

**University of
Northampton**

Clinical Lead - Podiatry

Job Description



Job Title: Clinic Lead - Podiatry

Grade: 8

Responsible to: Director of Enterprise and Income

Overall Purpose

We are seeking an experienced Clinical Lead Podiatrist with musculoskeletal, high risk and nail surgery expertise to join our innovative, multidisciplinary clinic based within the university setting. This pivotal position involves managing a personal patient caseload, leading and supporting practice educators and graduate podiatrists and contributing to the clinical education of podiatry students. The successful candidate will work collaboratively with the Physiotherapy Clinical Lead to support the smooth effective operation of the clinic.

As Clinical Lead the post holder will ensure the delivery of safe, effective and evidence-based podiatry services at the University of Northampton clinic. They will lead and guide the development of the podiatry service. They will contribute to the continued growth of the student-led clinics, and maintain high standards of clinical governance, quality, and accountability.

Core People Management Duties & Responsibilities

The Clinical Lead will provide supportive leadership for practice educators and graduate podiatrists, ensuring effective service delivery and staff wellbeing. Responsibilities include contributing to workforce planning, recruitment, staff development, communication and issue resolution to support the University's clinical and educational objectives.

Principal Duties and Responsibilities

The Clinical Lead in Podiatry will provide strategic leadership, clinical expertise, and educational oversight to ensure the delivery of high-quality podiatry services and student placements within the University clinic.

Clinical Education & Student Placement Management: Coordinate, supervise, and evaluate student-led clinics; ensure safe, effective clinical placements; mentor and performance-manage practice educators; act as a key liaison between academic staff and clinical practice.

Clinical Practice: Independently manage a diverse caseload including general, at-risk, musculoskeletal, and surgical patients; deliver high quality assessments, diagnoses, and treatments in line with current evidence-based practice; supervise podiatry students in clinical settings; contribute to service development and the ongoing sustainability of private practice income streams; oversee equipment, stock and clinic resources to support smooth service operations.

Clinical Leadership & Service Development: Provide day-to-day leadership and mentorship to clinical educators and graduate podiatrists; contribute to service improvement and business development projects, support income generation; lead service evaluation, quality improvement, and innovation initiatives; support inter-professional collaboration and multidisciplinary learning

Governance, Quality & Improvement: Lead governance activities including audits, risk assessments, and adherence to professional standards and regulatory requirements; maintain accurate documentation; monitor performance indicators and outcome measures to enhance service delivery.

Research & Evidence-Based Practice: Apply and promote evidence-informed care; support and participate in clinical research projects; foster a culture of reflection, learning, and continuous improvement across the team.

Generic Duties and Responsibilities

Clinical Cover & Staff Support: Organise clinical cover during staff absence and provide guidance to less experienced podiatry staff.

Professional Standards & Development: Maintain professional registration, adhere to codes of practice, follow University policies, and engage in Continuing Professional Development to keep skills and knowledge up to date.

Compliance & Conduct: Work within University and professional body codes of conduct, acting as a role model for the Values and Behaviours of the University of Northampton.

Equality & Diversity: Promote equality of opportunity, value diversity, and ensure individuals are treated fairly and respectfully for their contributions.

Health, Safety & Infection Control: Adhere to Infection Prevention and Control policies, safeguard children, young people, and vulnerable adults, and take reasonable care for the health and safety of self and others.

Flexibility & Institutional Needs: Undertake additional responsibilities as requested by the Director of Enterprise and Income, with the understanding that duties may evolve in line with institutional requirements, in consultation with the post holder.

To take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions. All safety rules, regulations and codes of practice relating to the work area should be observed.

The job description may be altered at any time in the future in line with the level of the post to meet changing institutional requirements, but only in full consultation with the post holder.

Person Specification

Please ensure that your application statement provides clear and specific examples to illustrate how you meet each essential criterion. Applicants that fail to do so will not be shortlisted.

Criteria	Essential / Desirable	Assessment Methods
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Qualifications

1	Degree in Podiatry	Essential	Application
2	Health and Care Professions Council (HCPC) registration	Essential	Application
3	Member of the Royal College of Podiatry (RCOP)	Essential	Application
4	Postgraduate qualification in a relevant area	Desirable	Application
5	Qualification in practice education/ mentorship/ clinical supervision/ teaching	Desirable	Application

Skills, Knowledge and Experience

6	Substantial post graduate clinical experience	Essential	Application Interview
7	Sound knowledge of current best practice in a specialist area and evidence of ongoing CPD and reflective practice to maintain professional standing	Essential	Application Interview
8	Proven track record of experience in mentorship and student placement supervision	Essential	Interview
9	Evidence of leadership and team building qualities including the ability to inspire, influence and motivate others	Desirable	Application Interview
10	Previous line management experience	Desirable	Application Interview
11	Experience of clinical governance through audit, quality assurance and risk management processes	Essential	Interview
12	Experience of service development and improvement	Essential	Interview
13	Experience of using data and information to monitor and improve service quality.	Essential	Interview
14	Experience of income generating activity	Desirable	Interview

15	Experience in the development and delivery of staff training programmes using appropriate media including IT	Essential	Interview
16	An understanding of HR policies and procedures	Desirable	Application Interview
17	Sound knowledge and understanding of health, safety and risk management	Essential	Application Interview

Personal Qualities

18	Ability to adapt to organisational change	Essential	Application Interview
19	Ability to adapt to technological advances in the workplace	Essential	Application Interview
20	Ability to delegate appropriately	Essential	Interview
21	Clear and professional interpersonal and communication skills - ability to communicate complex information effectively by a range of modes and methods appropriate to different internal and external colleagues and stakeholders	Essential	Application Interview
22	Ability to identify and undertake vital conversations appropriately and to adopt a supportive approach when managing team members in the performance of their duties and responsibilities	Essential	Application Interview
23	Persuasion and negotiation skills	Essential	Application Interview
24	Ability to develop collaborative relationships and networks of useful contacts internally and externally	Essential	Application Interview
25	Excellent organisational and forward planning skills, to simultaneously manage complex tasks and ensure that deadlines are met	Essential	Application Interview
26	Evidence of decision making and strategic planning skills	Essential	Application Interview
27	Integrity and professionalism, demonstrating a commitment to ethical standards, confidentiality, and the University's values of inclusivity, trust, sustainability and aspiration	Essential	Interview
28	An understanding of local and national priorities for population health and impact on podiatry requirements	Essential	Application Interview