



The Royal
Orthopaedic Hospital
NHS Foundation Trust

LESS PAIN

MORE INDEPENDENCE

LIFE-CHANGING CARE

Chief Executive Officer Candidate Recruitment Pack



Foreword from the Chair

Thank you for your interest in becoming the Royal Orthopaedic Hospital NHS Foundation Trust's next Chief Executive.

This is an exciting and challenging time to join the ROH as we enter the new era of significant change in the NHS.

With a backdrop of over 200 years since its establishment, the Royal Orthopaedic Hospital has a rich and proud heritage and strong reputation for delivery of excellent and innovative care across a range of surgical and non-surgical orthopaedic and musculoskeletal (MSK) services.

We are a strongly values-driven organisation, with a clear focus on delivering our six strategic objectives to help us achieve our vision of 'Less Pain. More Independence. Life Changing Care' so all have access to the highest quality of care, enabling more people to remain well and independent throughout their lives.

We are pleased that our Trust colleagues tell us that the ROH is great place to work in each year's NHS National Staff Survey and we are equally proud of the outstanding care we provide, as demonstrated by our National Inpatient Survey results and the Care Quality Commission rating of 'Good' overall and 'Good' across all domains of the CQC's assessment framework.

We are recognised to be an organisation that is committed to building strong external partnerships, exemplified by our role with system providers and a range of stakeholders nationally and internationally.

We are very much a learning organisation with a culture that embraces feedback and encourages our staff to feel empowered to think about and make change and improvement happen.

We are committed to embedding equality and diversity as one of our signature strengths and creating an environment where staff don't just work for the hospital, but thrive and develop during their time with us.

Looking to the future, the focus for the organisation is clear and ambitious. The Trust will continue to offer the highest quality of treatment, exceptional patient experience and the first-rate levels of staff experience, while embracing what will be an exciting but nonetheless, challenging era for the NHS as the national focus on the fundamentals of patient care change and adapt to the national context and public need. The organisation will need to operate with leanness and as productively as possible, while driving forward innovation at pace.

We are looking for a new Chief Executive who shares our ambition for both our Trust and for the system as a whole. We are looking for someone who is values-driven, who will embrace our positive empowering culture.

Proven experience of success in a NHS Chief Executive role is important as we are seeking someone who will drive and implement our vision and strategy, and who can develop, implement and embrace change and innovation, who can deliver financial stability and oversee the work needed to make the Trust as productive and efficient as possible.

Our Chief Executive needs to provide stability to the Trust during change, as we deliver against the 10-year NHS Health Plan and implement the triple shift of treatment to prevention, hospital to community, and analogue to digital.

We need someone who will lead our organisation with presence and who has the emotional intelligence and bravery to look outwards and play a big part in developing our system and the wider NHS.

We are a well-respected Trust and want someone who understands the bigger picture and will ensure that we are integral in building a strong system, providing better care to ensure we deliver for our communities.

I hope this role captures your imagination and we look forward to receiving your application.



Simon Page, Chair
Royal Orthopaedic Hospital NHS Foundation Trust

About us

Welcome

The Royal Orthopaedic Hospital NHS Foundation Trust (ROH) is one of the UK's specialist orthopaedic centres, delivering expert care for a range of musculoskeletal (MSK) conditions. Based in Northfield, Birmingham, we serve people across the region and beyond.

The story of The Royal Orthopaedic Hospital has unfolded over 200 years. It's an amazing story of care, compassion and innovation. People are at the heart of our story. Our hospital was established to meet the needs of local people - to reduce their pain and restore their independence. That legacy still drives us today. While the care we deliver now is incredibly sophisticated, we are still motivated by helping local people to live healthy and active lives

Our services

- Arthroplasty
- Arthroscopy
- Anaesthetics
- Spinal Services
- Orthopaedic Oncology
- Physiotherapy
- Occupational Therapy
- Hydrotherapy
- Advanced Imaging
- Orthotics
- Outpatients
- Pain Management
- Royal Orthopaedic Community Scheme (ROCS)
- Woodlands Suite Private Care Unit

Our mission, vision and values

Our mission

We will deliver compassionate, patient-centred care that empowers people to regain their mobility, independence, and quality of life. Through efficiency, expertise, innovation and collaboration we will tackle health inequality and improve access to life-changing care.

