



HUNTER
Executive talent for the healthcare sector

Chief Operating Officer

Candidate information pack

November 2023



ABOUT US

We are an NHS Foundation Trust providing community and mental health services to people living in North East London and its surrounding boroughs, as well as mental health services for young people in Essex, Kent and Medway. We have over 6,500 specialist staff supporting 4.3 million people.

As noted in our latest CQC report, where North East London NHS Foundation Trust (NELFT) was rated 'Good' overall, our Non-Executive and Executive directors benefit from strong relationships, influencing the effective operation of the board. Our focus is multidisciplinary, which is evidenced by representation of allied health professionals in our senior leadership teams.

Our strategic priorities include developing our role as a digital exemplar, reducing our environmental impact, and maintaining strong financial governance. We are working to achieve this through collaborative and flexible partnership models, developing integrated care with partners across the health and care economy and with the communities we serve. Our goal is to establish ourselves as an outstanding NHS anchor organisation, which supports local economies and communities.

We deliver our services with pride in an area with significant social and economic deprivation, and we work hard to address those factors that have historically adversely impacted those we serve. To achieve this goal, we endeavour continuously to improve the wellbeing of our staff, ensuring we have an inclusive and empowered workforce, at all levels, providing compassionate and effective care.



OUR VALUES

At NELFT, our aim is to create an engaging place to work where we create an environment in which everyone feels valued and supported. We strive to empower colleagues and our *Just and Compassionate Culture* is our commitment to our patients and colleagues that our organisation will take every opportunity to learn and improve when things don't go to plan.

When you join NELFT you can be confident that we support and promote a culture based on fairness, respect, honesty and trust, ensuring that we have consistent leadership behaviours and styles across the Trust. Patients, service users and carers are our top priority. To deliver quality care we need the best people to join our team. Our values are:

- People first
- Prioritising quality
- Progressive, innovative and continually improving
- Professional and honest
- Promoting what's possible: independence, opportunity and choice



**PEOPLE
FIRST**

WE REMEMBER THAT PATIENTS, SERVICE USERS AND CARERS ARE OUR TOP PRIORITY, AND TREAT OTHERS HOW WE WOULD LIKE TO BE TREATED.

**PRIORITISING
QUALITY**

WE PROVIDE THE BEST SERVICE POSSIBLE, FOLLOWING BEST PRACTICE AND NATIONAL DEVELOPMENTS.

**PROGRESSIVE,
INNOVATIVE &
CONTINUALLY
IMPROVING**

WE LISTEN AND CONTINUALLY IMPROVE OUR SERVICES FOR THE BENEFIT OF OUR PATIENTS, SERVICE USERS AND CARERS.

