

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

- **Governance Manager Clinical Quality & Safety**

Fareham, PO15 5TD
West Bromwich, B70 0BF

Salary:
£50000.00 to £55000.00

Type:
Permanent

Employer:
Partnering Health Ltd

[Apply now on NHS Jobs for Governance Manager Clinical Quality & Safety job \(opens in a new window\)](#) ^[9]

- **Security & Risk Manager**

Blackburn, BB2 3HH

Salary:
£46148.00 to £52809.00

Type:
Permanent

Employer:
East Lancashire Hospitals NHS Trust

[Apply now on NHS Jobs for Security & Risk Manager 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]

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

^[13]

- **Antenatal Clinic Manager**

Stoke-on-Trent, ST4 6QG

Salary:

Negotiable

Type:

Permanent

Employer:

University Hospital of North Midlands NHS Trust

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

^[14]

- **Clinical Governance Lead/Clinical Educator**

Rotherham, S60 2UD

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

The Rotherham NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Governance Lead/Clinical Educator job \(opens in a new window\)](#) ^[15]

- **Clinical Governance Coordinator**

York or Scarborough, YO31 8HE

Salary:

£29970.00 to £36483.00

Type:

Fixed-Term

Employer:

York and Scarborough Teaching Hospitals NHS Foundation Trust
[Apply now on NHS Jobs for Clinical Governance Coordinator job \(opens in a new window\)](#) ^[16]

- **Clinical Governance Lead**

London, UB2 4SD

Salary:

£51883.00 to £58544.00

Type:

Permanent

Employer:

West London NHS Trust

[Apply now on NHS Jobs for Clinical Governance Lead job \(opens in a new window\)](#)

^[17]

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

^[18]

- **Clinical Deputy Manager**

Sompting, BN15 0DA

Salary:

£53000.00

Type:

Permanent

Employer:

Aria Care

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

^[19]

- **Clinical Nurse Manager**

Harrow, HA1 3UJ

Salary:

£51883.00 to £58544.00

Type:

Permanent
Employer:
London North West University Healthcare NHS Trust
[Apply now on NHS Jobs for Clinical Nurse Manager job \(opens in a new window\)](#)
[20]

- **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 \(opens in a new window\)](#) [21]

- **Clinical Team Manager**

Sheffield, S9 1TP

Salary:
£46148.00 to £52809.00

Type:
Permanent

Employer:
Leeds Community Healthcare NHS Trust

[Apply now on NHS Jobs for Clinical Team Manager job \(opens in a new window\)](#)
[22]

- **Clinical Team Manager**

Leeds, LS9 7TA

Salary:
£46148.00 to £52809.00

Type:
Fixed-Term

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**

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 \(opens in a new window\)](#)

[24]

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

[25]

- **Clinical Services Manager**

Hornchurch, RM12 6RJ

Salary:

£25.12 to £26.12

Type:

Permanent

Employer:

HC-One

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

- **Clinical Quality Manager**

Norwich, NR2 3TU

Salary:

£53755.00 to £60504.00

Type:

Permanent

Employer:

Norfolk Community Health and Care NHS Trust

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

[27]

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

[28]

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

[29]

- **Clinical Operations Manager**

Birmingham, B9 4EY

Birmingham, B6 7RD

Salary:

Negotiable

Type:

Permanent

Employer:

Badger Group

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

- **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 \(opens in a new window\)](#) [31]

- **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 \(opens in a new window\)](#) ^[32]

- **NHS@Home Clinical Manager**

Bristol, BS10 7DP

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

Sirona care & health CIC

[Apply now on NHS Jobs for NHS@Home Clinical Manager job \(opens in a new window\)](#) ^[33]

- **Community Clinical Manager (Wandsworth)**

Tooting, SW17 0YF

Salary:

£70387.00 to £80465.00

Type:

Permanent

Employer:

South West London and St Georges Mental Health NHS Trust

[Apply now on NHS Jobs for Community Clinical Manager \(Wandsworth\) job \(opens in a new window\)](#) ^[34]

- **Clinical Governance Specialist - CSCS**

York or Scarborough, YO31 8HE

Salary:

£37338.00 to £44962.00

Type:

Fixed-Term

Employer:

York and Scarborough Teaching Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Governance Specialist - CSCS job \(opens in a new window\)](#) ^[35]

- **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 \(opens in a new window\)](#) ^[36]

- **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 \(opens in a new window\)](#) ^[37]

- **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 \(opens in a new window\)](#) ^[38]

- **Deputy Category Manager - Clinical**

Tooting, London, SW17 0QT

Salary:

£54320.00 to £60981.00

Type:

Permanent

Employer:

St George's University Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Deputy Category Manager - Clinical job \(opens in a new window\)](#) ^[39]

- **Assistant Clinical Trials Manager**

London, SE1 9RT

Salary:

£44806.00 to £53134.00

Type:

Permanent

Employer:

