

Job title	Clinical lead
Type of contract	Permanent, part time
Salary	£23,400 (FTE £39,000)
Hours	21.75 hours per week
Team	National Road Victims Service
Reporting to	National Service Delivery Lead
Staff responsible for	Regional Managers. Regional Managers line manage Caseworkers delivering Brake's National Road Victim Service.
Working pattern	3 days per week Fully remote role with flexible working arrangements. The postholder will be expected to undertake occasional travel across the UK for team meetings, service visits, training, organisational events and other business requirements.
Recruitment process	Deadline for applications: 5pm 16 th September 2026 Applications may be progressed prior to the closing date. The closing date may be brought forward if we are in a position to shortlist earlier than anticipated. Interviews to be conducted: Wednesday 23 rd September 2026 Start date in role: ASAP
Benefits	• 35 days of annual leave (including bank holidays and 3-day shutdown period between Christmas and New Year, pro-rata for part-time working patterns); • Additional birthday day off (taken at any time); • Enhanced sick pay and compassionate leave; • Death in service benefit; • Pension; • Employee Assistance Programme; • Flexible working; • A rewarding role with purpose, and; • Be part of a skilled, friendly team with an engaged Board of Trustees.
About Brake	Brake is the national, acclaimed charity tackling the daily, horrific carnage of deaths, injuries, and air pollution on roads. Traffic is the biggest killer of young people worldwide, poisoning our lungs and contributing hugely to the climate emergency. Brake's vision is that people get around in safe and healthy ways. Our values require us to be evidence-based, aim high, and work collaboratively. We have a 30-year reputation for shouting out for positive change, advising government, encouraging action in communities, and delivering the UK's National Road Victim Service for bereaved and injured families. We work with schools and families, communities and

	companies to champion the cause of road safety and raise awareness of key road safety issues. Our values are: • Professionalism • Collaboration • Integrity • Compassion • Inclusion • Courage
Job purpose	The Clinical Lead will provide visible clinical leadership and assurance across Brake's National Road Victim Service and wider organisational clinical practice, ensuring that services are safe, evidence-led, trauma-informed and consistently delivered. The role will lead clinical governance and safeguarding development, strengthen quality assurance and risk management, provide specialist clinical and safeguarding guidance, and build workforce confidence through learning, reflective practice and professional development. Working closely with leaders, managers and practitioners, the Clinical Lead will promote accountability for clinical standards, support consistent quality across regional teams and ensure learning from incidents, complaints, reviews and audits translates into service development. The postholder will act as the lead for trauma-informed practice within NRVS and support the embedding of trauma-informed approaches across the wider organisation, ensuring practice reflects current evidence, professional standards and changes in the external landscape. The role will support service resilience and operational improvement from a clinical perspective, including monitoring risks to safe service delivery, identifying opportunities to improve impact and efficiency, and helping ensure client outcomes are achieved before case closure. The Clinical Lead will model continuous learning, professional curiosity, constructive challenge and evidence-led decision-making, supporting leaders and managers to lead their teams confidently through change.
About you	Person Specification You will be a credible, compassionate and accountable clinical leader with the professional confidence to provide visible assurance on clinical safety, safeguarding, quality and risk across NRVS. You will combine strong clinical judgement, analytical thinking and constructive challenge with the ability to translate evidence, quality intelligence and learning from incidents, complaints, reviews and audits into practical service improvement. You will be collaborative, values-driven and able to build confidence in others, supporting Regional Managers, caseworkers and senior leaders to apply safe, consistent, evidence-led and trauma-informed practice.