Our vision

LESS PAIN

MORE INDEPENDENCE

LIFE-CHANGING CARE

Our values

RESPECT **COMPASSION**
EXCELLENCE **PRIDE**
OPENNESS **INNOVATION**

Our strategy on a page

STRATEGIC AMBITION

LESS PAIN

MORE INDEPENDENCE

LIFE-CHANGING CARE

OUR MISSION

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STRATEGIC OBJECTIVES

CARE

By 2028, we will maintain outstanding, high-quality care across all services and improve access, experience and outcomes for our patients.

EXPERTISE

By 2028, we will have increased our influence as the leading centre for orthopaedic surgery and MSK care through our cutting-edge research and MSK Academy.

PEOPLE

By 2028, we will be rated in the top 5% of Trusts to work for by our people in the NHS Staff Survey, recognising our commitment towards inclusivity and wellbeing for all.

COMMUNITY

By 2028, we will be leaders in MSK Prevention across our communities, improving access to our services and increasing the provision of MSK expertise at locality level.

SUSTAINABILITY

By 2028, the ROH will be financially sustainable, having increased the number of people we treat through continuously improving our processes, standardising pathways and improving productivity.

COLLABORATION

By 2028, we will have transformed MSK and orthopaedic services for our patient population through our strategic partnerships across healthcare, third sector, industry, research and academia.

DELIVERY PHASES

RESET AND TRANSFORM

Focus on how we work, making systems and processes better, and making sure everyone is clear on their role so that we are stable now and can grow in the future.

SUSTAINING AND INNOVATING

Grow our services, help more patients, and develop new services to support our long-term success.

GROWING AND INFLUENCING

Continue to grow, offer our services in new markets, and strengthen our orthopaedic leadership so we can support community MSK health.

IMPORTANT ENABLERS

Embracing continuous improvement

Focussing on and delivering our business plans and strategies

Developing robust performance management and accountability

Delivering excellent value and making cost improvements

WHAT WILL WE ACHIEVE IF WE DELIVER THIS STRATEGY?



ACHIEVING OUR STRATEGY WILL BE POSITIVE FOR PATIENTS, OUR COMMUNITY AND OUR TEAM!

- ✓ We will grow and treat more people
- ✓ We will contribute to reducing health inequality
- ✓ We will improve access to care for our community
- ✓ We will be rated among the best hospitals to work for
- ✓ We will be rated 'outstanding overall' by the CQC
- ✓ We will be an efficient and sustainable organisation
- ✓ We will be a world-recognised leader in orthopaedics
- ✓ We will be in productive partnerships that benefit patients

FIND OUT MORE.
SCAN THE QR
CODE



About us

The Royal Orthopaedic Hospital NHS Foundation Trust (ROH) is one of the UK's specialist orthopaedic centres, delivering expert care for a range of musculoskeletal (MSK) conditions. Based in Northfield, Birmingham, we serve people across the region and beyond.

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Some of our highlights

- The ROH is one of the largest specialist orthopaedic units in Europe, offering planned orthopaedic surgery to people locally, nationally, and internationally.
- The ROH was named a GIRFT Elective Surgical hub for Orthopaedics in September 2023.
- We undertook 14.5k inpatient procedures in 2024-2025
- We undertook 24.1k consultant-led outpatient appointments in 2024-2025
- Our site has 14 theatres, and 5 wards (including one private ward, The Woodlands Suite)
- Our core departments include Admissions unit, pre-operative assessment centre, high dependency unit
- Our pioneering 'Jointcare' pathway for hip and knee replacements focusses on wellness and peer support
- We are a Major Revision Centre
- The ROH is in the top three providers for Hip and Knee replacements, according to data at the National Joint Registry
- We are a leader in robotic technology and have undertaken over 750 robotic-assisted joint with the Mako® robot
- We lead the MSK transformation programme in Birmingham and Solihull ICS
- We are system lead for GetUBetter app – shortlisted at NOA 2025 awards and HSJ digital 2025 awards for this work

- A teaching hospital supporting 400 nurses / AHPs, 600 medical students a year.
- CQC rated 'Good'
- National Joint registry Data Quality Awards 2024 – Gold Award
- Accredited Veteran Aware organisation
- Disability Confident Leader
- 8th in the 2024 UK Inclusive Top 50 Employers list: the Royal Orthopaedic Hospital is the highest-ranking NHS organisation for its commitment to diversity and inclusion

Our Research

The Royal Orthopaedic Hospital has a vibrant research portfolio of clinical trials, observational studies and laboratory studies exploring new treatment options, new approaches in rehabilitation and therapy, and new medical devices. This research is delivered by our researchers and clinicians spread across the Knowledge Hub, our home for education and research, and the Dubrowsky Regenerative Medicine Laboratory, a state-of-the-art, purpose built lab opened in 2019.

