

**Clinical Lead | National Clinical Programme for Ophthalmology  
Clinical Design and Innovation,  
Office of the Chief Clinical Officer,  
Role Specification**

<b>Role Title and Grade</b>	<p><b>Clinical Lead National Clinical Programme for Ophthalmology 0.4 WTE for a two-year period</b></p> <p>This appointment will be on the basis of backfill arrangement with the candidates current employer and current remuneration will apply.</p>
<b>Closing Date</b>	<b>Wednesday 23rd August at 12 noon</b>
<b>Proposed Interview date(s)</b>	Skills-match interviews will take place after the shortlisting process is completed. Please note: this may be at short notice.
<b>Taking up Appointment</b>	The successful candidate will be expected to take up post as soon as possible after the completion of the selection process but <b>no later than</b> two months after the post has been offered.
<b>Location of Post</b>	The successful candidate will maintain their existing base/location of work and will be expected to be available for meetings as required at other locations. The programme support office is based at the Irish College of Ophthalmologists.
<b>Informal Enquiries</b>	<p>For Informal Enquiries, please refer to:</p> <p><b>Ms. Siobhan Kelly</b> <b>CEO, Irish College of Ophthalmologists</b> Telephone: 086 3084445 Email: <a href="mailto:siobhan.kelly@eyedoctors.ie">siobhan.kelly@eyedoctors.ie</a></p> <p><b>Dr. David Hanlon</b> <b>National Clinical Advisor and Group Lead (NCAGL) of Primary Care</b> Office of NCAGL Primary Care, Clinical Design and Innovation   Office of the Chief Clinical Officer Email: <a href="mailto:ncagl.primarycare@hse.ie">ncagl.primarycare@hse.ie</a></p>
<b>Details of Service</b>	<p>As part of the National Clinical Programmes (NCO) under the auspices of the Clinical Design &amp; Innovation (CDI), the Irish College of Ophthalmologists will work collaboratively with CDI to provide Clinical Leadership and supports for the NCP for Ophthalmology.</p> <p><b>Clinical Design and Innovation   Office of the Chief Clinical Officer</b></p> <p>The Office of the Chief Clinical Officer (OoCCO) was established as part of an overall investment by the HSE to strengthen governance and accountability for the planning and delivery of high-quality services with the aim of driving transformational change across our healthcare system through clinical leadership, design of new models of care, promotion of a culture of safety and quality improvements; through patient and service user involvement. The Clinical Design and Innovation (CDI) function, reporting to the National Clinical Director of Integrated Care, within of the Office of the CCO (OoCCO) provides Clinical Innovation, Design Leadership and Direction to strategic decisions across HSE Strategy &amp; Planning, HSE Operations and the wider organisation.</p> <p>A National Clinical Director of Integrated Care (NCDIC) leads and directs the Clinical Design and Innovation Team, and supports other CCO activities including the corporate plan development, modelling demand and capacity, amongst others. This ensures the work of the Team and the National Clinical Programmes develops an integrated care approach in the design, planning and delivery of the health services with evidence-informed clinical participation to support population needs assessment, service design, planning and the implementation of person-centred, clinically effective, safe care valued by patients, service users and their families.</p> <p>The responsibilities of CDI include:</p>

	<ul style="list-style-type: none"> <li>- Engaging with the clinical community to promote integrated care approaches, develop sustainable service and clinical excellence across the health services;</li> <li>- Develop service design and models of care that are patient-centred, population-based, multi-disciplinary and demonstrate integration across all service domains;</li> <li>- Lead the development of Clinical Governance frameworks and guidance;</li> <li>- Lead the work of the National Clinical Advisor and Group Lead (NCAGLS) and National Clinical Programmes in line with Sláintecare goals.</li> </ul> <p>The work of the National Clinical Programmes (NCPs) needs to be aligned to HSE priorities and to respond to the principles of Sláintecare. In line with Goal 2 of the Sláintecare Implementation Plan; the NCPs will support the design of models of care which support high-quality, accessible and safe care that meets the needs of the population. To this end, the NCPs should be the primary reference point for providing cross-service and cross-programme solutions in relation to:</p> <ul style="list-style-type: none"> <li>- New models/pathways of care based on population need;</li> <li>- Clinical components of community-based care expansion;</li> <li>- Acute and Unscheduled Care Development;</li> <li>- Integrated end-to-end models of care.</li> </ul> <p><b>NCAGL Structure:</b></p> <p>The core role of the Office of the NCAGL in Primary Care is to provide clinical leadership and guidance to effect the development and implementation of best practice care pathways and models of care and a coordinated approach to integrated, patient-centred care that is sustainable into the future.</p> <p>The NCAGL of Primary Care provides clinical leadership and advice on care to HSE Strategy and Planning, HSE Operations, CCO, ICL and the HSE EMT. In addition to Quality &amp; Patient Safety, Scheduled Care, Hospital Group CEO's, the National Ambulance Service, Organ Donation &amp; Transplant Ireland, Unscheduled Care and Specialist Acutes.</p>
<p>Details of the Programme</p>	<p><b>National Clinical Programme for Ophthalmology</b></p> <p>The aim of the National Clinical Programme for Ophthalmology programme is the development and expansion of HSE delivered ophthalmology services, both to meet the growing and changing needs of patients and to do so in a way that incorporates and reflects evolving practice.</p> <p>The programme designed the blueprint for the reconfiguration of ophthalmology services which in its essence has 3 main components;</p> <ol style="list-style-type: none"> <li>1. Develop and expand specialty care outside of the acute hospitals</li> <li>2. Develop and expand the multi-disciplinary team</li> <li>3. Expand surgical capacity</li> </ol> <p>The modernized care pathways are a continuation of the work that began in ophthalmology back in 2012, with new funding helping to develop capacity in the Primary Care Centres to drive the integration with the existing hospital delivered specialty services.</p> <p>A key programme of work for the NCP for Ophthalmology is the implementation of a national clinical management system for ophthalmology.</p> <p>Programme supports are provided through the Irish College of Ophthalmologists including an Advisory Group and programme management support. A multi-disciplinary working group will also be convened.</p>
<p><b>Reporting Relationship</b></p>	<p>Reporting to:</p> <ul style="list-style-type: none"> <li>• ICO Council and its designate the CEO of the ICO</li> <li>• Primary Care - National Clinical Advisor Group Lead (NCAGL), Clinical Design &amp; Innovation (CDI), Office of the Chief Clinical Officer (CCO).</li> </ul> <p>The Clinical Lead shall ensure that the CDI is provided with all necessary information to exercise governance and policy responsibilities. This reporting relationship will be facilitated by regular meetings between the Clinical Lead, the NCAGL for Primary Care and</p>

