Date Issued: Oct 2026

JOB DESCRIPTION

Job Title	**Clinical Business Partner Complex Care (Registered Nurse)**
Reports to	**Head of Health & Clinical Governance**
Job Purpose	The Clinical Business Partner is a Registered Nurse who provides expert clinical partnership, practice leadership and professional challenge to operational teams across all areas of clinical delivery. Working within the Clinical Governance Framework, the postholder will support safe, effective, evidence-based and person-centred practice; translate policy into consistent day-to-day delivery; identify and reduce clinical risk; and help homes improve outcomes for people supported. This is an influential, non-line-management role. The postholder will work alongside operational leaders, home managers, support teams, people supported, families and external health professionals. A minimum of 60% of working time will be spent in homes, providing visible clinical support, coaching, observation, assurance and follow-up.
Key Deliverables	• Maintain a visible clinical presence in homes for at least 60% of working time, prioritised according to acuity, risk, incidents, performance data and operational need. • Support homes to deliver safe, effective, evidence-based, person-centred clinical practice in line with policy, professional standards, NICE guidance and the Clinical Governance Framework. • Coach and professionally support managers and teams to recognise deterioration, escalate concerns promptly and deliver high-quality health planning and delegated healthcare procedures. • Provide clinical assurance through observation, audit, competency review, incident learning, data analysis and follow-up of improvement actions. • Contribute to policy development, implementation and review, ensuring policy requirements are understood and embedded in practice. • Promote co-production, reasonable adjustments, health inclusion, positive risk-taking and equitable access to healthcare for people supported.
Key Accountabilities	**Clinical effectiveness and person-centred practice** • Provide expert nursing advice across the full range of clinical delivery, including complex health needs, medicines, epilepsy, dysphagia, enteral feeding, diabetes, respiratory care, skin integrity, continence, mobility, frailty, dementia, end-of-life care and other delegated healthcare activities, within competence and scope of practice. • Support robust health plans, risk assessments, clinical protocols and escalation plans that are personalised, current, cross-referenced and developed with the person and their circle of support.

	• Champion annual health checks, health promotion, prevention, reasonable adjustments and timely access to primary, secondary and specialist healthcare. **Practice leadership, education and competency** • Coach, mentor and professionally challenge colleagues in homes, using practice observation, reflective discussion and role modelling to embed learning. • Support training-needs analysis and the design, delivery and evaluation of clinically focused learning. • Undertake or support competency assessment for delegated healthcare procedures where appropriately trained and authorised, and escalate gaps that may affect safety. **Clinical governance, assurance and improvement** • Use audits, incident and event data, trends, dashboards and direct observation to identify variation, deterioration, gaps in control and opportunities for improvement. • Support reviews of medication errors, falls, choking, seizures, pressure damage, hospital admissions, unexpected deaths and other significant clinical events, ensuring learning is translated into sustained practice change. • Agree proportionate improvement actions with operational leaders, record recommendations clearly, monitor completion and escalate unresolved or immediate risk without delay. • Contribute clinical insight to Quality Board, governance reporting, thematic reviews, policy and practice review groups and organisational improvement priorities. **Partnership working and professional accountability** • Build effective relationships with operational colleagues, people supported, families, advocates, primary and secondary care, community teams, commissioners and other partners. • Work collaboratively with operational management while retaining professional independence in clinical judgement and escalation. • Maintain accurate, timely and secure records and handle information in accordance with confidentiality and data-protection requirements. • Maintain active NMC registration, revalidation, continuing professional development and practice within the NMC Code, organisational policies and personal competence. • The role carries no line-management responsibility and does not replace the accountability of registered managers or operational leaders for service delivery.

PERSON SPECIFICATION

Knowledge and Experience	**Essential** • Registered Nurse with current NMC registration and evidence of ongoing revalidation and continuing professional development.

	• Relevant post-registration experience in learning disability, adult, children's, community or complex-care nursing. • Strong knowledge of clinical governance, evidence-based practice, risk management, safeguarding, medicines safety, delegated healthcare activities and quality improvement. • Experience of supporting people with complex or multiple health needs and working effectively across professional and organisational boundaries. • Experience of clinical audit, incident review, action planning, practice observation, coaching and competency assessment. • Ability to analyse qualitative and quantitative information, identify risk and themes, reach sound professional judgements and communicate clear recommendations. • Confident influencing skills, with the ability to provide constructive challenge without direct line-management authority. • Excellent written and verbal communication skills, including the ability to make clinical information accessible to different audiences. • Commitment to co-production, equality, dignity, positive risk-taking and the rights of people supported. • Able and willing to travel regularly and spend at least 60% of working time in homes; flexibility to respond to urgent clinical and operational priorities. **Desirable** • Practice educator, assessor, coaching, quality-improvement or audit qualification. • Experience within adult social care, supported living or residential services for people with learning disabilities, autism and complex health needs. • Knowledge of CQC expectations, NICE guidance, LeDeR learning and health-inequality priorities. • Experience of using governance, learning-management and business-intelligence systems to monitor quality, risk, training and competency.