a new window) [34]

- ○ **Deputy General Manager (Clinical)**

  Stonehouse, GL10 3BZ

  Salary:
  £49000.00
  Type:
  Permanent
  Employer:
  Barchester Healthcare
  Apply now on NHS Jobs for Deputy General Manager (Clinical) job (opens in a new window) [35]

- ○ **Deputy General Manager (Clinical)**

  Ipswich, IP5 2GA

  Salary:
  £50000.00
  Type:
  Permanent
  Employer:
  Barchester Healthcare
  Apply now on NHS Jobs for Deputy General Manager (Clinical) job (opens in a new window) [36]

- ○ **Deputy Clinical Team Manager**

  Abingdon, OX14 5SW

  Salary:
  £46148.00 to £52809.00
  Type:
  Fixed-Term
  Employer:
  Oxford Health NHS Trust
  Apply now on NHS Jobs for Deputy Clinical Team Manager job (opens in a new window) [37]

- ○ **Deputy General Manager (Clinical)**

  Wimbledon, SW20 8AG

  Salary:
  £55000.00
  Type:
  Permanent
  Employer:
  Barchester Healthcare

- ## Clinical Coding Team Manager

London, SE1 7NJ

Salary:
  £54320.00 to £60981.00
Type:
  Permanent
Employer:
  Guy's and St Thomas' NHS Foundation Trust

- ## Deputy General Manager (Clinical)

Perth, PH1 1SB

Salary:
  £52000.00
Type:
  Permanent
Employer:
  Barchester Healthcare

- ## Unit Manager - Non - Clinical

Chipstead, TN13 2PZ

Salary:
  £17.30
Type:
  Permanent
Employer:
  Avery Healthcare Group Ltd.

- ## Unit Manager - Non - Clinical

Bracknell, RG12 7AU

Salary:
  £14.57
Type:
  Permanent

Employer:
    Avery Healthcare Group Ltd.
Apply now on NHS Jobs for Unit Manager - Non - Clinical job (opens in a new window) [42]

○ Clinical Nurse Manager (Community)

Lynton, EX356HA

Salary:
    £46148.00 to £52809.00
Type:
    Permanent
Employer:
    Royal Devon University Healthcare NHS Foundation Trust
Apply now on NHS Jobs for Clinical Nurse Manager (Community) job (opens in a new window) [43]

○ Service Manager Clinical Lead

Tipton, DY4 0SL

Salary:
    £39306.00
Type:
    Fixed-Term
Employer:
    Murray Hall Community Trust
Apply now on NHS Jobs for Service Manager Clinical Lead job (opens in a new window) [44]

○ Deputy General Manager (Clinical)

Oxford, OX1 5DE

Salary:
    £47611.00
Type:
    Permanent
Employer:
    Barchester Healthcare
Apply now on NHS Jobs for Deputy General Manager (Clinical) job (opens in a new window) [45]

○ Clinical Coding Training Manager

Doncaster, DN2 5LT

Salary:
    £46148.00 to £52809.00

Type:

    Permanent

Employer:

    Doncaster & Bassetlaw Teaching Hospitals NHS FT

Apply now on NHS Jobs for Clinical Coding Training Manager job (opens in a new window) [46]

○ **Integrated Governance Manager**

Bolton, BL1 5DD

Salary:

    £53755.00 to £60504.00

Type:

    Permanent

Employer:

    North West Ambulance Service NHS Trust

Apply now on NHS Jobs for Integrated Governance Manager job (opens in a new window) [47]

○ **Integrated Governance Manager**

Bolton, BL1 5DD

Salary:

    £53755.00 to £60504.00

Type:

    Permanent

Employer:

    North West Ambulance Service NHS Trust

Apply now on NHS Jobs for Integrated Governance Manager job (opens in a new window) [47]

○ **Information Governance Manager**

Cardiff / Wrexham / Swansea, CF10 4BZ

Salary:

    £46840.00 to £53602.00

Type:

    Permanent

Employer:

    Public Health Wales

Apply now on NHS Jobs for Information Governance Manager job (opens in a new window) [48]

○ **Clinical Governance & Quality Injuries Lead**

Leeds, LS7 2BQ

Salary:
    £50719.50
Type:
    Permanent
Employer:
    Local Care Direct
Apply now on NHS Jobs for Clinical Governance & Quality Injuries Lead job (opens in a new window) [49]

○ Deputy Manager & Clinical Lead (RN)

Bridlington, YO15 3NT

Salary:
    £48000.00
Type:
    Permanent
Employer:
    Barchester Healthcare
Apply now on NHS Jobs for Deputy Manager & Clinical Lead (RN) job (opens in a new window) [50]

○ Peripatetic Deputy Manager & Clinical Lead

Hopton on Sea, NR31 9AH

Salary:
    £48000.00
Type:
    Permanent
Employer:
    Barchester Healthcare
Apply now on NHS Jobs for Peripatetic Deputy Manager & Clinical Lead job (opens in a new window) [51]

○ Deputy Manager & Clinical Lead (RN)