**PROFESSIONAL
AND HONEST**

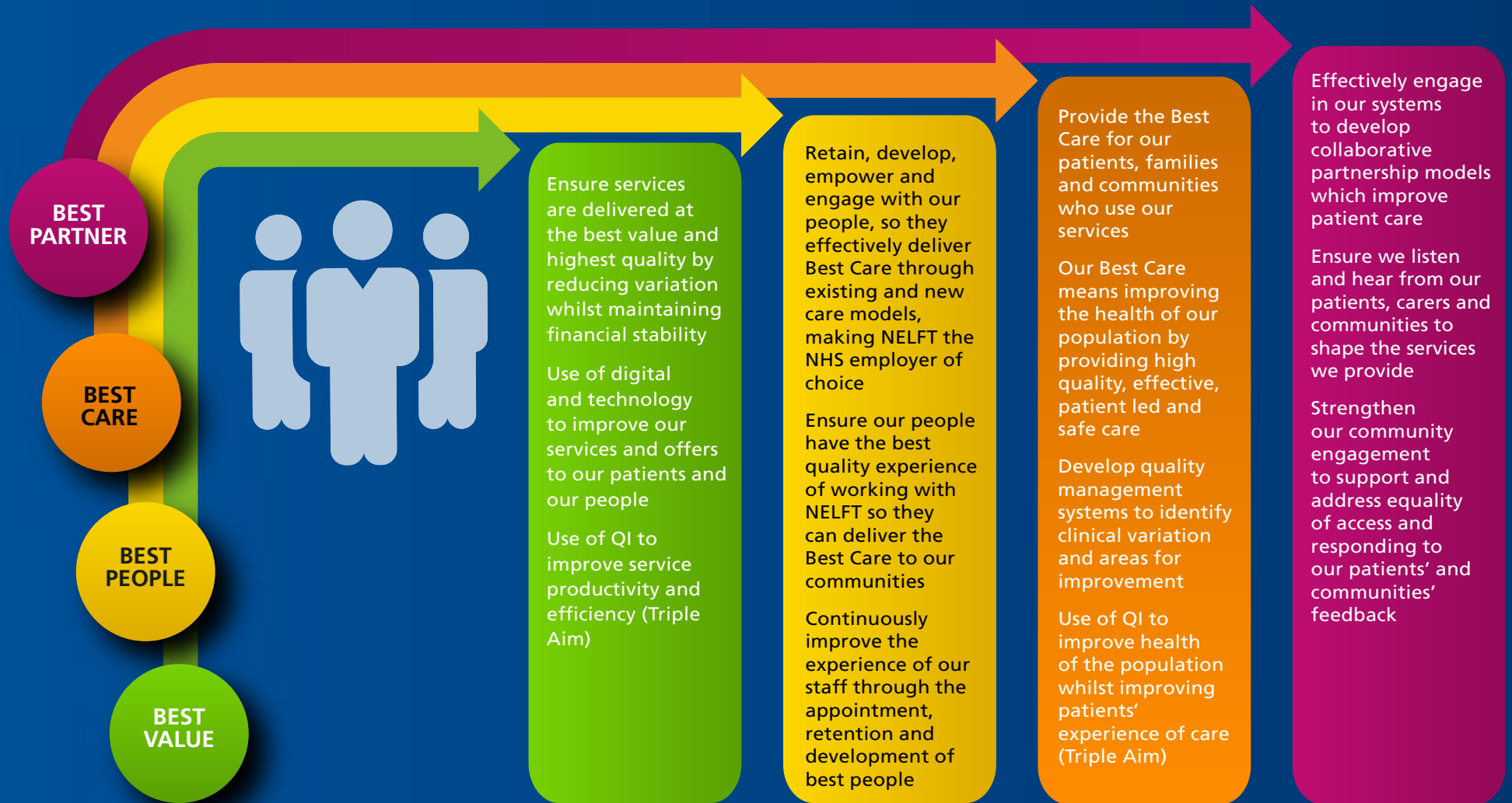
WE WORK TO CREATE RELATIONSHIPS BASED ON HONESTY, RESPECT AND TRUST TO MEET THE HIGHEST STANDARDS OF PROFESSIONALISM AND CONFIDENTIALITY.

**PROMOTING
WHAT IS
POSSIBLE**

WE HELP PEOPLE ACHIEVE THE BEST QUALITY OF LIFE POSSIBLE, GIVING THEM THE INFORMATION AND SUPPORT THEY NEED.



OUR STRATEGIC OBJECTIVES



JOB DESCRIPTION

JOB TITLE:	Chief Operating Officer
BAND:	VSM
RESPONSIBLE TO:	Chief Executive
BASE:	The post is notionally based at Trust head office but the post holder will be equipped and expected to work agilely across the whole of the organisation

KEY RELATIONSHIPS:

INTERNAL

- Executive Directors
- Non-Executive Directors
- Governors
- Workplace fora
- Integrated care directors
- Partnership directors
- Directorate and corporate clinical leads
- Corporate leads
- Staff networks
- Trade Unions
- Service user and patient groups

EXTERNAL

- NHSE
- Regulatory bodies
- ICB Board members
- Executive and operational leads from partner organisations
- Primary Care Network leadership
- Collaboratives across North East London, Mid and South Essex, and Kent
- Local Authorities
- Relevant 3rd sector organisations
- Service user and patient groups

CONTROLS ASSURANCE STATEMENT:

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

AIM OF THE ROLE

The post holder will be expected to work in accordance with the Trust's values in their day to day work. These are the 5Ps:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improving
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice



JOB PURPOSE

The Chief Operating Officer (COO) is one of the executive directors of the Board, sharing collective responsibility and accountability with all directors for strategic planning, corporate policy-making, the delivery of strategic objectives and Trust performance, including meeting the ongoing Terms of Authorisation as an NHS Foundation Trust and operating in accordance with the compliance regimes established by NHSE and all relevant regulatory bodies. The post holder is expected to fulfil his/her statutory responsibilities, including Mental Health Act compliance, as a Board member he/she advises the Trust Board and Board of Governors, as appropriate, on matters relating to the operational delivery of services across NELFT within the post's remit, working with the Chair, the Chief Executive and other directors.