Guy's and St Thomas' NHS Foundation Trust

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

- **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 \(opens in a new window\)](#) ^[41]

- **Deputy General Manager (Clinical)**

Wimbledon, SW20 8AG

Salary:

£55000.00

Type:

Permanent

Employer:

Barchester Healthcare

[Apply now on NHS Jobs for Deputy General Manager \(Clinical\) job \(opens in a new window\)](#) ^[42]

- **Pathology Clinical Services Manager**

Worcester, WR5 1DD
Redditch, B98 7UB

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

Worcestershire Acute Hospitals NHS Trust

[Apply now on NHS Jobs for Pathology Clinical Services Manager job \(opens in a new window\)](#) ^[43]

- **Deputy General Manager (Clinical)**

Perth, PH1 1SB

Salary:

£52000.00

Type:

Permanent

Employer:

Barchester Healthcare

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

- **Junior Clinical Data Manager**

Cambridge, CB2 0PT

Salary:

£26530.00 to £29114.00

Type:

Fixed-Term

Employer:

NHS Blood and Transplant

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

- **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 \(opens in a new window\)](#) ^[46]

- **Deputy General Manager (Clinical)**

Kettering, NN15 6XE

Salary:

£51200.00

Type:

Permanent

Employer:

Barchester Healthcare

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

- **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 \(opens in a new window\)](#) ^[48]

- **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 \(opens in a new window\)](#) ^[49]

- **Unit Manager - Non - Clinical**

Lichfield, WS13 6SP

Salary:

£13.55

Type:

Permanent

Employer:

Avery Healthcare Group Ltd.

[Apply now on NHS Jobs for Unit Manager - Non - Clinical job \(opens in a new window\)](#) ^[50]

- **PDMCN – Structured Clinical Management Practitioner**

Bamber Bridge, PR5 6GD

Salary:

£37338.00 to £44962.00

Type:

Secondment

Employer:

Lancashire & South Cumbria NHS Foundation Trust

[Apply now on NHS Jobs for PDMCN – Structured Clinical Management Practitioner job \(opens in a new window\)](#) ^[51]

- **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 \(opens in a new window\)](#) ^[52]

- **Clinical Governance Facilitator – Surgery Division**

London, E1 1FR

Salary:

£54320.00 to £60981.00

Type:

Permanent

Employer:

Barts Health NHS Trust

[Apply now on NHS Jobs for Clinical Governance Facilitator – Surgery Division job \(opens in a new window\)](#) ^[53]

- **Financial Governance Manager**

Oxford, OX4 6LX

Salary:

£53755.00 to £60504.00

Type:

Permanent

Employer:

Oxford University Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Financial Governance Manager job \(opens in a new window\)](#) ^[54]

- **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 \(opens in a new window\)](#) ^[55]

- **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 \(opens in a new window\)](#) ^[56]

- **Clinical Manager - CYP Speech & Language Therapy**

Poole, BH17 0RB

Salary:

£43004.00 to £48403.00

Type:

Permanent

Employer:

Dorset HealthCare University NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Manager - CYP Speech & Language Therapy job \(opens in a new window\)](#) ^[57]

- **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 \(opens in a new window\)](#) ^[58]

- **Senior Programme Manager - Clinical Futures**

Newport, NP18 3XQ

Salary:

£63150.00 to £73379.00

Type:

Fixed-Term

Employer:

Aneurin Bevan University Health Board

[Apply now on NHS Jobs for Senior Programme Manager - Clinical Futures job \(opens in a new window\)](#) ^[59]

- **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 \(opens in a new window\)](#) ^[60]

- **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 \(opens in a new window\)](#) ^[61]

- **Deputy Pharmacy Clinical Services Manager**

Swindon, SN3 6BB

Salary:

£62215.00 to £72293.00

Type:

Permanent

Employer:

Great Western Hospitals NHS Foundation Trust

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

- **Clinical Team Manager - Urgent Care**

Barnstaple, EX31 3UD

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

Devon Partnership NHS Trust

[Apply now on NHS Jobs for Clinical Team Manager - Urgent Care job \(opens in a new window\)](#) ^[63]

- **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 \(opens in a new window\)](#) ^[64]

- **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 \(opens in a new window\)](#) ^[56]

- **Clinical Manager - CYP Speech & Language Therapy**

Poole, BH17 0RB

Salary:

£43004.00 to £48403.00

Type:

Permanent

Employer:

Dorset HealthCare University NHS Foundation Trust

[Apply now on NHS Jobs for Clinical Manager - CYP Speech & Language Therapy job \(opens in a new window\)](#) ^[57]

- **Director of Clinical Services & Governance**

Barnsley, S75 2RL

Salary:

£80000.00 to £85000.00

Type:

Permanent

Employer:

Barnsley Hospice

[Apply now on NHS Jobs for Director of Clinical Services & Governance job \(opens in a new window\)](#) ^[65]

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