

## JOB DESCRIPTION

### Weight Management Engagement Lead

#### MAIN PURPOSE

The Weight Management Engagement Lead key responsibilities are to support the Weight Management Coordinator to coordinate service delivery as part of the Cambridgeshire and Peterborough Integrated Lifestyle service. The post holder will:

- ✦ Lead, plan, develop, implement and co-ordinate the Tier 2 extra funding element of the Weight Management Service which targets specific groups as defined in the Tier 2 extra funding proposal. Ensuring the KPIs proposed are met by the service.
- ✦ To lead, plan, develop, implement and co-ordinate the school-based obesity prevention programme ensuring the service achieves the contractual KPIs set out in the service specification.
- ✦ To support the development and implementation of an adult weight management community engagement strategy which targets specific groups in areas of greatest need, to tackle inequalities in health through promoting and supporting people to develop healthier behaviours and lifestyle choices.
- ✦ To take accountability and responsibility for KPIs and ensure weekly/monthly updates are provided to the Weight Management Coordinator and service commissioners.
- ✦ To support the weight management team with their professional development ensuring audits and observations are scheduled regularly.

#### SUMMARY OF RESPONSIBILITIES AND DUTIES

- ✦ To line manage a MDT team comprising of nutritionists and physical activity specialists to be responsible for supervision and day to day management of defined colleagues.
- ✦ Support the Service Manager, Weight Management Coordinator and Area Leads to ensure the service is of high profile and there is strong awareness in relation to the referral pathway to access the service.
- ✦ To support the Weight Management service functionally as business requires by providing support to individuals to deliver a MDT intervention that supports behaviour change
- ✦ Deliver against an agreed set of KPIs that contribute primarily to the weight management team targets, including Tier-2 adult weight management and the universal school intervention offer.
- ✦ To meet internal and external performance management requirements including weekly, monthly and quarterly reporting targets for a variety of measures.
- ✦ Take an active part in developing knowledge and skills of others by mentoring, supervision and reviewing performance.
- ✦ Interpret and analyse clinical and non-clinical facts and be able to foster standardised assessments in order to assist the multidisciplinary team with diagnosis and prognosis in a wide range of highly complex conditions and recommend appropriate intervention.
- ✦ Manage the implementation of specialist obesity clinical client / patient pathways and protocols ensuring client / patient safety and best practice.

- ✦ Utilising the Everyone Health data management system and internal reporting procedures to ensure rigorous data collection processes are robust, to evidence service efficacy through generation of excellent health outcome data, contributing to an internal qualitative and quantitative evidence base, and demonstrate best practice and value for money.
- ✦ Be compliant with all relevant policies, procedures and guidelines; including the safety of all clients by undertaking: risk assessments, health and safety checks, equipment checks etc., as directed by the Weight Management Coordinator. Respond to any relevant clinical / colleague issues / incidences to manage a mitigate risk and maintain best practice.
- ✦ Work as a cohesive member of the MDT through regular communication and liaise with community partners and referrers to ensure the successful recruitment and retention of clients within the service, supporting integration and shared learning across the 3 Tiers.
- ✦ To be responsible and accountable for achievement of relevant weight management contractual targets including referrals, uptake, completion percentage targets and effective outcome measures, through delivery of high standard care.
- ✦ Take responsibility for own CPD and participate in Everyone Health's induction, training and continual professional development as required; recognise and work within own competence and professional code of conduct as regulated by professional body.
- ✦ Evaluate patients / clients' response to health care provision and the effectiveness of care.
- ✦ Prioritise, organise and manage own workload in a manner that maintains and promotes high quality.