The Chief Operating Officer is the Board lead for all aspects of the operational delivery of services and the meeting of all relevant operational Key Performance Indicators (KPIs), performance targets and operational delivery requirements specified within service contracts. In doing so the post holder will establish and maintain close working relationships with external partners to ensure the smooth delivery of services across all of the systems that NELFT operates within.

The post holder will ensure that services are delivered and improved through close working with clinical leadership in the Trust, use of Quality Improvement methodology, and co-production with both service users and staff. They will work closely with partners in collaboratives across North East London, Mid and South Essex and Kent to deliver improvements in service quality and delivery, and associated health improvements for local populations.

The Chief Operating Officer will pro-actively promote and embed a fair, compassionate and just culture of diversity, equality, inclusion and human rights amongst all of the elements of the organisation within the post's remit and more widely amongst all Trust staff; role-model appropriate behaviour, treating staff, patients and service users with dignity, fairness, equality, respect and autonomy; and work to ensure that the operational leadership of NELFT reflects the diversity of the communities that the Trust serves.



PRINCIPAL DUTIES

SUMMARY OF BOARD LEVEL RESPONSIBILITIES AND ACCOUNTABILITIES

In summary, the post holder has the following accountabilities and responsibilities:

ACCOUNTABILITIES

- Efficient and effective delivery of services
- Transformation and delivery of services
- Development and delivery of partnership working
- Leadership
- Governance, Quality & Risk Management
- Corporate management
- Other duties

RESPONSIBILITIES

- Responsible for the delivery of all relevant operational performance targets, KPIs and outputs reflected both in contracts and collaborative priorities.
- Responsible for the development and management of a high performing team of senior managers who work as leaders in their directorate teams to enable the delivery of KPIs, and who help to lead Place Based Partnerships to deliver health improvements across the areas that the Trust serves.
- Responsible for ensuring the highest level of clinical engagement and involvement in the development and delivery of the clinical services, and for supporting the development of strong multi-disciplinary leadership in directorates across the Trust.
- Responsible for working with the Chief Nurse, Executive Medical Director and Director of People & Culture to ensure professional issues are addressed to maximise service performance and delivery of the highest quality clinical services.

- Responsible for working with the Chief Executive and the Chief Finance Officer to ensure value for money activities are actioned and audit recommendations are implemented in a timely manner.
- Take strategic responsibility for the implementation of the Trust Strategy and associated implementation plans to ensure the effective delivery of high quality clinical operations.
- Responsible along with the Executive Director of Partnerships to develop and manage partnership relationships to deliver service improvements.
- Responsible for the operational delivery of the business planning process, facilitating the ongoing development and delivery of Trust strategy and priorities.
- Responsible for developing partnership arrangements within collaboratives that bring together providers and commissioners to develop new models of working using integrated care pathways where appropriate.
- Responsible along with the Executive Director of Partnerships for scanning for new business opportunities, scoping possibilities and leading bids for new services and their ultimate implementation.
- Responsible for supporting the delivery of operational service improvement across the organisation, working closely with the Director of Partnerships, directorate teams, and all partner organisations.
- Responsible for promoting a culture of equal opportunities through the development of services that reduce health inequalities and working practices that eradicate discrimination.
- Responsible for promoting a culture of justice and compassion amongst operational leadership.



