

# Job Description: Group Clinical Director

**Location:** London

**Corporate Function:** Executive Leadership Team

**Reporting to:** Chief Executive Officer

**Stakeholder Engagement:** Board of Directors, Centre Boards, Physician Leads and Consultant Partners, Centre Directors and C-Suite Colleagues

**Contract:** Full-time, Permanent

## About Welbeck: Redefining Private Day Surgery

Welbeck is built on a simple philosophy: medical excellence without compromise. We're a growing network of specialist day-case centres setting a new standard for private healthcare - combining calm, confidence, and clinical credibility in environments designed around people, not just process.

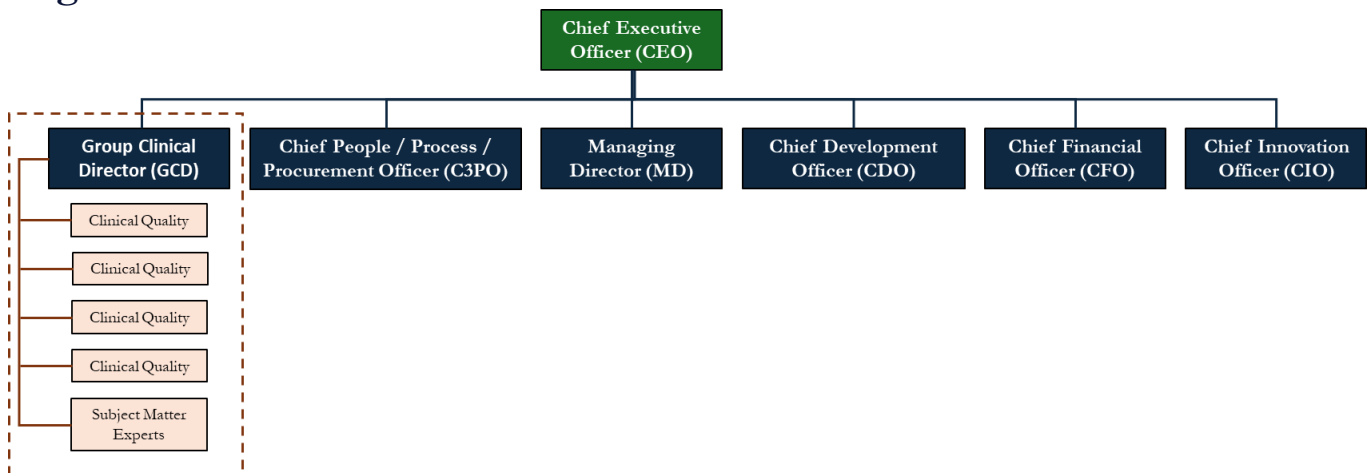
We create refined, patient-centred spaces where consultants and teams are empowered to deliver world-class care and a seamless patient experience. Every Welbeck centre reflects our belief that excellence is achieved through partnership, purpose, and precision.

## The Role: Executive Clinical Leader, Guardian of Excellence

Unlike a traditional hospital, Welbeck is led by Physicians who are both clinicians and investors. The Group Clinical Director (GCD) plays a pivotal role in this ecosystem, providing peer led leadership that ensures clinical autonomy, entrepreneurial ambition, and rigorous governance coexist to deliver outstanding patient outcomes.

You will shape the future of Welbeck's clinical network, embedding gold-standard governance, defining system-wide standards, and enabling innovation and growth across multiple centres. Acting as a bridge between clinical teams, Centre Directors, and executive leadership, you will ensure that strategy translates into safe, effective, and commercially sound day-to-day operations, with decisions informed by both patient-focused outcomes and operational insight.

## Organisational Structure



## Key Strategic Pillars

### Partnership Leadership and Consultant Engagement

Align Consultant Partners and leaders around shared accountability, standards, and long-term clinical value.

