

Job Description: Clinical Education Lead

Location: 1 Welbeck Street, W1G 0AR

Department: Imaging and Diagnostics

Reporting to: Imaging and Diagnostics Centre Director

Salary: Experience dependent

About Welbeck:

Welbeck is a leading private healthcare provider based in London, bringing together a network of specialist centres of excellence under one roof. Located within Welbeck Street, Welbeck offers consultant-led care across a range of disciplines, combining advanced diagnostics, imaging, and treatment services in a modern, patient-focused environment.

About The Role:

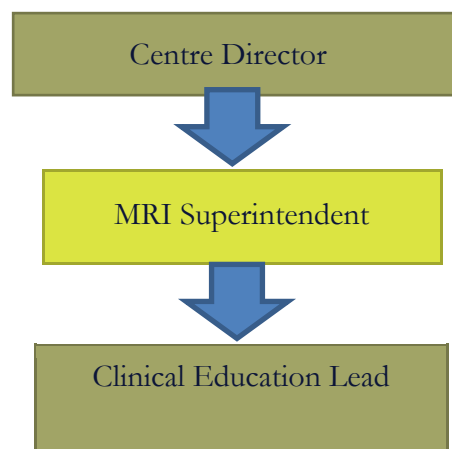
At Welbeck we are committed to empowering our teams, bringing together outstanding people, and doing work that matters in an inclusive environment. We believe a healthy working culture starts at the top and our workplace culture is the translation of our organisation's values.

You will work as part of a team ensuring compliance to Welbeck Imaging and Diagnostics Terms & Conditions.

You will lead and deliver the Welbeck Imaging and Diagnostics Education Strategy, developing a culture of continuous learning, innovation and clinical excellence across all professional groups.

- Lead and deliver the Welbeck Imaging & Diagnostics Education Strategy.
- Develop a culture of continuous learning, innovation and clinical excellence across all professional groups.
- Design, implement and evaluate education programmes that improve patient care, staff development and organisational performance.
- Ensure education supports clinical governance, workforce planning, succession planning and regulatory compliance.

- Promote research, quality improvement and evidence-based practice throughout the
- Develop individual learning plans supporting career progression and succession planning.
- Lead mandatory training, competency assessment and CPD programmes.
- Promote reflective practice, innovation, research and continuous improvement.
- Ensure educational activity aligns with regulatory requirements.
- Work collaboratively with clinical leaders, managers and external partners.



Key Responsibilities:

- Lead implementation of the Education Strategy and annual objectives.
- Develop structured learning pathways for all staff groups.
- Identify training gaps through audit, incident review, and appraisal data, and develop targeted action plans.
- Coordinate annual education reviews and individual development plans.
- Develop competency frameworks ensuring competency records are accurate, current and audit ready.
- Deliver classroom, practical and workplace-based teaching.
- Coordinate induction and onboarding education programmes.
- Maintain mandatory training compliance above agreed organisational targets.
- Monitor PGD competency and produce monthly education reports.

- Coordinate Journal Clubs, Lunch & Learn sessions and education events.
- Support conference attendance and staff presentations.
- Promote evidence-based practice, audit and research.
- Develop partnerships with universities and professional bodies.
- Support CQC readiness through educational assurance.
- Develop education SOPs, policies and competency documents.
- Coach managers and promote an inclusive learning culture.
- Represent the department internally and externally regarding education.
- Undertake additional duties commensurate with the role.
- To image patients competently across all modalities
- To complete high quality imaging in line with IRMER 2017 and MRI Local rules when in clinical work.
- Monitor compliance with MHRA, IRMER 2017, CQC, and other relevant regulatory and statutory training requirements.
- Support recruitment by contributing to induction planning for new hires.
- Confident in Image quality review and feedback whilst supporting bi-annual image quality meetings.
- Apply and promote the wider safeguarding agenda in relation to vulnerable adults and children
- Manage, defuse, and respond appropriately with verbal complaints and situations of conflict and aggression through knowledge, training, experience, and escalation.

Quality Care & Governance

- Identify training gaps through audit, incident review, and appraisal data, and develop targeted action plans.
- Support the MRI and CT Superintendent and wider team in embedding a culture of safety, quality, and continuous professional development.
- Contribute to root cause analysis and learning following incidents, near misses, or complaints, translating findings into training updates.
- Lead on the safe introduction of new equipment, sequences, or clinical pathways through structured training rollout.
- Mentor and coach junior and rotational staff, fostering a supportive learning environment.

Values & Behaviours:

- Commitment to outstanding patient care through education.
- Professional integrity and evidence-based practice.
- Innovation and continuous improvement.

- Collaborative multidisciplinary working.
- Compassion, respect and inclusivity.
- Commitment to lifelong learning.
- Ability to inspire and develop others.

Key Relationships & Stakeholders

Internal

- Centre Director
- Divisional Director
- Senior Leadership Group
- Clinical Leads
- Radiographers
- Phlebotomy
- Administration
- Governance
- HR
- Quality Team
- Medical Staff

External

- Universities
- HCPC
- Society of Radiographers
- NHS England
- Equipment manufacturers
- Conference providers
- Professional bodies

People Management

The post holder will not normally have direct line management responsibility but will provide professional leadership across Imaging & Diagnostics education, supervising learners, mentoring staff and supporting managers in workforce development.

About You

Qualifications

- HCPC Registered Healthcare Professional
- Degree in a healthcare profession
- Postgraduate qualification (or equivalent experience) in education, leadership or clinical practice
- Teaching qualification (desirable)

Experience

- Significant post-registration clinical experience across all imaging modalities
- Experience leading education programmes
- Curriculum and competency framework development
- Clinical governance and audit
- Leadership, coaching and mentoring
- Change management

Infection Prevention and Control

All Welbeck Imaging and Diagnostics employees 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 Imaging and Diagnostics 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 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 the Welbeck Imaging and Diagnostics 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.

Disclosure and Barring Service (DBS)

If the post you are undertaking requires you to complete a DBS disclosure, this will be managed and processed in line with the DBS Policy and at the appropriate level required for the post.