EFFICIENT AND EFFECTIVE DELIVERY OF SERVICES

- Responsible for the efficient and safe operational delivery of all services that the Trust is contracted to provide.
- Responsible for ensuring that operational delivery is delivered within financial plans and where necessary, addressing variations and divergence from plan in partnership with clinicians and finance colleagues.
- Responsible for ensuring that all operational directorates develop and produce annual plans that deliver existing and identified future services incorporating financial and workforce considerations.
- Responsible for ensuring that all operational directorates deliver services in full compliance with all Trust governance standards, policies and standing financial instructions.
- In partnership with the Chief Nurse and Executive Medical Director to ensure that all directorate management teams can meet all relevant quality standards and Care Quality Commission expectations.
- Ensure the shared organisational vision and strategic aims, values and culture of the Trust are actively promoted.
- In support of Executive Management Team (EMT) colleagues, take an active role in developing performance improvement and service modernisation initiatives that respond to both patient and commissioner needs, including the development of integrated care across the system, and monitoring the quality improvements that these initiatives deliver on implementation.
- Play a key role in maintaining positive working relationships with the ICBs, Local Authorities and any other commissioning bodies as necessary to the work of the wider EMT.
- In partnership with the Chief Finance Officer and Executive Director of Partnerships participate in the preparation of the annual budget and other necessary financial requirements, i.e. delivery of complex cost improvements programmes.

SERVICE IMPROVEMENT

- Responsibility for enabling the delivery of operational service improvement in partnership with staff, service users and external partners that delivers improvement in service quality and user experience.
- Support the development of robust multi-disciplinary leadership teams in directorates that enable clinical leadership to drive service improvement.
- Support and drive the implementation and utilisation of Quality Improvement as a way of delivering sustainable improvements in quality.
- Ensure the continued development of co-production as a way of working to support operational improvement.
- In partnership with the Executive Director of Partnerships to work with ICBs and collaborative partners to develop new services and approaches that improve access and outcomes for the populations the Trust serves.
- To have oversight of all tenders for business and other opportunities relating to operational service directorates.
- Develop and systematically review relevant policies and procedures, ensuring there is particular focus on the quality of practice and management at service level.



DEVELOPMENT AND DELIVERY OF PARTNERSHIP WORKING

- Support and drive the development of partnership working with neighbouring provider organisations, collaboratives and ICBs.
- Disseminate best practice, and encourage a culture which promotes clinical audit, learning and research to support the continuous improvement of services, working with appropriate clinical leaders to understand fully the clinical and qualitative implications of service and strategic plans, agreements and technological or therapeutic advances.
- Ensure that NELFT's approach is rooted in strong and effective relationships at Place and ICS level that are based on improving service quality and the health of the local population.
- In partnership with the Chief Nurse and Executive Medical Director, work in co-production with service users and staff to design, deliver and improve services and care pathways that are of high quality.
- Ensure that the Trust responds to patient feedback in a structured way that promotes continuous improvement.
- Ensure there are close links between the wider aspects of patient/carer/advocate participation, and the complaints management processes within the Trust.

LEADERSHIP AND MANAGEMENT

- As part of the EMT, provide vision and consistent leadership to ensure that the Trust pursues and maintains a relevant and clinically coherent strategic direction.
- Lead and directly line manage the Integrated Care Directors and Partnership Directors, EPPR team and Executive Assistant, recognising that structures may change from time to time.
- Establish, embed and deliver a high performance, professional, customer and delivery focused culture with clear goals within all of the portfolio's teams.

- Build a high performing team from a broad range of professionals to deliver results against a background of significant change and transformation.
- Work in close collaboration with the Chief Nurse and Executive Medical Director to ensure the continued development of strong multi-disciplinary leadership across all the Trust directorates that supports and enables local clinical leadership and improvement in all the areas that the Trust serves.
- Support the development of an organisational culture of just, compassionate and collective leadership through personal role modelling and development of the same for all leaders within the portfolio.
- Ensure personal accountability through operating a clear system of appraisal, supervision and support, ensuring that key success factors are understood and delivered.
- Ensure ongoing improvement in employee satisfaction, engagement and morale for staff within the portfolio.
- Pro-actively support the promotion of a positive approach to diversity, equality, inclusion and human rights across the professional groups within the post's remit, working to eliminate discrimination and disadvantage in service delivery and employment particularly in relation to ethnicity as well as other protected characteristics.
- Act as a role model, demonstrating the core principles of protecting human rights, treating people with dignity, fairness, equality, respect and autonomy and embedding these principles within the teams in the COO's remit, and more widely across the Trust.
- Ensure that personal conduct towards colleagues is open and honest, dealing with differences in opinion in ways which avoid offence and challenging discrimination, inequality and unfair treatment wherever this is evident.