- **JV Board Membership:** Act as a full member of each Centre’s Joint Venture Board, contributing clinical insight to strategic decisions, governance, and investment priorities alongside consultant partners and executive colleagues.
- **The Partnership Compact:** Act as a primary clinical interface between the Executive Leadership Team and Consultant Partners, ensuring that clinical insight meaningfully shapes strategy, investment decisions, and growth priorities of Welbeck.
- **Peer-Led Accountability:** Establish and oversee a high-trust, high-accountability framework for professional standards, quality, and behaviour, including the confidence to challenge fellow shareholders where required.

### Clinical Governance in a Devolved Model

Embed consistent, gold standard governance while preserving specialty autonomy and regulatory excellence.

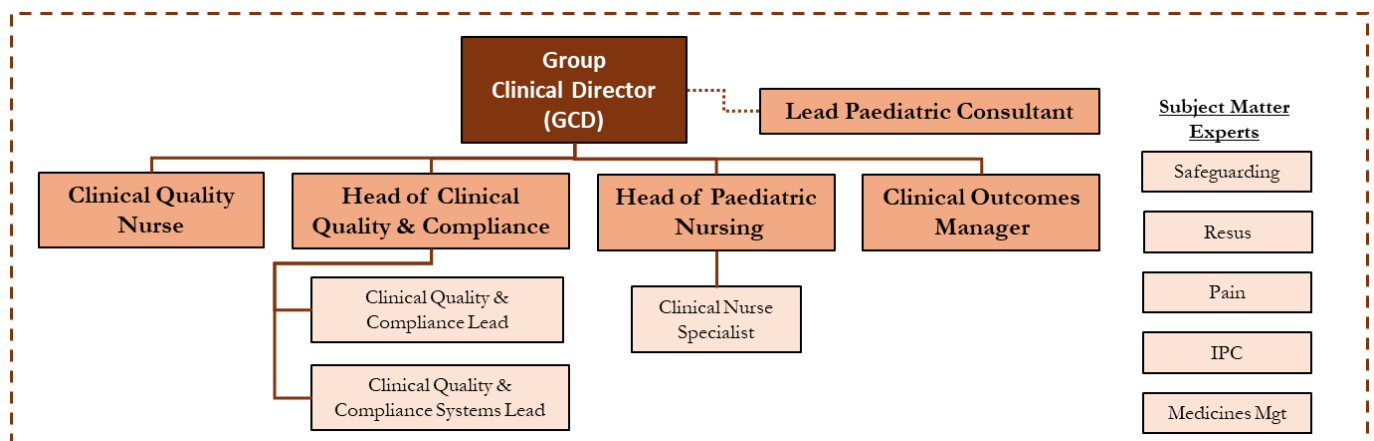
- **System-Wide Standards:** Design and embed the clinical governance framework across all Welbeck centres, balancing specialty autonomy with consistent, group-wide safety and quality expectations.
- **Risk Stewardship:** Provide clear, transparent insight into clinical risk at Board level, ensuring growth and innovation are underpinned by robust mitigation and assurance.

## Enhancing the Clinical “Product”: Quality, Outcomes and Experience

Advance outcomes, innovation, and patient experience through data-led insight and rigorous clinical standards.

- **Data as a Currency:** Lead the development of sophisticated clinical outcomes and quality metrics, using data to demonstrate Welbeck’s advantage to patients, partners, and whilst in liaison with insurers and the wider market.
- **Clinical Innovation:** Partner with Centre Leads to evaluate, onboard, and scale new technologies and services, ensuring they meet both safety and commercial viability thresholds.
- **Patient Experience:** Champion and embed the Welbeck Way, ensuring a seamless, premium patient journey across all centres and touchpoints.

## Organisational Structure



## Key Operational Responsibilities

### Operational Partnership and Centre Enablement

Translating governance into consistent, high-quality clinical delivery across all centres.

- **Clinical - Operational Partnership:** Act as the clinical strategic partner to Centre Directors, providing guidance on clinical pathways, service design, and operational models.
- **Business Performance Collaboration:** Partner with the Business Performance function to ensure performance reporting, forecasting and KPIs are grounded in clinical validity. Bring clinical context to data trends, challenge assumptions, shape meaningful centre-level metrics, and jointly craft interventions that improve safety, quality and financial sustainability.
- **Standards into Practice:** Ensure centre-level operations align with group standards for safety, experience, efficiency, and quality, while respecting specialty nuance.

