

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

- **Corporate Governance and Risk Manager**

Peterborough, PE2 8AL

Salary:

£45000.00

Type:

Permanent

Employer:

Greater Peterborough Network

[Apply now on NHS Jobs for Corporate Governance and Risk Manager job \(opens in a new window\)](#) ^[9]

- **Deputy Clinic Manager**

Lytham St Annes, FY8 1PB

Salary:

£42596.00 to £43668.00

Type:

Permanent

Employer:

Diaverum

[Apply now on NHS Jobs for Deputy Clinic Manager job \(opens in a new window\)](#) ^[10]

- **Quality and Risk Manager (South)**

Warwick, CV34 5AH

Salary:

Negotiable

Type:

Permanent

Employer:

Alliance Medical Ltd

[Apply now on NHS Jobs for Quality and Risk Manager \(South\) job \(opens in a new window\)](#) ^[11]

- **Clinical Risk Specialist Midwife**

London, N19 5NF

Salary:

£51883.00 to £58544.00

Type:

Secondment

Employer:

Whittington Hospital NHS Trust

[Apply now on NHS Jobs for Clinical Risk Specialist Midwife job \(opens in a new window\)](#) ^[12]

- **Governance & Risk Officer**

Preston, PR2 9HT

Salary:

£29970.00 to £36483.00

Type:

Secondment

Employer:

Lancashire Teaching Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Governance & Risk Officer job \(opens in a new window\)](#) ^[13]

- **Clinical Service Manager**

Bournemouth, BH7 7DW

Salary:

£53755.00 to £60504.00

Type:

Permanent

Employer:

University Hospitals Dorset NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Service Manager job \(opens in a new window\)](#) ^[14]

- **Clinical Pharmacist Manager**

Retford, DN22 6FB

Salary:

Negotiable

Type:

Permanent

Employer:

Riverside Health Partnership

[Apply now on NHS Jobs for Clinical Pharmacist Manager job \(opens in a new window\)](#) ^[15]

- **Clinical Endoscopy Manager**

Bath, BA1 3NG

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

Royal United Hospitals Bath NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Endoscopy Manager job \(opens in a new window\)](#) ^[16]

- **Clinical Pharmacist Manager**

Witney, OX28 6JS

Salary:

Negotiable

Type:

Permanent

Employer:

Windrush Medical Practice

[Apply now on NHS Jobs for Clinical Pharmacist Manager job \(opens in a new window\)](#) ^[17]

- **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 \(opens in a new window\)](#) ^[18]

- **Clinical Services Manager**

Huddersfield, HD2 1GQ

Salary:

£61269.00

Type:

Permanent

Employer:

Local Care Direct

[Apply now on NHS Jobs for Clinical Services Manager job \(opens in a new window\)](#) ^[19]

- **Clinical Services Manager**

Camberley, GU16 7ER

Salary:

£47758.00 to £54651.00

Type:

Permanent

Employer:

Surrey Heath Community Providers Ltd

[Apply now on NHS Jobs for Clinical Services Manager job \(opens in a new window\)](#) ^[20]

- **Clinical Site Manager**

Newcastle, ST6 4QG

Salary:

£55690.00 to £62682.00

Type:

Permanent

Employer:

University Hospital of North Midlands NHS Trust

[Apply now on NHS Jobs for Clinical Site Manager job \(opens in a new window\)](#) ^[21]

- **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 \(opens in a new window\)](#) ^[22]

- **Clinical Deputy Manager**

Sompting, BN15 0DA

Salary:

£53000.00

Type:

Permanent

Employer:

Aria Care

[Apply now on NHS Jobs for Clinical Deputy Manager job \(opens in a new window\)](#) ^[23]

- **General Manager - Clinical**

Corby, NN17 1AD

Salary:

£60000.00

Type:

Permanent

Employer:

Avery Healthcare Group Ltd.

[Apply now on NHS Jobs for General Manager - Clinical job \(opens in a new window\)](#) ^[24]

- **Clinical Pharmacist Manager**

Witney, OX28 6JS

Salary:

Negotiable

Type:

Permanent

Employer:

Windrush Medical Practice

[Apply now on NHS Jobs for Clinical Pharmacist Manager job \(opens in a new window\)](#) ^[25]

- **Clinical Unit Manager**

Darlington, DL3 6AH

Salary:

£22.83 to £23.83

Type:

Permanent

Employer:

HC-One

[Apply now on NHS Jobs for Clinical Unit Manager job \(opens in a new window\)](#) ^[26]

- **Clinical Night Manager**

Darlington, DL3 6AH

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**

Darlington, DL3 6AH

Salary:

£22.14 to £23.14

Type:

Permanent

Employer:

HC-One

[Apply now on NHS Jobs for Clinical Services Manager job \(opens in a new window\)](#) ^[28]

- **Clinical Team Manager**

Killingbeck, LS14 6UF

Salary:

£47810.00 to £54710.00

Type:

Permanent

Employer:

Leeds Community Healthcare NHS Trust

[Apply now on NHS Jobs for Clinical Team Manager job \(opens in a new window\)](#) ^[29]