- Create a diverse and representative leadership within the professions in the COO's remit, which reflects the communities the Trust serves, actively promoting internal development and promotion and external recruitment of disadvantaged groups where they are under-represented through the use of positive action and other measures.
- Strengthen the capabilities of leaders, managers and staff, ensuring effective succession planning is in place and empowering staff to develop knowledge, skills and competencies relevant to their roles.
- Ensure that the budgets for the portfolio's services and functions are appropriately managed, ensuring all financial targets and other requirements of the Trust's standing financial instructions are met.

CORPORATE RESPONSIBILITIES OF ALL EXECUTIVE DIRECTORS

- Lead the development of a culture and practice matrix working across the organisation, actively contributing to breaking down silos and the building of constructive relationships and structures to deliver integrated, cohesive services to patients and service users.
- Work as part of the EMT and Trust Board to develop corporate strategy and contribute and participate in all corporate decision-making including finance and workforce issues.
- Work with Governors to support the Trust's focus on local community and staff priorities, and how the organisation's culture can continue to address these.
- Contribute as a member of the EMT to the corporate leadership of equality, diversity and inclusion and the development of a just and fair culture across the Trust, taking responsibility for actively challenging and addressing discrimination and working with staff and patient representative groups, trade unions and others in the development and implementation of Trust strategies and plans.

- Act as an ambassador for the Trust at all times and to promote the Trust's philosophy and objectives whenever appropriate while participating in the promotion of efficient and effective public relations between the Trust and all users of its services and those in the wider health economy.
- Actively lead, develop and maintain system-wide partnerships and collaborations with other service partners/stakeholders to identify integrated service improvements, deliver joint solutions and support sustainable large-scale complex change.
- Perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.
- All executive directors are expected to deputise for the Chief Executive as required and at his/her discretion.
- Work across portfolios at the discretion of the Chief Executive as required and perform any other duties that may be required from time to time.

ON-CALL

Participation in EMT on-call rota and emergency plans as required.



GENERAL

Please note that this job description is not exhaustive. The post holder may have specific skills which mean that they may work outside of the competency boundaries for this role and the post holder may be required to take on additional responsibilities as agreed with the Chief Executive.

FIT AND PROPER PERSON REQUIREMENT

It is a requirement of your post that you are a fit and proper person as defined by Regulation 5 of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 to hold a Board level appointment within the Trust. You understand that there is an ongoing duty to advise the Trust immediately if you become aware of any facts or circumstances which mean you are no longer a fit and proper person to hold the position you hold. In the event you may not be a fit and proper person, the Trust may terminate your appointment.

QUALITY IMPROVEMENT

Support the creation of an environment in which excellence, innovation and quality improvement can flourish to meet the service challenges. Manage in a sustainable culture that supports “bottom up” engagement in decision making and a drive for continuous improvement to deliver high quality and safe, best care.

HEALTH & SAFETY

Employees must be aware of the responsibilities placed upon them under the Health & Safety at Work Act (1974) and subsequently published regulations to ensure that the Trust's Health and Safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

INFECTION CONTROL

Each staff member has a duty to take personal responsibility for the prevention and control of infection, in accordance with Trust Infection Prevention and Control Policies, which reflect the statutory requirements of the Health Act 2006 – Code of Practice for the Prevention and Control of Healthcare Associated Infection. They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs.

RISK MANAGEMENT

You will be responsible for adopting the Risk Management Culture and ensuring that you identify and assess all risks to your systems, processes and environment and report such risks for inclusion within the Trust Risk Register. You will also attend mandatory and statutory training, report all incidents/accidents including near misses and report unsafe occurrences as laid down within the Trust Incidents.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

The Trust is committed to safeguarding and promoting the welfare of children and adults and to protect them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults and families in their care. Staff are required to comply with Trust policies on safeguarding.



STANDARDS OF BUSINESS CONDUCT & CONFLICT OF INTEREST

The NHS Code of Conduct and Standards of Business conduct for NHS Staff require all employees to declare all situations where they or a close relative or associate has a controlling interest in a business [such as a private company, public organisation or other NHS or voluntary organisation] or in any activity which may compete for any NHS contracts to supply goods or services to the Trust.

All such interests must be declared in the Trust's register of interests either on appointment or when such interests are gained. As an employee you are required to make yourself aware of and adhere to the Trust's governance policies, such as Standing Orders and Standing Financial Instructions.