- **Operating Model Consistency:** Develop and embed shared playbooks, escalation protocols, and cross-centre learning to strengthen operational consistency.

### **Advisory Leadership and Clinical Enablement**

Providing trusted clinical counsel, expert support, and leadership development across the partnership.

- **Executive and Centre Level Counsel:** Provide authoritative clinical guidance to Centre Directors, SLT and operational leadership on complex and high-risk decisions. Own the development of annual CQC clinic statements for the Board and represent the business as the clinical SME at the Clinical Sub-Committee Supervisory Board.
- **Service and Workforce Advisory:** Advise on service expansion, capacity planning, consultant performance, workforce models, and the onboarding of new consultants and specialties.
- **Clinical SME Network:** Leverage a broad specialist network to plug knowledge gaps, troubleshoot complex issues, and ensure timely access to expert input.
- **Leadership Mentorship and Capability Building:** Act as a mentor and guide to Centre Directors and Physician Leads, strengthening operational and clinical leadership capability across the organisation. Act in close partnership with our Chief Medical Officer, ensuring consistent clinical leadership, governance and regulatory alignment
- **Operationalising and Reporting:** Lead the timely operationalisation of centres through prompt licence acquisition and proactive management of all CQC reporting, variations and regulatory changes.

### **Why Welbeck**

- **Autonomy & Influence:** A leadership community that trusts your expertise to drive excellence and growth.
- **Purpose-Driven Culture:** A values-led environment where world-class clinical care and operational performance go hand in hand.
- **Growth & Impact:** Be part of a network defining best practice in day-case healthcare and delivering experiences patients genuinely remember.

## About You

This is a high-influence, enterprise level role, requiring rare clinical credibility, commercial diplomacy, and the confidence to lead and challenge senior peers in the service of safety, quality, and sustainable growth.

## Experience and Background

We are looking for a Clinical leader with the credibility, insight, and authority to operate across clinical practice, governance, and organisational strategy. You will influence peers, navigate complex professional dynamics, and translate clinical performance into board-level decisions. Your deep expertise in patient safety, regulatory compliance, and governance will underpin strategic initiatives and ensure that clinical standards drive sustainable growth and excellence across the organisation.

- **Clinical Credibility:** A practising Clinician with deep understanding of private practice dynamics and the realities of partnership or equity-based models.
- **Leadership Trajectory:** Experience as a Clinical Director, Medical Director, or equivalent, with demonstrable success influencing senior clinicians and navigating complex professional dynamics.
- **Governance Expertise:** Strong technical grounding in clinical governance, patient safety, and regulatory compliance, ideally with an existing relationship with the CQC.
- **Board Exposure:** Comfortable operating at Board and Executive level, translating clinical performance and data into clear strategic insight for both medical and non-medical directors.
- **Senior Clinical Advisory Experience:** Demonstrable experience advising senior clinical and operational leaders on complex service, workforce, or performance decisions.
- **Peer-Level Influence in Consultant-Led Environments:** Proven track record operating as a trusted advisor within multi-stakeholder, consultant-led or partnership-based models.
- **Service Development and Capacity Planning Exposure:** Experience contributing to service expansion, capacity planning, or clinical workforce models within complex healthcare systems.
- **Specialist Network and Problem Resolution:** Experience leveraging specialist or multidisciplinary expertise to resolve unfamiliar, high-risk, or complex clinical challenges.

## Skills and Behaviours

We are seeking a leader with exceptional influence, able to drive consensus and guide peers through credibility and clinical insight rather than authority. You combine commercial astuteness with a commitment to safety and quality, balancing clinician and investor perspectives with confidence. Calm under pressure and credible in high-stakes situations, you thrive in complex, fast-growing environments and bring the resilience, ambition, and strategic mindset required to build systems and scale excellence across the organisation.