- **Deputy Nurse/Clinical Manager**

Wrexham, LL13 7YY

Salary:

£37898.00 to £45637.00

Type:

Permanent

Employer:

Betsi Cadwaladr University Health Board

[Apply now on NHS Jobs for Deputy Nurse/Clinical Manager job \(opens in a new window\)](#) ^[30]

- **Clinic Management Booking Operative**

Stanley, DH9 7XP

Salary:

£24169.00

Type:

Permanent

Employer:

County Durham & Darlington NHS Foundation Trust

[Apply now on NHS Jobs for Clinic Management Booking Operative job \(opens in a new window\)](#) ^[31]

- **Remote Services Clinical Manager**

Birmingham, B15 2UL

Salary:

£28.20

Type:

Permanent

Employer:

NUPAS Ltd

[Apply now on NHS Jobs for Remote Services Clinical Manager job \(opens in a new window\)](#) ^[32]

- **Deputy Clinic Manager - R0194176**

Yeoville, BA20 2SU

Salary:

£35343.00 to £39091.50

Type:

Permanent

Employer:

Fresenius Medical Care (UK) Ltd

[Apply now on NHS Jobs for Deputy Clinic Manager - R0194176 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)**

Ashford, TN24 0LX

Salary:

£50000.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Deputy General Manager \(Clinical\) job \(opens in a new window\)](#) ^[35]

- **Clinical Nurse/ODP Manager**

Exeter, EX2 5DW

Salary:

£47810.00 to £54710.00

Type:

Fixed-Term

Employer:

Royal Devon University Healthcare NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Nurse/ODP Manager job \(opens in a new window\)](#) ^[36]

- **CAMHS Clinical Service Manager**

Potters Bar, EN6 2SE

Salary:

£61500.00

Type:

Permanent

Employer:

Elysium Healthcare

[Apply now on NHS Jobs for CAMHS Clinical Service Manager job \(opens in a new window\)](#) ^[37]

- **Senior Clinical Site Manager**

London, EC1A 7BE

Salary:

£61927.00 to £68676.00

Type:

Permanent

Employer:

Barts Health NHS Trust

[Apply now on NHS Jobs for Senior Clinical Site Manager job \(opens in a new window\)](#) ^[38]

- **Service Manager – Clinical Haematology**

London, NW1 2PG

Salary:

£44806.00 to £53134.00

Type:

Permanent

Employer:

University College London Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Service Manager – Clinical Haematology job \(opens in a new window\)](#) ^[39]

- **Non-Clinical Operational Manager**

Peterborough, PE3 7PD

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

Northamptonshire Healthcare Foundation Trust

[Apply now on NHS Jobs for Non-Clinical Operational Manager job \(opens in a new window\)](#) ^[40]

- **Deputy General Manager (Clinical)**

Peterlee, SR8 5UP

Salary:

£53040.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Deputy General Manager \(Clinical\) job \(opens in a new window\)](#) ^[41]

- **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 \(opens in a new window\)](#) ^[42]

- **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 \(opens in a new window\)](#) ^[43]

- **Deputy General Manager (Clinical)**

Reading, RG6 3UJ

Salary:

£50000.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Deputy General Manager \(Clinical\) job \(opens in a new window\)](#) ^[44]

- **Clinical Deputy Manager HCC621718**

Winchester, SO23 8UB

Eastleigh, SO50 9JD

Salary:

£39382.00 to £43679.00

Type:

Permanent

Employer:

Hampshire County Council

[Apply now on NHS Jobs for Clinical Deputy Manager HCC621718 job \(opens in a new window\)](#) ^[45]

- **Deputy General Manager (Clinical)**

Upminster, RM14 2YP

Salary:

£52000.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Deputy General Manager \(Clinical\) job \(opens in a new window\)](#) ^[46]

- **Assistant Clinical Coding Manager**

Harlow, CM20 1QX

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

The Princess Alexandra Hospital NHS Trust

[Apply now on NHS Jobs for Assistant Clinical Coding Manager job \(opens in a new window\)](#) ^[47]

- **Clinical Site Manager (INTERNAL)**

Hereford, HR1 2ER

Salary:

£46148.00 to £52809.00

Type:

Fixed-Term

Employer:

Wye Valley NHS Trust

[Apply now on NHS Jobs for Clinical Site Manager \(INTERNAL\) job \(opens in a new window\)](#) ^[48]

- **Deputy General Manager (Clinical)**

Forest Gate, E7 9HY

Salary:

£55000.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Deputy General Manager \(Clinical\) job \(opens in a new window\)](#) ^[49]

- **Clinical Manager - RN/RSCN (Cheshire)**

Chester, CH1 1AB

Salary:

£38000.00 to £45000.00

Type:

Permanent

Employer:

Active Care Group

[Apply now on NHS Jobs for Clinical Manager - RN/RSCN \(Cheshire\) job \(opens in a new window\)](#) ^[50]

- **Clinical Manager - Leeds / North Region**

Leeds, LS2 1AD

Salary:

£38000.00 to £42000.00

Type:

Permanent

Employer:

Active Care Group

[Apply now on NHS Jobs for Clinical Manager - Leeds / North Region job \(opens in a new window\)](#) ^[51]

- **Governance & Risk Co-ordinator (INTERNAL)**

Hereford, HR1 2BN

Salary:

£46148.00 to £52809.00

Type:

Secondment

Employer:

Wye Valley NHS Trust

[Apply now on NHS Jobs for Governance & Risk Co-ordinator \(INTERNAL\) job \(opens in a new window\)](#) ^[52]

- **Clinical Governance Co-ordinator Band 4**

Bath, BA13NG

Salary:

£27485.00 to £30162.00

Type:

Permanent

Employer:

Royal United Hospitals Bath NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Governance Co-ordinator Band 4 job \(opens in a new window\)](#) ^[53]

- **Clinical Research Industry Relationship Manager**

Sutton, SM2 5PT

Salary:

£51883.00 to £58544.00

Type:

Fixed-Term

Employer:

The Royal Marsden NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Research Industry Relationship Manager job \(opens in a new window\)](#) ^[54]

- **Peripatetic Deputy Manager & Clinical Lead**

Salisbury, SP5 2EJ

Salary:

£60000.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Peripatetic Deputy Manager & Clinical Lead job \(opens in a new window\)](#) ^[55]

- **Peripatetic Deputy Manager & Clinical Lead**

Taunton, TA1 5HF

Salary:

£60000.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Peripatetic Deputy Manager & Clinical Lead job \(opens in a new window\)](#) ^[56]

- **Deputy Manager & Clinical Lead (RN)**

Reigate, RH2 9JB

Salary:

£55500.00

Type:

Permanent

Employer:

Barchester Healthcare

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

- **Peripatetic Deputy Manager & Clinical Lead**

Weyhill, SP11 0PN

Salary:

£60000.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Peripatetic Deputy Manager & Clinical Lead job \(opens in a new window\)](#) ^[58]

- **Peripatetic Deputy Manager & Clinical Lead**

Basingstoke, RG21 8YU

Salary:

£60000.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Peripatetic Deputy Manager & Clinical Lead job \(opens in a new window\)](#) ^[59]

- **Deputy Manager & Clinical Lead (RN)**

Blackpool, FY3 9HF

Salary:

£48960.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Deputy Manager & Clinical Lead \(RN\) job \(opens in a new window\)](#) ^[60]

- **Deputy Manager & Clinical Lead (RN)**

Hampstead, NW2 2LH

Salary:

£55000.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Deputy Manager & Clinical Lead \(RN\) job \(opens in a new window\)](#) ^[61]

- **Deputy Manager & Clinical Lead (RN)**

Epsom, KT17 4QB

Salary:

£50000.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Deputy Manager & Clinical Lead \(RN\) job \(opens in a new window\)](#) ^[62]

- **Site Manager/ Clinical Nurse Practitioner**

Carmarthen, SA31 2AF

Salary:

£46840.00 to £53602.00

Type:

Permanent

Employer:

Hywel Dda University Health Board

[Apply now on NHS Jobs for Site Manager/ Clinical Nurse Practitioner job \(opens in a new window\)](#) ^[63]

- **Peripatetic Deputy Manager & Clinical Lead**

Ringwood, BH24 2DW

Salary:

£60000.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Peripatetic Deputy Manager & Clinical Lead job \(opens in a new window\)](#) ^[64]

- **Deputy Manager & Clinical Lead (RN)**

Southgate, N14 5QR

Salary:

£55000.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Deputy Manager & Clinical Lead \(RN\) job \(opens in a new window\)](#) ^[65]

- **Band 8a Clinical Site Manager**

Birmingham, B15 2TH

Salary:

£53755.00 to £60504.00

Type:

Permanent

Employer:

University Hospitals Birmingham NHS Foundation Trust

[Apply now on NHS Jobs for Band 8a Clinical Site Manager job \(opens in a new window\)](#) ^[66]

- **Clinical/Counselling/Health Psychologist Pain Management**

London, SW10 9NH

Salary:

£54320.00 to £60981.00

Type:

Permanent

Employer:

Chelsea and Westminster Hospital NHS Foundation Trust

[Apply now on NHS Jobs for Clinical/Counselling/Health Psychologist Pain Management job \(opens in a new window\)](#) ^[67]

- **EOC Senior Manager - Clinical Service Improvement**

Nottingham, NG8 6PY

Salary:

£53755.00 to £60504.00

Type:

Permanent

Employer:

East Midlands Ambulance Service NHS Trust

[Apply now on NHS Jobs for EOC Senior Manager - Clinical Service Improvement job \(opens in a new window\)](#) ^[68]

- **Further information**

- [Healthcare Quality Improvement Partnership Ltd](#) ^[69]
- [The Institute of Healthcare Management](#) ^[70]
- [NHS Leadership Academy](#) ^[71]
- [NHS Trust Development Authority](#) ^[72]
- [Skills for Health](#) ^[8]

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