## PERSON SPECIFICATION

### 1. SKILLS & ABILITIES

- ✦ Ability to direct and co-ordinate programmes of care working autonomously and collaboratively.
- ✦ A commitment to continuous service improvement with expert insight into patients' /clients' needs, so that all patients / clients receive high quality care.
- ✦ Strong planning and organisational skills, with the ability to set objectives, prioritise, provide sound judgement and decision-making, often within tight timescales.
- ✦ Excellent verbal and written communication skills to ensure effective communication with a wide range of individuals including clients, colleagues, external partners and members of the public.
- ✦ The ability to produce and present clear written reports and guidance, which interpret and effectively communicate/ explain complex issues.
- ✦ Sound management and interpersonal skills with proven ability to work effectively with all levels of colleagues, including effective partnerships with other agencies and service providers.
- ✦ Proven problem-solving skills and ability to be flexible, and exercise sound judgement and decision-making.
- ✦ Ability to think creatively, be innovative and realise the opportunities for developing projects.
- ✦ Ability to confidently and competently use a variety of computer packages including the ability to learn quickly when using national and internal databases.
- ✦ Ability to work as part of a multidisciplinary team, valuing the contribution of others.
- ✦ Proven influencing and persuading skills sufficient to persuade others to a different course of action in difficult circumstances to ultimately improve the health and services for the local communities.

### 2. KNOWLEDGE

- ✦ Sound knowledge of the complex care of the obese and morbidly obese patient.
- ✦ Knowledge of specific clinical requirements for delivering specialist weight management programmes for adults and children.

- ✦ Knowledge of working with specialist groups e.g. those with learning disabilities, those with a mental health diagnosis, parents and pre/post-natal women
- ✦ Knowledge of behavioural and emotional development issues.
- ✦ Knowledge of stigma associated with obesity and effects on social and emotional well-being.
- ✦ Knowledge of weight management, nutrition and physical activity in relation to health improvement.
- ✦ Knowledge of psychological and behaviour change theoretical techniques in relation to supporting people to make positive lifestyle changes.
- ✦ Knowledge of NICE guidance relating to the treatment of obesity.
- ✦ Knowledge and understanding of the Patient Confidentiality Act, the Data Protection Act and the General Data Protection Regulation
- ✦ Sound knowledge of clinical governance.
- ✦ Understanding of the significance of evidence-based approaches to healthcare provision.
- ✦ Appreciation of the contribution that effective performance management processes can make to service delivery and improvement.

### 3. EXPERIENCE

- ✦ Experience of leading, managing, motivating and developing a team of staff delivering a responsive, patient focused professional service.
- ✦ Experience of delivering successful programmes that target marginalised communities.
- ✦ Experience of interpreting national, regional and local priorities, aligning them to health agendas.
- ✦ Experience working with adults across Tier 2 / 3 weight management programmes including a range of service settings: community, primary care and in-patient settings.
- ✦ Experience of using psychological/behavioural management approaches in the clinical management of obesity.
- ✦ Evidence of experience in embracing and implementing change to provide high quality health outcomes.
- ✦ Experience of working to challenging performance targets and achieving excellent outcomes.

### 4. QUALIFICATIONS

**Essential:** Relevant degree/postgraduate degree in nutrition/dietetics/management/physical activity or equivalent knowledge and experience gained through working in a specialist role

**Essential:** Registered with Health Care and Professionals Council and British Dietetic Association or Association for Nutrition (ANutr) or Member of CIMSPA at Practitioner / Management level

### 5. SPECIAL CONDITIONS

- ✦ Flexibility to support the Weight Management Service in Cambridgeshire and Peterborough, as business requires.
- ✦ Highly motivated self-starter with resilience, determination and the ability to see jobs through to completion.
- ✦ Role incorporates evening / weekend working, with variable levels of travel across Cambridgeshire and Peterborough.
- ✦ Full UK Driving licence and access to a car for work- with 'business purposes' insurance.
- ✦ Evidence of a personal commitment to continuing professional development and to maintaining an up-to-date professional knowledge supporting the development of business within the company.
- ✦ This post involves working with vulnerable adults and as such the post holder will be required to apply for a disclosure of criminal records at an enhanced level (DBS).