SUSTAINABILITY

All staff have a responsibility for delivering high quality healthcare in a low carbon environment, where energy is used wisely and not wasted. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling where possible, switching off lights, computers, monitors and equipment when not in use, minimising water usage and reporting faults promptly.

SMOKING POLICY

It is the Trust's policy to promote health. Smoking, therefore, is actively discouraged. It is illegal within the Trust buildings and vehicles.

CODES OF CONDUCT

The Trust requires the highest standards of personal and professional conduct from all of its employees. All employees must comply with the Code of Professional Conduct appropriate to their professional governing body.

As an NHS employee, you are required to observe the following principles:

- Make the care and safety of patients my first concern and act to protect them from risk.
- Respect the public, patients, relatives, carers, NHS staff and partners in other agencies.
- Be honest and act with integrity.
- Accept responsibility for my own work and the proper performance of the people I manage.
- Show my commitment to working as a team member of working with all my colleagues in the NHS and the wider community.
- Take responsibility for my own and continuous learning and development.



DATA PROTECTION

Personal data is protected under the Data Protection Act (1999) and the post holder will ensure that it is securely held and that the requirements of the Act are followed. It is the responsibility of all staff whose jobs requires them to record information in Trust computer systems (e.g. RIO and ESR) to ensure that the data entered into these systems is of high data quality and that information is recorded correctly and in a timely manner. Failure to adhere to this requirement could be considered a disciplinary matter.

INFORMATION SECURITY AND CONFIDENTIALITY

All employees are required to observe the strictest confidence with regard to any patient/client information that they may have access to, or accidentally gain knowledge of, in the course of their duties.

All employees are required to observe the strictest confidence regarding any information relating to the work of the Trust and its employees. You are required not to disclose any confidential information either during or after your employment with the Trust, other than in accordance with the relevant professional codes.

All person identifiable information must be held in the strictest confidence and should be disclosed only to authorised people in accordance with NHS Confidentiality Guidelines [Caldicott] and the Data Protection Act 1998 unless explicit written consent has been given by the person identified, or where information sharing protocols exist. Failure to comply with these regulations whilst in the employment of the Trust could result in action being taken under the Trust Disciplinary Policy and Procedure.

EQUALITY AND DIVERSITY

The Trust is committed to the implementation of the Equality and Diversity at Workplace policy which ensures equal opportunities for all. We are also committed to embracing diversity and eliminating discrimination in both our role as an employer and as a provider of services. We aim to create

a culture that respects and values each other's differences, promotes dignity, equality and diversity and encourages individuals to develop and maximise their potential. The Trust will ensure that it provides equal and fairness for all, and not to discriminate on the grounds of gender, marital status, race/ethnicity, disability, sexual orientation, religion, transgender or gender reassignment status, age, marriage or civil partnership/same sex marriage, and because of pregnancy or maternity/paternity leave. All staff are required to observe this policy in their behaviour to employees and patients/service users.

SUPERVISION AND APPRAISAL

Depending on job grade and role, each individual should receive (and provide) supervision in accordance with Trust policy

Each individual should expect to undertake at least an annual appraisal, at which personal performance and contributions will be evaluated against agreed objectives and performance indicators. Colleagues undertaking a leadership role should ensure that all staff within their scope are appraised and the event appropriately recorded within agreed systems and processes. In both cases, appraisals should lead to the agreement of personal development plans, which will support colleagues to acquire and consolidate skills and knowledge.

REVIEW OF THIS JOB DESCRIPTION

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

OTHER DUTIES

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.