- **Ability To Influence:** Exceptional ability to lead without the need to rely on line authority through credibility, consensus, and clinical logic rather than hierarchy – a master of soft power.
- **Commercial Diplomacy:** Skilled at balancing investor and clinician perspectives, ensuring neither safety nor sustainability is compromised.
- **Executive Presence:** Calm, authoritative, and credible in high-stakes settings, with regulators, insurers, and external stakeholders, including the media.
- **Builder Mindset:** Energised by scale, strategy and complexity; the resilience and flexibility to operate in a fast-growing, hands-on environment as a problem solver.
- **Clinical Judgement and Decision Support:** Able to bring clarity, logic, and structure to ambiguous or high-stakes decisions.
- **Advisory Influence:** Trusted for insight and counsel; able to guide leaders without directive authority.
- **Systems Thinking:** Sees how clinical pathways, people, governance, and operations interconnect across centres.
- **Coaching and Mentorship:** Invested in developing others, particularly senior clinicians and centre leaders, as effective operational and clinical leaders.

## Infection Prevention and Control

All Welbeck employees, whether involved directly or indirectly in the provision of healthcare, have a duty to co-operate with and implement business policies and procedures in preventing and controlling infection. This includes co-operation with colleagues and contractors also involved in the provision of healthcare so far as is necessary to enable the Business to meet its obligations under the Health and Social Care Act 2008.

## Safeguarding

Welbeck is committed to safeguarding and promoting the welfare of children and young people and adults at risk and expects all staff and volunteers to share this commitment and ensure they work in accordance with the Welbeck Health Partners Safeguarding Child and Adult at Risks Policies and Procedures.

Staff should ensure that they remain up to date with safeguarding training requirements and know how to report safeguarding concerns or allegations against staff and should follow safeguarding policy and procedures and the allegations against staff policy.

## **Confidentiality**

Maintain confidentiality in relation to personal data held for colleagues and patients, ensuring that it is processed lawfully; for no purpose other than that for which it was obtained; is relevant to that purpose; is retained for no longer than is necessary; is processed in accordance with the rights of the subject to access and accuracy; and is protected from accidental loss or damage in accordance with the requirements of the Data Protection Act (as amended), and records management guidance. Maintain confidentiality of patient identifiable personal data using a non-identifiable alternative, where practicable, and limiting access on a strictly need to know basis in accordance with the responsibilities of the Business's Caldicott Guardian.

## **Health and Safety at Work**

In addition to the Business responsibilities under the Health and Safety legislation, you are reminded of your responsibilities for health and safety at work under the Health and Safety at Work Act 1974 (as amended) and associated legislation. These include the duty to take reasonable care of the health and safety of yourself and others in your work activities and to co-operate with your employer in the discharge of its statutory duties.

You must adhere strictly to the Business policies and procedures on health and safety and report all accidents, dangerous occurrences, unsafe practices or damage to your manager promptly using the Business incident reporting system. You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

## **Risk**

Accept personal responsibility for contributing to Welbeck's management of risk, including the reasonable avoidance of any action which would knowingly cause unacceptable risk to self, others, or to the Business.

As far as is reasonably practicable attempt to prevent other people from undertaking tasks or actions which would knowingly cause risks to self, others, or to the Business, in accordance with the business policy and training. Identify and report actual or potential hazards/ risks in the work environment in accordance with business policies and take immediate action to minimise risks where it is reasonably practicable to do so.

Identify and report to the appropriate authority incidents of risk, neglect, abuse or endangerment to vulnerable adults and children. Follow, Welbeck Health Partners policy on use of Personal Protective Equipment e.g., Masks, Gloves, Visors etc. Awareness of and compliance with Health and Safety Regulations.

## **Equality and Diversity**

The Business recognises the benefits of a diverse workforce reflective of the communities that we serve and is committed to equal opportunities in employment with a devotion to eliminate all forms of unlawful discrimination. The Business aims to promote equality of opportunity and good relations between staff and patients (including volunteers, contractors and bank staff).

All individuals have a duty to adhere to the Business Diversity and Equality Opportunity policy and an individual responsibility towards the application and understanding of the Equality Act 2010. Inequitable behaviour will not be tolerated, and every person has a responsibility to highlight discriminatory practice.