	ICO. In line with Clinical Design & Innovation progression and /or restructuring, the reporting relationship may change.
<b>Key Working Relationships</b>	<p>The proper execution of duties will involve the development of appropriate communication arrangements with key stakeholders both internal and external. These include but are not limited:</p> <ul style="list-style-type: none"> <li>- ICO Council and Committees, HSE National Directors, National Clinical Advisor and Group Leads, Hospital Group CEOs, CHO Chief Officers, Clinical Directors, fellow Clinicians, GPs Directors of Nursing, HSCPs HSE Strategy and Planning Commissioning Teams, HSE Acute and Community Operations, Department of Health, postgraduate training bodies and professional representative groups</li> <li>- National Clinical Programme Leads: the appropriate Programme Managers &amp; HSCP Leads, Nurse Planners as well as Management within designated NCAGL office</li> </ul>
<b>Purpose of the Post</b>	<p>The National Clinical Programmes play an important role in policy development and implementation. They will play an increasingly important and effective role in improving population health through consideration of health and wellbeing organisation objectives. They have a significant role in quality improvement and designing cross-service solutions and integrated care pathways to support safe, equitable access to care in the appropriate setting.</p> <p>The successful post holder will work with the key stakeholders to plan and deliver the required outputs to realise assigned strategic priorities, while ensuring the patient voice is included in their work. Providing clinical design &amp; innovation leadership and advice in relation to Ophthalmology.</p> <p>The priorities for the post currently are the continued implementation of the modernised care pathways and the procurement, design and deployment of a national ICT for ophthalmology services.</p>
<b>Principal Duties and Responsibilities</b>	<p><b>Leadership</b></p> <ul style="list-style-type: none"> <li>● To act as the Clinical Lead for NCP Ophthalmology to develop and support the implementation of a framework for the delivery of a sustainable and safe service on a national level.</li> <li>● Agree on annual priorities, outcomes, deliverables and work plan for the National Clinical Programme for Ophthalmology in consultation with the National Clinical Advisor &amp; Group Lead, Primary Care (NCAGL PC) and the National Clinical Director for Integrated Care (NCD IC)</li> <li>● Providing clinical leadership for the NCP for Ophthalmology, by identifying and setting priorities, steering the work of the Programme, engaging and collaborating with clinical colleagues nationally including other clinical leads, CHOs, patients and patient advocacy organisations and all other relevant stakeholders.</li> <li>● Links with the relevant clinical advisory committee to oversee, update, plan and design a clinical strategy, Model of Care, patient pathways and guidance. This must adopt a strategic, integrated and equitable approach to planning and developing Ophthalmology services that will meet the needs of the population of Ireland into the future.</li> <li>● Supports and identifies Steering Groups, Working Groups, and Workstreams, where appropriate. Work with relevant patient groups and patient representatives to ensure the voice of the patient is considered as clinical practices and clinical guidelines are developed and defined.</li> <li>● Contributes as a subject matter expert to the development of key materials, as required.</li> <li>● Guides and supports the implementation of relevant elements of the Emergency Medicine Programme and its Strategies, Models of Care, Guidelines etc.</li> <li>● To identify evidence-based metrics, KPIs and outcomes for internal and external benchmarking.</li> <li>● Provide clinical advice and expertise where relevant to the clinical programme and as requested by the HSE Consultants Applications Advisory Committee (CAAC).</li> <li>● Support clinical audit, data collection and relevant quality and service improvement initiatives.</li> </ul> <p><b>Other</b></p>