PERSON SPECIFICATION

AM = Assessment Method: AF = Application Form; I = Interview; A = Application

ESSENTIAL REQUIREMENTS	AM
DEMONSTRATION OF TRUST VALUES	
<ul style="list-style-type: none"> ● Putting people first ● Prioritising quality ● Being progressive, innovative and continually improving ● Being professional and honest ● Promoting what is possible, independence, opportunity and choice 	<p>AF//A</p> <p>AF//A</p> <p>AF//A</p> <p>AF//A</p> <p>AF//A</p>
QUALIFICATIONS	
<ul style="list-style-type: none"> ● Educated to Master’s level in relevant public sector leadership domain, or substantial relevant work experience ● First degree in relevant sector leadership or clinical profession, or substantial work-related experience 	<p>AF/I</p> <p>AF/I</p>
EXPERIENCE	
<ul style="list-style-type: none"> ● Experience of working at Board or senior level within a healthcare delivery setting ● Track record which demonstrates major achievement through innovation and strong, sensitive leadership ● Extensive experience of working in an organisation with responsibility for the provision of mental health services ● Evidence of successful transformation of change in mental health and community health services and the development of integrated care across system boundaries ● Experience of managing major organisational change, particularly in a multi-disciplinary, multi-agency setting ● Sound financial understanding and experience of the financial regime required to run a large, complex organisation ● Experience of leading the operational delivery of services against challenging key performance indicators and timescales ● Experience of promoting and embedding a compassionate, fair and just culture of diversity, equality, inclusion and human rights ● Experience of developing a diverse leadership and management body reflecting the communities serviced by the Trust ● Experience of working with clinicians to develop a shared vision of services and standards of service delivery ● Experience of joint working with other statutory and voluntary organisations ● Experience of successful partnership working with commercial organisations 	<p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF//A</p> <p>AF//A</p> <p>AF//A</p> <p>AF//A</p> <p>AF//A</p> <p>AF//A</p> <p>I/A</p> <p>AF//A</p> <p>I/A</p>



ESSENTIAL REQUIREMENTS	AM
KNOWLEDGE	
<ul style="list-style-type: none"> Expert knowledge in all areas required by the role of the Chief Operating Officer Expert knowledge of the regulatory environment in the NHS and in the interpretation of legislative, regulatory and policy requirements Understanding of the needs of clients and able to deal tactfully and sensitively with their concerns Clear understanding of the statutory and legal framework within which community health and mental health care operates An in-depth understanding of the NHS, its infrastructure including proposals for the future direction of the NHS 	<p>I/A</p> <p>I/A</p> <p>I/A</p> <p>I/A</p> <p>AF/I/A</p>
SKILLS	
<ul style="list-style-type: none"> Expert understanding of key issues relating to integrated healthcare Excellent verbal and written communication skills in a customer-focussed environment Strong analytical and critical reasoning skills Negotiating and influencing skills of the highest order Innovative and responsive to change Ability to operate with a high degree of strategic and political awareness Very strong interpersonal skills with clinicians, managers, staff, professionals from other organisations, patients, relatives and users of Trust services and of taking their views into account Competent in use of IT systems, including substantial working knowledge of Microsoft Office suite – database and spreadsheets 	<p>I/A</p> <p>I/A</p> <p>I/A</p> <p>I/A</p> <p>AF/I/A</p> <p>AF/I/A</p> <p>AF/I/A</p> <p>I/A</p>
OTHER	
<ul style="list-style-type: none"> The leadership qualities of an executive director, which will be particularly important for the organisational context and change agenda within the NHS Leadership Qualities framework, are: <ul style="list-style-type: none"> DELIVERING THE SERVICE <ul style="list-style-type: none"> Holding to account Leading change through people Effective and strategic influencing SETTING DIRECTION <ul style="list-style-type: none"> Broad scanning Intellectual flexibility Drive for results Further details of the NHS Leadership Qualities Framework can be found here 	<p>AF/I/A</p>



HOW TO APPLY

The closing date for applications is **TBC**.

Applications should include:

- A covering letter – of no more than two pages – explaining why the appointment interests you, how you meet the appointment criteria and what you specifically would bring to the post.
- A Curriculum Vitae (CV) with education and professional qualifications and full employment history. Please include daytime and evening telephone contact numbers and email addresses. The CV should include names and contact details of three referees. References will not be taken without your permission.
- A completed **Diversity Monitoring Form** and **Fit and Proper Person Monitoring Form**. Please note that the information you provide will be treated as confidential, and is for monitoring purposes only. It will not form part of the application process.

All applications should be sent to: applications@hunter-healthcare.com. All applications will be acknowledged.

If you would like to have an initial conversation, please contact our recruitment partners, Matt Simpson at Hunter Healthcare on 07739 649791 or by email at msimpson@hunter-healthcare.com.

KEY DATES:

APPLICATION DEADLINE	TBC
LOGLISTING	TBC
SHORTLISTING	TBC
STAKEHOLDER SESSIONS AND INTERVIEW	TBC





Hunter Healthcare
T: 020 7935 4570
E: enquiries@hunter-healthcare.com



HUNTER
Executive talent for the healthcare sector

