Building homes, independence and aspirations

Job Profile

Job Title	Mental Health Practice Lead		
Job Reference No.	HOMEJD634	Date of issue:	June 2026

The job in a **nutshell…**

As a Registered Mental Health Nurse you will act as an inspiring, compassionate and knowledgeable leader. You will be the service specific lead for practice development, developing and delivering specialist training packages, embedding core competencies and oversight of clinical supervision and be a point of contact for individual support for the registered managers in our new and exciting service.

You will support the organisation's in-house clinical team with implementation and development of all performance indicators, essential standards, and quality outcomes. As well as keep abreast of relevant news from regulators, legislators and updates from the wider health and social care sector and ensure these are effectively and appropriately communicated with staff

Being an experienced clinician, you will develop and where appropriate deliver training and coaching to enhance the knowledge and skills of the operation teams in addition to promoting regular, honest and supportive feedback within the working relationship.

As a Home Group colleague you will embody our values of being commercial, energised, accountable and caring, working in line with our brilliant behaviours, and work within our legislative and clinical governance policies and procedures.

What **success** will look like**…**

Your service is meeting targets and surpassing delivery expectations;
- Your clinical leadership has inspired a team of brilliant performers
- Customers are happy and cared for
- You will feel fulfilled and passionate about your role
- Continuous learning and exploration is happening within the service
- All colleagues are living the Home Group values
- You will be able to evidence improvements in clinical outcomes for our customers, at both a service and individual level

You'll already have these **brilliant** skills, qualifications and knowledge**...**

Transferable Skills.	Technical qualifications, experience and knowledge.
We are organisers and drivers • Deliver your objectives at the right pace (but don't 'fall over') • Use performance information to drive improvements in service to customers • Have the confidence to challenge performance or behaviours not in line with our values	**Clinical practice leadership** • Registered Mental Health Nurse qualification or equivalent, with active Nursing Midwifery Council registration • Strong clinical knowledge in mental health, with evidence of post registration experience and continued professional development • Ability to assess clinical practice, embed standards locally, and oversee clinical supervision and competencies
We unleash the potential of others • Give others the confidence to want to try something new • Provide praise and feedback which helps others to develop • Support others to be the best they can be	**Training and staff development** • Experience designing, delivering and evaluating training for individuals and groups • Skilled in coaching and mentoring colleagues to build capability and confidence in clinical practice • Ability to identify skills gaps and implement development plans that improve service delivery
We get where customers are in their lives • Advocate for our customers regardless of who they are • Understand how your role makes a difference to our customers • Walk in our customers shoes	**Clinical governance and risk** • Confident managing complaints, serious incidents and contributing to investigations • Strong understanding of risk assessment, with the ability to support staff to create and follow robust risk management plans • Maintains high standards of record keeping and produces accurate reports in line with governance requirements

We know how the world works and our place in it	Person centred care delivery
• Understand our current challenges and ask, "what does this mean for me and those I work with" • Take responsibility for making sure your knowledge is up to date; read and listen to updates about our sector and internal communications • We work in partnership with our customers to shape future services, amplifying their voices	• Ability to deliver and promote high standards of care aligned to Care Quality Commission essential standards • Strong understanding of person-centred approaches that maintain dignity, independence and positive outcomes • Experience supporting service development, continuous improvement and collaborative decision making with customers and families

We'd also love you to have, or be **brilliant** at… (but don't worry if not)

- Care co-ordination
- Safeguarding
- Therapy based training/ qualification/ psychologically informed approach
- Experience of developing or running a new clinical service
- Change management
- Experience in relapse prevention, early warning signs, trauma work or dual diagnosis

We're all **accountable** for…

Health and Safety of our ourselves and others; put simply this includes taking the time to complete all learning, understanding your role-specific responsibilities, working with reasonable care and taking steps to address and report problems related to Health and Safety.

Taking a proactive approach to your learning and development in order to be the best you can be. This includes understanding and keeping up to date with all of our relevant policies and processes as well as taking advantage of all the learning opportunities and resources available to you … they're there for a reason but don't worry, we'll help keep you informed along the way.

Promoting equality, diversity and inclusion as a top priority at Home Group; leading by example in your actions and demonstrating our Brilliant People behaviours.

Keeping things compliant! You'll have role-specific and organisational goals but it's important you take these seriously and keep people and information secure and safe within the scope of doing your bit here at Home Group.

Comfortable operating in a modern digital workplace, including using digital tools to work collaboratively and productively.

Other **important** stuff…

You'll be a budget holder? No ☒ Yes ☐ … up to £ Click here to enter text.

You'll manage people? No ☒ Yes ☐… around Click here to enter text. direct reports

We all work flexibly at Home Group but the level of travel in this role is usually…

Occasional ☒ Regular ☐ Frequent ☐

This role requires a DBS check No ☐ Yes ☒

Basic ☐ Standard ☐ Enhanced ☒