Sevenoaks, TN13 1XH

Salary:
    £55000.00
Type:
    Permanent
Employer:
    Barchester Healthcare
Apply now on NHS Jobs for Deputy Manager & Clinical Lead (RN) job (opens in a new window) [52]

○ Delivery Manager – Clinical Workflow Optimisation

London, SE1 7NJ

Salary:
    £61927.00 to £68676.00
Type:
    Fixed-Term
Employer:
    Guy's and St Thomas' NHS Foundation Trust
Apply now on NHS Jobs for Delivery Manager – Clinical Workflow Optimisation job (opens in a new window) [53]

○ Clinical and Operations Development Manager

Nottingham, NG2 4LA
Leeds, LS15 4LG

Salary:
    £62622.00
Type:
    Permanent
Employer:
    Supply Chain Coordination Limited (SCCL)
Apply now on NHS Jobs for Clinical and Operations Development Manager job (opens in a new window) [54]

○ Deputy Manager & Clinical Lead (RN)

Sittingbourne, ME9 7LG

Salary:
    £53900.00
Type:
    Permanent
Employer:
    Barchester Healthcare
Apply now on NHS Jobs for Deputy Manager & Clinical Lead (RN) job (opens in a new window) [55]

○ Clinical Specialist - ABI Case Management

Leicester, LE3 1HN

Salary:
    £46148.00 to £52809.00
Type:
    Permanent
Employer:
    Leicestershire Partnership NHS Trust
Apply now on NHS Jobs for Clinical Specialist - ABI Case Management job (opens in a new window) [56]

- ## Peripatetic Deputy Manager & Clinical Lead

  Tewkesbury, GL20 8US

  Salary:
  > £50000.00
  Type:
  > Permanent
  Employer:
  > Barchester Healthcare

  Apply now on NHS Jobs for Peripatetic Deputy Manager & Clinical Lead job (opens in a new window) [57]

- ## Clinical Manager (Sexual and Reproductive Health)

  Blackburn, BB2 2BL

  Salary:
  > £46226.00
  Type:
  > Permanent
  Employer:
  > Brook

  Apply now on NHS Jobs for Clinical Manager (Sexual and Reproductive Health) job (opens in a new window) [58]

- ## Locality Clinical Manager- Adult Learning Disability

  Whitstable, Ashford, TN25 4AZ

  Salary:
  > £53755.00 to £60504.00
  Type:
  > Permanent
  Employer:
  > Kent Community Health NHS Foundation Trust

  Apply now on NHS Jobs for Locality Clinical Manager- Adult Learning Disability job (opens in a new window) [59]

- ## Band 8a Service clinical manager podiatry

  Birmingham, B74BN

  Salary:
  > £53755.00 to £60504.00
  Type:
  > Permanent
  Employer:
  > Birmingham Community Healthcare NHS FT

○ Information Governance Assurance Manager

Norwich, NR1 1QQ

Salary:
    £53755.00 to £60504.00
Type:
    Permanent
Employer:
    Norfolk and Norwich University Hospital

○ Service Clinical Manager - Physiotherapy and Occupational Therapy

Moseley, B13 8JL

Salary:
    £53755.00 to £60504.00
Type:
    Permanent
Employer:
    Birmingham Community Healthcare NHS FT

○ Clinical Nurse Specialist in Pain Management

Maidstone Kent, ME16 9QQ

Salary:
    £46148.00 to £52809.00
Type:
    Fixed-Term
Employer:
    Maidstone and Tunbridge Wells NHS Trust

○ Information Governance & Records Management Officer

London, E20 1JQ

Salary:
    £29500.00
Type:

Fixed-Term
Employer:
Human Fertilisation & Embryology Authority
Apply now on NHS Jobs for Information Governance & Records Management Officer job (opens in a new window) [64]

- ○ **Band 6 Quality Improvement and Clinical Audit Faculty Lead - Bath**

  Bath, BA1 3QE

  Salary:
  £37338.00 to £44962.00
  Type:
  Permanent
  Employer:
  Avon & Wiltshire Mental Health Partnership NHS Trust
  Apply now on NHS Jobs for Band 6 Quality Improvement and Clinical Audit Faculty Lead - Bath job (opens in a new window) [65]

- ○ **Senior Staff Nurse/Deputy OPD/Fracture Clinic Manager**

  Bridgend, CF311RQ

  Salary:
  £37898.00 to £45637.00
  Type:
  Permanent
  Employer:
  Cwm Taf Morgannwg University Health Board
  Apply now on NHS Jobs for Senior Staff Nurse/Deputy OPD/Fracture Clinic Manager job (opens in a new window) [66]

- **Further information**

  - ○ Healthcare Quality Improvement Partnership Ltd [67]
  - ○ The Institute of Healthcare Management [68]
  - ○ NHS Leadership Academy [69]
  - ○ NHS Trust Development Authority [70]
  - ○ Skills for Health [8]

Other roles that may interest you

- Strategic management [71]
- Practice manager [72]
- Clinical informatics [73]
- Clinical bioinformatics (health informatics) [74]

Links
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