	Essential Qualifications • Postgraduate qualification (Level 7 or above) in a recognised psychological therapy, psychotherapy or psychology discipline. • Current professional registration with HCPC, UKCP, BABCP or BACP (as appropriate). • Evidence of ongoing continuing professional development. Essential Experience • Significant experience of clinical governance, clinical safety, safeguarding, quality assurance and risk management within services supporting people affected by trauma, bereavement, complex loss or complex needs. • Experience implementing, maintaining or strengthening clinical frameworks, clinical supervision frameworks, safeguarding processes, quality assurance arrangements and incident review procedures. • Experience applying evidence-led, trauma-informed and psychologically informed approaches, and keeping practice responsive to professional standards, emerging needs and external landscape changes. • Experience leading or contributing to incident reviews, complaints, audits, case reviews and quality activity, and using the learning to improve practice, strengthen accountability and support measurable service development. • Experience developing workforce confidence through clinical supervision, reflective practice, professional development packages and learning activity for managers and practitioners. • Experience supporting leaders and managers to lead teams confidently through change while maintaining safe service delivery, consistent quality standards and a clear focus on client outcomes. • Experience monitoring risks to safe service delivery, improving impact and efficiency, strengthening the client journey and ensuring client outcomes are achieved before case closure. Essential Skills • Credible clinical leadership, with the ability to provide assurance to senior leaders and the Board, promote accountability and influence safe, consistent practice across teams. • Clear communication, influencing and relationship-building skills with practitioners, managers, executives, trustees and external stakeholders. • Ability to provide specialist clinical and safeguarding advice on complex cases, while supporting others to make safe, proportionate and evidence-led decisions.
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	• Strong facilitation, training and reflective practice skills, with the ability to design and contribute to professional development for caseworkers and managers. • Ability to analyse evidence, risk, quality intelligence, service outcomes and client journey information, and translate insight into improvements in impact, efficiency and service delivery. • Strong organisational, analytical and report-writing skills, with the ability to manage complexity, maintain confidentiality and provide clear assurance on clinical safety and quality. • Ability to support Regional Managers and senior leaders to lead teams confidently through change while maintaining safe, evidence-led and trauma-informed practice. Knowledge • Expert knowledge of trauma-informed practice and psychologically informed, evidence-based approaches, including how these can be embedded across services and wider organisational practice. • Strong understanding of therapeutic approaches for adults, children and young people affected by trauma, bereavement and complex loss. • Knowledge of safeguarding legislation, safeguarding culture, clinical governance, clinical supervision, incident review and quality improvement. • Understanding of relevant national policy, professional standards, best practice and external landscape changes affecting clinical and safeguarding practice. • Understanding of organisational development, workforce capability, reflective practice and leading sustainable service improvement. Desirable • Experience working within the charity or not-for-profit sector. • Experience supporting people affected by road death, traumatic injury or complex bereavement. • Experience representing an organisation within professional or multi-agency forums. • Experience contributing to strategic service development or shaping clinical ambition in response to emerging needs and evidence.
	Personal Attributes • Compassionate, approachable and emotionally intelligent. • Values-driven and committed to Brake's mission and the people we support. • A confident and credible leader who can influence and inspire others, especially through periods of change. • Collaborative and able to build strong relationships across a remote national team.

	• Committed to continuous learning, reflective practice, professional curiosity, improvement and evidence-based decision-making. • Resilient and able to manage complexity, sensitivity and competing priorities. • Able to work remotely and autonomously while remaining connected and engaged as part of a wider team. • Able to work sensitively and compassionately with people affected by trauma, bereavement and life-changing injury.
Equity, diversity & inclusion	Brake is passionate about creating an inclusive workplace that values diversity. We welcome your application whatever your background or situation. We particularly welcome applications from those who are part of the global majority, the LGBTQIA+ community or disabled. We are proud to be a disability confident employer. We don't want you to 'fit' our culture, we want you to enrich it. So, if you have a passion for making a difference and share in our vision for a world where no one is killed on our roads, we would love to hear from you
How to apply	If you are seeking out a new challenge and think you have the skills, passion, and commitment that we are looking for, we would be interested in hearing from you. Please submit your CV together with a short supporting statement (around 1000 words) addressing the following: • What attracts you to Brake and to this Clinical Lead role? Tell us what you would bring to our approach to compassionate, trauma-informed support. • Tell us about your experience of providing clinical leadership. How have you supported practitioners to deliver safe, effective and high-quality practice, including through supervision, reflective practice, professional challenge and development? • Give us an example of a complex clinical, safeguarding or risk situation that you have led or supported. Tell us how you assessed the situation, what decisions you made, how you worked with others, and what the outcome was. • Tell us about a time when you identified a clinical practice or quality issue and led an improvement. What did you identify, what action did you take, and what difference did it make? We are particularly interested in how you think, lead and apply your clinical expertise in practice, so please focus on specific examples rather than repeating information from your CV. We want to get to know you and understand your approach. You are welcome to submit your response in an alternative format if that works better for you – for example, a short video or audio response – and we are

	happy to discuss any reasonable adjustments that would support you through the recruitment process. Please send your application to recruitment@brake.org.uk.
Important information	- Any offer of employment will be subject to satisfactory completion of pre-employment checks. These may include an enhanced DBS check, verification of qualifications and professional registrations, references, right to work checks and any other checks relevant to the role. - The postholder will be required to maintain appropriate professional registration and continuing professional development relevant to their clinical discipline. - Please note we do not accept applications from serious traffic offenders due to the nature of our work. Employees are subject to driver licence checks.