

## **Senior OH Physician Manager (Education and Training) 039966**

### **Organisation**

- Occupational Health

### **Job**

- Occupational Health

**Position Type** - Full Time

Job Title: Senior OH Physician Manager (Education and Training)

Salary: £120,000- £140 000 (DOE)

Location: London (Buckingham Palace Road)

### **Job Overview**

The role holder is responsible for providing leadership and management to a clinical team, ensuring that advice given is of a high quality, professional and confidential to meet the needs of the organisation so that management decisions can be made around health issues.

Providing leadership, direction for clinical education and training for all clinical specialties; including meeting organisational requirements relevant to legislation and professional requirements.

The impact of the work done by this role potentially extends to £ millions per year, in absence prevented, improved employee performance, employer liability claims prevented or minimised, employment tribunals prevented or won by TfL. The role is delivered through demonstrating TfL behaviours in the context of the TfL strategy. There is a focus on delivering high quality, effective and efficient OH services and emphasis on a continuous cycle of improvement.

### **Key Accountabilities**

- Accountable for provision and quality of advice and guidance given by their clinical team to managers and employees to ensure a high quality of service is provided to the business.
- Lead a team of multidisciplinary clinicians to influence key stakeholders, driving consistency and maintaining strategic oversight of professional guidelines and standards.
- Accountable for leading annual training needs analysis and developing an education and training programme for Occupational Health & Wellbeing (OH&W) clinical staff.
- Accountable for identifying and encouraging research and development opportunities for the benefit of TfL this includes disease prevention and health promotion. Leading on data analysis to drive decision making and activities to bolster the standing of OH&W within the organisation.
- Responsible for leading a Continuous Professional Development Programme for OH&W in line with professional guidelines and standards.
- Responsible for evaluating the contribution of training and development to the maintenance and increase in the quality of clinical care delivery by ensuring that high standards are maintained and driving consistency.
- Ensuring that clinical standards, quality assurance and clinical governance agendas are mapped to clinical education within OH&W.
- Leading, developing and influencing the design and delivery of other learning and training programmes required by TfL which relate to OH&W role and function.

- Representing TfL externally as the OH&W subject matter expert for OH&W clinical training and development. Ensure to develop and maintain external networks and relationships.
- Lead staff and build a culture of coaching and development across the team, ensuring the development of staff succession plans, identification of skill needs and securing of appropriate training and development.

### Key Interfaces

- OH&W clinical team leads - to ensure coherent service provision to deliver KPIs
- TfL managers, Human resources and TU - as part of the OH&W service advising on individual employee health issues and OH&W clinical matters and processes.
- Represents TfL externally as subject matter expert for OH&W education and training
- External industry professionals.
- Training providers/universities

### Knowledge

- High level of clinical knowledge and expertise in UK Regulatory framework in the practice of occupational health management (Essential)
- Member Faculty of Occupational Medicine (MFOM) - accredited specialist (or equivalent) (Essential)
- Academic qualification in education and training (Desirable)
- Trained Clinical and/or Educational supervisor (Desirable)
- Operating at a Consultant level (Essential)
- Occupational Health clinical knowledge across a broad field of subjects (Essential)
- Knowledge of medical standards applicable in railway environments (Desirable)

### Skills

- Excellent planning, presentation, time, project management skills and be able to work under pressure (Desirable)
- Able to interact with colleagues at all levels across the business, able to manage, motivate and inspire others without direct authority (Essential)
- Professional clinical competence, judgment and reasoning for a wide range of occupational health issues (Essential)
- Ability to analyse and interpret complex data and statistics. (Essential)
- Excellent communication and influencing skills including through written reports, presentations to senior management, leading discussion and debate to achieve session goals and collective agreement. (Essential)
- Ability to contribute to developing and updating of medical standards for safety purposes.(Essential)
- Planning & Organising - to ensure service resilience and meet customer expectations (Desirable)

### Experience

- Experience of developing and delivering a clinical education and training programme in a large complex, organisation (Desirable)
- Experience of providing supervision for professional staff (Essential)
- Experience of delivering Occupational Health professional advice in complex organisations (Essential)
- Occupational Health experience in a safety critical working environment (Desirable)
- Able to demonstrate professional competence with an extensive range of complex occupational health issues and delivering advice in a large organisation (>15,000 employees), where safety critical activities are undertaken (Essential)

## **Equality and Diversity**

We are committed to equality, diversity and inclusion. We want to represent the city we serve, which will help us become a more innovative and efficient organisation. Our goal is to make our recruitment as inclusive as possible. We are a disability confident employer who guarantee an interview to any disabled candidate who meets all of the essential criteria. We also use anonymising software that removes identifying information from CVs and cover letters to make the process fair

## **Application Process**

Please apply using your CV and a two page covering letter. Think carefully about the skills, knowledge and experience in the advert and cover this in your CV.

The closing date for applications is **19/02/2023 @ 23:59**

## **Benefits**

In return for your commitment and expertise, you will enjoy excellent benefits and scope to grow. Rewards vary according to the business area but mostly include:

- Final salary pension scheme
- Free travel for you on the TfL network
- A 75% discount on National Rail Season Ticket and interest free loan
- 29/30 days annual leave plus public and bank holidays (delete one)
- Private healthcare discounted scheme (optional)
- Tax-efficient cycle-to-work programme
- Retail, health, leisure and travel offers
- Discounted Eurostar travel