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]

○ Head of Risk Management

Maidstone, ME16 9QQ

Salary:
    £53755.00 to £60504.00
Type:
    Fixed-Term
Employer:
    Maidstone and Tunbridge Wells NHS Trust
[Apply now on NHS Jobs for Head of Risk Management job (opens in a new window)](#) [13]

○ Clinical Manager - London

London, NW10 6HJ

Salary:
    £55000.00
Type:
    Permanent
Employer:
    Active Care Group
[Apply now on NHS Jobs for Clinical Manager - London job (opens in a new window)](#) [14]

○ 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)](#) [15]

○ 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) [16]

○ 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) [17]

○ 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) [18]

○ 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) [19]

○ 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)
[20]

○ **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)
[21]

○ **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)
[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 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) [24]

○ **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) [25]

○ **Clinical Team Manager**

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 job (opens in a new window) [26]

○ **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) [27]

○ **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) [28]

○ **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) [29]

○ **Clinical Site Manager**

Newcastle, ST6 4QG

Salary:
> £53755.00 to £60504.00

Type:
> Secondment

Employer:
> University Hospital of North Midlands NHS Trust

Apply now on NHS Jobs for Clinical Site 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]

- ## 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) [32]

- ## 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) [33]

- ## 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) [34]

- ## Assistant Audit Manager - IT

  York/ Wakefield, YO31 8ZZ
  Wakefield, WF11LT

  Salary:
  £46148.00 to £52809.00
  Type:
  Permanent
  Employer:

York and Scarborough Teaching Hospitals NHS Foundation Trust
Apply now on NHS Jobs for Assistant Audit Manager - IT job (opens in a new window) [35]

○ **Audit and Assurance Manager**

Exeter, EX2 7JQ

Salary:
    £46148.00 to £52809.00
Type:
    Fixed-Term
Employer:
    Royal Devon University Healthcare NHS Foundation Trust
Apply now on NHS Jobs for Audit and Assurance Manager job (opens in a new window) [36]

○ **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) [37]

○ **Clinical Governance Co-ordinator**

Crawley, RH10 9PE

Salary:
    £38000.00 to £40000.00
Type:
    Permanent
Employer:
    Medical Imaging Partnership Ltd
Apply now on NHS Jobs for Clinical Governance Co-ordinator 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)

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)](#) [41]

○ 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)](#) [42]

○ Deputy Clinical Nurse Manager

Sheffield, S20 1NZ

Salary:
 £37338.00 to £44962.00
Type:
 Fixed-Term
Employer:
 Sheffield Children's NHS Foundation Trust
Apply now on NHS Jobs for Deputy Clinical Nurse 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]

- ○ **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) [46]

- ○ **Deputy Clinical Team Manager**

Abingdon and Banbury, 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) [47]

○ 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) [48]

○ 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) [49]

○ 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) [50]

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

  Chester, CH1 2BE

  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) [51]

- ### 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) [52]

- ### 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) [53]

- ### Integrated Governance Manager

  Bolton, BL1 5DD

  Salary:
  > £53755.00 to £60504.00

  Type:
  > Permanent

  Employer:
  > North West Ambulance Service NHS Trust

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

  Bridlington, YO15 3NT

  Salary:
  > £48000.00
  Type:
  > Permanent
  Employer:
  > Barchester Healthcare

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

  Trowbridge, BA14 9EN

  Salary:
  > £55000.00
  Type:
  > Permanent
  Employer:
  > Barchester Healthcare

- ○ **Senior Programme Manager - Clinical Futures**

  Newport, NP18 3XQ

  Salary:
  > £63150.00 to £73379.00
  Type:
  > Fixed-Term
  Employer:
  > Aneurin Bevan University Health Board

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

  Shoreham by Sea, BN43 6LT

  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) [58]

- ○ **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) [59]

- ○ **Clinical Service Manager, Therapy Inpatients**

    Coventry, CV2 2DX

    Salary:
        £53755.00 to £60504.00
    Type:
        Permanent
    Employer:
        University Hospitals Coventry and Warwickshire NHS Trust
    Apply now on NHS Jobs for Clinical Service Manager, Therapy Inpatients 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]

○ Quality Assurance Manager (Clinical Research)

London, NW1 2PG

Salary:

    £61927.00 to £68676.00

Type:

    Permanent

Employer:

    University College London Hospitals NHS Foundation Trust

Apply now on NHS Jobs for Quality Assurance Manager (Clinical Research) job (opens in a new window) [64]

○ 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) [65]

○ 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) [66]

- ○ **Primary Care Clinical Manager - HMP Forest Bank**

    Pendlebury, M27 8FB

    Salary:
        £46148.00 to £52809.00
    Type:
        Permanent
    Employer:
        Spectrum Community Health CIC
    Apply now on NHS Jobs for Primary Care Clinical Manager - HMP Forest Bank job (opens in a new window) [67]

- ○ **Clinical Nurse Manager Speciality in Epilepsy**

    Bangor, LL55 2PW

    Salary:
        £46840.00 to £53602.00
    Type:
        Permanent
    Employer:
        Betsi Cadwaladr University Health Board
    Apply now on NHS Jobs for Clinical Nurse Manager Speciality in Epilepsy 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]

Other roles that may interest you

- Strategic management [73]
- Practice manager [74]
- Clinical informatics [75]

- Clinical bioinformatics (health informatics) [76]

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