Our Culture

We're proud of our culture and how it feels to work in our Trust, and be a patient in our hospital. Our culture is values-based. We are passionate about building and sustaining an environment where people feel safe and supported. We're big believers in authenticity, we celebrate diversity and we are inclusive.

Staff networks are an incredibly important part of the culture at ROH and play a key role in building and sustaining an inclusive and wellbeing focussed culture.

We believe in openness and transparency. Our culture is designed to listen and learn. Everyone has a voice and should feel comfortable to use it.

We're big on celebrating success and recognising contribution. Working in healthcare isn't easy. That's why it's so important to recognise our amazing team. At the ROH we celebrate our people.

About the role

Purpose of the Role

The Chief Executive Officer (CEO) of the Royal Orthopaedic Hospital plays a pivotal leadership role, responsible for the overall management, performance, and strategic direction of the Trust. As the most senior executive leader, the CEO leads the Executive Team and works closely with the Board of Directors and the Council of Governors to deliver safe, high-quality care and improve outcomes for patients, staff, and the wider community.

The CEO is accountable for the delivery of the Trust's strategic objectives, operational performance, and financial sustainability, ensuring alignment with national NHS priorities and local population needs. The CEO will lead a culture of continuous improvement, patient-centred care, inclusivity, and innovation, while maintaining a focus on governance, risk management, and regulatory compliance.

Main Duties and Responsibilities

- Provide inspirational, visible leadership across the Trust, modelling NHS values and championing a culture of respect, inclusion, and excellence.
- Develop and deliver the Trust's strategic vision in partnership with the Board of Directors, clinical leaders, staff, and external stakeholders.
- Ensure the effective day-to-day running of the Trust, including the delivery of high-quality care, achievement of performance standards, and robust financial stewardship.
- Lead the Executive Team and work in partnership with the Chair and Non-Executive Directors to ensure effective governance, board dynamics, and decision-making.
- Drive innovation, transformation, and workforce development to support sustainable services and high staff engagement.
- Act as the Accountable Officer, ensuring the Trust meets all regulatory, legal, and statutory requirements, including those from NHS England, the Care Quality Commission, and commissioners.
- Strengthen relationships with the Council of Governors, ensuring they are appropriately engaged and informed to fulfil their statutory duties.
- Build effective partnerships across the local Integrated Care System, with NHS providers, local authorities, and other partners to improve population health and reduce health inequalities.
- Promote an open, transparent culture where staff feel empowered to raise concerns and speak up without fear, ensuring alignment with Freedom to Speak Up principles.
- Serve as an ambassador for the Trust, representing its interests and enhancing its reputation regionally and nationally.
- Foster succession planning and leadership development to build internal capacity and secure the Trust's long-term leadership pipeline.
- Lead the Trust's digital transformation agenda, ensuring technology is embedded in clinical care, patient experience, and operational efficiency.
- Champion a population health approach, addressing the social determinants of health and reducing health inequalities through proactive partnership working.
- Ensure compliance with statutory duties around Emergency Preparedness, Resilience and Response (EPRR), and lead the Trust's response to major incidents.
- Champion the Trust's contribution to the NHS Net Zero goals by embedding environmental sustainability into service design and delivery.

Standards, Commitments and Behaviours

As CEO, you will embody the highest standards of ethical leadership and operational integrity. By living our values, you will help ensure the Trust delivers more than just a quality patient experience. This means:

- Treating everyone with respect, courtesy, and kindness
- Ensuring timely, responsive care for patients
- Communicating clearly and listening actively
- Involving staff at all levels in shaping services and decisions
- Maintaining a safe, clean, and supportive environment for patients and staff
- You will be expected to adhere to the Nolan Principles of public life: selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

Fit and Proper Person Test Framework

The successful candidate must meet the requirements of the NHS England Fit and Proper Person Test Framework for board members, including a self-declaration of compliance. This must be upheld on an ongoing basis. Additionally, the Trust's Constitution outlines disqualification criteria that may affect eligibility for appointment or continuation in post.

