



Deputy Medical Director – Practice Services

Job Description

Reports To: Medical Director

Direct Reports: Lead GPs in Practice Services

Role Summary:

The Deputy Medical Director (DMD) for Practice Services is a pivotal leadership role dedicated to enhancing the quality of care, supporting recruitment and retention, fostering intra- and inter-practice relationships, and enabling improvements within BrisDoc's Practice Services.

Working closely with the Head of Practice Services, the Medical Director, and other senior leaders, the DMD will champion clinical excellence, nurture professional development, and contribute to the strategic growth of BrisDoc.

Key Responsibilities:

Strategic Clinical Leadership:

- Provide clinical leadership to improve health outcomes and reduce health inequalities across BrisDoc's Practice Services
- Collaborate with the Medical Director and Head of Practice Services to develop and implement a unified vision, ensuring alignment with BrisDoc's strategic objectives
- Foster strong relationships within and between practices, and with external stakeholders, including local practices, One Care, VSCE, and the Integrated Care Board (ICB)
- Support practice-based leaders in identifying and implementing improvements that enhance patient outcomes, clinical effectiveness, and workforce satisfaction
- Play a leading role in the PCN in which BrisDoc practices sit

Clinical Governance and Quality Improvement:

- Support a culture of openness, learning, and improvement
- Work alongside the Director of Nursing, AHPs, and Governance to oversee clinical governance processes across all practices
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- Guide the investigation and resolution of significant learning events and complaints, embedding lessons learned
- Champion evidence-based practices and innovations that improve clinical standards

Workforce Development:

- Mentor and support Lead GPs, other clinical leaders, and GPs, fostering professional growth within a supportive framework
- Promote professional development opportunities and support the integration of GP and other trainees within BrisDoc practices
- Identify training needs and facilitate access to relevant leadership and clinical development programmes

Representation and Stakeholder Engagement:

- Represent BrisDoc's Practice Services in PCN meetings, clinical forums and external stakeholder meetings, contributing to primary care strategy within BNSSG
- Strengthen partnerships with wider general practice, healthcare providers, commissioners, and community organisations to support integrated care and service improvements

Main Responsibilities:

- Maintain a clinical presence within one or more BrisDoc GP practices
- Line manage Lead GPs and support other clinical leaders as needed
- Provide clinical guidance on governance issues, innovations, and new opportunities
- Collaborate with the Urgent Care DMD and Director of Nursing, AHPs, and Governance to ensure cohesive clinical leadership

Person Specification:

A motivated and capable individual with a combination of strong clinical knowledge, leadership capabilities, and a passion for improving primary care services.

Qualifications:

- Full GMC registration
- Inclusion in an English Performers List as a GP
- Leadership or management qualifications are advantageous but not essential

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Skills and Experience:

- Demonstrable experience in clinical leadership within general practice, with strong decision-making and problem-solving skills
- Effective communication and interpersonal skills, capable of engaging diverse stakeholders and navigating tricky situations
- Ability to mentor and support clinical leaders and GP trainees
- Experience in quality improvement, clinical governance, and managing complex relationships
- Strategic thinking with the ability to align clinical objectives with organisational goals
- Service development, risk management, and crisis leadership experience are beneficial but not essential

Attributes:

- Collaborative, adaptable, reflective, and resilient
- Committed to continuous professional development and patient-centred care
- Passionate about workforce support, fostering innovation and reducing health inequalities