



Clinical Lead Role

Frequently Asked Questions

1. What level of flexibility is required for this role?

Frome Birth Talk delivers counselling sessions and groups throughout the working week. To support this, our team works flexibly across a range of part-time roles, with most staff working part-time hours spread across several days of the week.

We recognise that this differs from more conventional working patterns and may not suit all professionals. Over time, we hope that increased funding will enable roles to grow and become structured in a more traditional way. In the meantime, while the Clinical Lead role does require a degree of flexibility (as outlined below), we are committed to working collaboratively with colleagues whose availability may need clearer boundaries.

2. How many days per week is the role?

The role is currently funded for 8 hours per week, which we expect will be spread across two or three days. This pattern of working supports the needs of the organisation and enables the Clinical Lead to maintain regular contact with staff and key areas of work.

As the organisation continues to develop, there may be opportunities for the role to expand, subject to funding.

3. If the hours are spread across several days, is it possible to maintain a regular working schedule?

Yes. We encourage staff to maintain consistent working patterns wherever possible. However, there may occasionally be a need to adjust working hours to accommodate external meetings, training opportunities, or community events.

All current staff members have periods during the week when they are unavailable, and we work effectively and flexibly around these arrangements.

4. What happens if external meetings or community events fall outside my usual working hours?

Attendance at occasional events or meetings that fall outside agreed working hours will be discussed and negotiated on a case-by-case basis. Wherever possible, advance notice will be given. For example, larger community events are typically planned several months in advance.

5. Do working hours vary from week to week?

While we aim to maintain consistency, there may be occasions when working hours vary to meet organisational needs. For example, recruitment activity may require a full day of interviewing, or particular projects may create temporary fluctuations in workload.

6. Is it possible that the role may require more than the contracted hours in some weeks?

Yes, there may occasionally be periods where additional hours are required to meet the needs of the organisation. As noted above, it is also anticipated that the role may grow over time as funding and service provision develop.

7. If additional hours are worked, is overtime paid?

Yes. Any agreed additional hours are paid at the same hourly rate as contracted hours.

8. After line management responsibilities, what will be the main priorities of the role?

Alongside line management responsibilities, the immediate priorities for the Clinical Lead will be safeguarding oversight and supporting a review of existing clinical systems, processes, and ways of working.

Once these foundations are established, the focus will shift towards service development in line with our strategic plan. Potential areas of development include couples counselling, developing trauma-informed approaches, and increasing counsellor presence within groups. The strategic plan will be shared with all shortlisted candidates.

9. Is it possible to undertake this role successfully while also being committed to other professional work?

Yes. We anticipate that many applicants will have other professional commitments alongside their work with Frome Birth Talk.

At the same time, the Clinical Lead role requires sustained intellectual, emotional and professional engagement. It is not simply a matter of fitting eight hours of straightforward work into an existing schedule. The role carries significant responsibility and benefits from thoughtful investment and continuity.

We recognise that individuals manage multiple professional commitments in different ways. Where a successful candidate has other roles or interests, we will work collaboratively with them to ensure they have the capacity, support and structure needed to fulfil all of their responsibilities effectively.