STATEMENT OF ACCOUNTABILITY
Clinical Director, Radiation Oncology

|  |  |
| --- | --- |
| **Position title:** | Clinical Director Radiation Oncology |
| **Reports to:** | Chief of Oncology, Haematology and Palliative Care Cluster, Chief Medical Officer [CMO] and General Manager, Christchurch Hospital |
| **Term of Position:** | 3 years |

|  |  |
| --- | --- |
| Our team accountability | Chiefs, Chairs and Clinical Directors share accountability for: * Engaging medical teams, the Canterbury DHB and Our Health System to build trust, common understanding and ownership
* Growing clinical service teams’ understanding of, and engagement with, the Purpose [vision and goals] for the Canterbury health system
* Defining and aligning clinical services direction and plans, establishing clear Priority, making sure all teams know the accountability they share and every team member has clear and agreed responsibility
* Building Medical People capability
* Communicating, so that within services, the Canterbury DHB and Our Health System, everyone remains aligned with and informed about clinical services plans, priority and progress

Chiefs, Chairs and Clinical Directors also share accountability for monitoring and maintaining standards of clinical practice; clinical legislative and policy compliance; and, with operational and service managers, enhancing patient care and the patient journey, improving service delivery and planning effective resource allocation and use |

|  |  |
| --- | --- |
| My role responsibility | Clinical Director, Radiation Oncology is responsible for overall professional leadership of the Service. The expected outcomes from this role will be: * Effective and visible professional leadership for the team and Department.
* Robust plans and partnerships
* Clinical staff performing effectively, individually and as a team.
* A valuable training experience for registrars
* Christchurch Hospital is a learning organisation.

Specifically the role will take responsibility for: Leadership* Role model commitment to the principles of the Treaty of Waitangi and reducing inequities for Māori.
* Maintain effective relationships with relevant health system and external organisations. Act as an effective leader and advocate for clinical governance, including quality improvement, best practice and high professional standards
* Inspire, encourage, support and model best prescribing across the DHB.
* Maintain an understanding of operational issues and tasks for the Department.
* Ensure good communication and effective relationships with both medical and surgical specialities across the hospital.

Planning* Along with the General Manager, lead and oversee the development of the Radiation Oncology Service’s strategic direction and reporting to the Ministry of Health and our District Health Board.
* Monitor the external environment and its potential impact on the team and organisation.
* Maintain an overview of best practice and the evidence base for effective medicine management, and ensure that this is reflected in programme plans, and in staff’s understanding of the rationale for their work.

Radiation Oncology Team performance* Actively build a strong, supportive team
* Ensure effective communication within the team.
* Identify team training needs and ensure they are met.
* Lead development of protocols to guide key team tasks.
* In conjunction with the Service Manager, conduct annual Feedback & Development conversations and approval of individual plans, and identify and resolve any performance issues.
* Ensure career development planning not only assists the individual but also provides for organisational succession planning.
* Ensure requirements for credentialing, peer review, audit processes and accreditation are met.
* Contribute to recruitment, selection and orientation processes to ensure optimal team culture, staff mix and numbers.

Training Registrars in Oncology Service* Overseeing the Director of Training to ensure a quality training experience and adequate supervision and support are in place.
 |

|  |  |
| --- | --- |
| My capability | To be effective and succeed in this role it is expected the person will be a widely respected senior doctor with the following proven and well developed capabilities. * Display self-awareness
* Take self-responsibility
* Be a person of value to others
* Think and act strategically
* Forge cross organisation and system relationships, alignment and commitment
* Promote and communicate organisational common purpose – vision, values and goals
* Develop clear direction and plans aligned to this common purpose
* Design and implement cross functional change initiatives
* Build and sustain organisational innovation and continuous improvement
* Mentor and empower other leaders
* Foster a culture of responsibility and commitment
 |

|  |  |  |
| --- | --- | --- |
| **My relationships to nurture** | **Internal*** General Manager
* Service Manager
* Divisional Leadership Team
* Chief of Medicine
* Chief Medical Officer and Clinical Directors Group
* Administration Support
 | **External*** Other Oncology providers
* Ministry of Health
* Pharmac
* University Schools of Medicine
* Other organisations focused on pharmacology issues
* Other relevant community contacts
 |