	<ul style="list-style-type: none"> <li>● Make information available with respect to PQs Reps, YSYS for Government as required.</li> <li>● Adhere to the HSE Communications Protocol for any interaction with the Press or Media and in relation to any public relations events or queries.</li> <li>● Adhere to the HSE National Financial Regulations (NFR) for any expenditure or costs associated with the programme of work.</li> <li>● Comply with Freedom of Information and Data Protection legislation</li> <li>● Comply with the Ethics in Public Office and the Controls Assurance Statement process as required.</li> </ul>
<p><b>Eligibility Criteria</b></p> <p><b>Qualifications and/or experience</b></p>	<p><b>Eligible candidates must have on the closing date of application:</b></p> <ol style="list-style-type: none"> <li><b>1. Professional Qualifications, Experience, etc</b> Eligible applicants will be those, who on the closing date for the competition:             <ol style="list-style-type: none"> <li>a) Have a minimum of 5 years' experience in a senior clinical ophthalmology role post CSST including 2 years as a Consultant in an Acute or Community setting within the speciality of Ophthalmology/Ophthalmic Surgery in the Irish Health System.</li> </ol> <p style="text-align: center;"><b>AND</b></p> <li>b) Registered with the Medical Council of Ireland on the specialist division of the register.</li> </li></ol> <p style="text-align: center;"><b>AND</b></p> <li>c) Possess the requisite clinical, leadership, knowledge and the ability for the proper discharge of the duties of the office.</li> <ol style="list-style-type: none"> <li><b>2. Health</b> A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</li> </ol> <ol style="list-style-type: none"> <li><b>3. Character</b> Each candidate for and any person holding the office must be of good character.</li> </ol>
<p><b>Skills, competencies and/or knowledge</b></p>	<p><b>Professional Knowledge &amp; Clinical Expertise:</b></p> <p><i>Demonstrates:</i></p> <ul style="list-style-type: none"> <li>● Substantial professional knowledge and clinical expertise within the area of specialist care</li> </ul> <p><b>Leadership, and Direction:</b></p> <p><i>Demonstrates:</i></p> <ul style="list-style-type: none"> <li>● Credibility and ability to command respect as a recognised clinical leader within the clinical community, with a good understanding of the HSE Corporate and Service Plans, DoH policy, Sláintecare and related requirements of clinical leaders.</li> <li>● An understanding, Health Informatics, data metrics, KPIs and Standards setting.</li> <li>● Experience in providing significant senior clinician input to operational decision-making.</li> <li>● A track record as an effective leader who has developed effective teams and driven and delivered sustainable change programmes to transform clinical services.</li> <li>● A capacity to operate successfully in a challenging environment.</li> <li>● A commitment to and focus on quality and promoting high standards to improve patient outcomes, by consistently putting service users and clinicians at the heart of decision-making and involving patients and the public in their work.</li> </ul> <p><b>Results focused with critical analysis and decision making:</b></p>

	<p><i>Demonstrates:</i></p> <ul style="list-style-type: none"> <li>● Strong personal emphasis on achieving high standards of excellence and willingness to take personal responsibility to initiate activities and drive objectives through to a conclusion.</li> <li>● Ability to rapidly assimilate and analyse complex information, make timely decisions and take ownership of those decisions and their implications.</li> <li>● Capacity to anticipate problems and to recognise when to involve other parties at the appropriate time and level.</li> <li>● Uses evidence to make improvements and seeks out innovations.</li> </ul> <p><b>Working with and through others</b></p> <p><i>Demonstrates:</i></p> <ul style="list-style-type: none"> <li>● An ability to influence and negotiate effectively in furthering the objectives of the role.</li> <li>● An ability to build excellent collaborative networks and a track record of building and maintaining key internal and external relationships in furtherance of organisational goals.</li> <li>● Highly developed communication skills which include an ability to convey clinical priorities and complex messages to colleagues, various stakeholders, media and interest groups.</li> </ul>
<p><b>Other requirements specific to the post</b></p>	<p>Access to appropriate transport to fulfil the requirements of the role as the post will involve travel. Flexibility in relation to working hours is also required to meet any urgent needs that may arise.</p>
<p><b>Competition Specific Selection Process</b></p> <p><i>Ranking, Shortlisting &amp; Interview</i></p>	<p>Applications should be made by CV, together with a brief statement clearly indicating your relevant experience by email to <a href="mailto:siobhan.kelly@eyedoctors.ie">siobhan.kelly@eyedoctors.ie</a> stating "<b>Clinical Lead   National Clinical Programme for Ophthalmology</b>" in the subject matter. The closing date for receipt of applications is <b>Wednesday 23rd August at 12 noon</b>. A ranking and or shortlisting exercise may be carried out based on information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements. <u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the recruitment process.</u></p>
<p><b>The above Role Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties, as appropriate to their post, and which may be assigned to them from time to time and to contribute to the development of the post while in office.</b></p>	