Key Working Relationships

- Trust Chair
- Executive Directors
- Non-Executive Directors
- Council of Governors
- Clinical and Operational Leaders
- Corporate Services Managers
- Local and regional partners within the Integrated Care System

Your application

Speaking with us before you apply

Candidates are encouraged to contact us for a conversation before submitting an application. You may contact Simon Page, Trust Chair. To arrange this, please contact Claire Kettle, Personal Assistant to the Chair, Chief Executive & Executive Director of Governance:

claire.kettle@nhs.net
0121 685 4006

What should be included in your application

Applications must consist of the following documents:

- One-page cover letter
- A full Curriculum Vitae (CV) detailing career and achievements,
- A Supporting Statement (of maximum two pages in length) which articulates how you meet the requirements detailed in the advertisement, role description and person specification.
- A completed Equal Opportunities Form

In addition, please ensure you include the following information;

- Daytime, evening and/or mobile telephone numbers as well as your personal email address (to be used with discretion)
- Contact details (to include name, job title, email address and telephone number) for two referees. Referees should be people who can comment authoritatively on you as a person and as an employee and must include your current or most recent employer or his/her authorised representative.

Confidential references may be taken up before the interview, but we will refer back to you for confirmation that referees may be approached before any contact is made with them.

- Confirmation of your availability for interview in mid-April 2025

Where to send applications

Applications must be emailed directly to our Executive Director of Governance, Simon Grainger-Lloyd:
s.grainger-lloyd@nhs.net

Applications MUST NOT be made via the TRAC portal. If you need clarification, please contact Simon.

Application timeline

- Application open: Monday 28 July
- Application close: Friday 8 August (at midnight)

Interview date

- Wednesday 20 August (time TBC)

Candidate selection

Once the closing date for applications has passed, applications will be evaluated by a selection panel. Candidates will be selected for interview based on how closely they demonstrate their skills and experience as detailed in the job description, person specification and advertisement.

Should you require any reasonable adjustment for the interview please include these details with your application.

roh.nhs.uk



JOB DESCRIPTION

Job Title: Chief Executive Officer

Responsible to: Chair

Accountable to: Chair and to the Trust Board and Council of Governors in discharging role

Job Purpose

- To promote and champion the Trust as a leading exemplar NHS organisation within the local System, nationally and internationally.
- To lead the Trust, providing vision and strategic direction, which supports and promotes the Royal Orthopaedic Hospital as a world class centre of orthopaedic excellence and innovation, while fostering close collaboration with NHS partners within the local Integrated Care System and the providers within the National Orthopaedic Alliance.
- To be accountable for the performance of the Trust to the Trust Board, Council of Governors, patients, public and regulators.
- To be responsible for and ensure the Trust delivers the highest quality of care and services within the resources available, ensuring that the Trust maintains a keen focus on operating in a productive, efficient and effective manner.
- To ensure that the Trust provides an environment where staff thrive and feel supported, included and psychologically safe.
- To engage and collaborate with key partners and champion the leadership of orthopaedic and MSK services for the System.
- To be the Accountable Officer for the Trust to all regulatory organisations and other bodies with responsibility for oversight of Trust performance.

Main Duties and Responsibilities

Strategy and Leadership

- Develop the Trust's culture, strategy and objectives, having regard to the responsibilities to patients, governors/members, employees, commissioners, regulators and other stakeholders and also our constitutional obligations
- With the Chair, develop and promote within the Board and across the Trust, a shared vision of the purpose and values of the Trust to ensure that the needs of patients are paramount, whilst operating within available resources and delivering world class care and outcomes.
- Together with the Chair, provide cohesive leadership of the Trust, including representing the organisation to patients, members, suppliers, government, fellow NHS bodies, regulators, the media and wider stakeholders
- Lead and direct the Trust in accordance with its vision, values, strategic objectives, policies and procedures as determined by the Board and ensure that all activities are directed towards the achievement of these.
- Lead the strategic agenda and development of commercial acumen, partnership working and a collaborative approach that provides business and financial & clinical sustainability.
- Position and lead the Trust in aligning its work and organisational strategy to meet the requirements of the government's 10 Year Health Plan, including identifying opportunities arising from this that may be beneficial for the Trust.

Patients

- Ensure the Trust delivers high quality patient care and achieves the quality standards within contracts, relevant compliance frameworks and regulatory standards.
- Ensure that arrangements are in place so that services provided by the Trust are consistently delivered to a standard of excellence.
- Promote the involvement of patients in the design and development of clinical services and the strategic direction.
- Ensure that robust arrangements are in place to capture the voice of the patient and that where the required standards of care have not been met that lessons are learned and the public is assured that their feedback has created improvement.

- Ensure that the Trust is actively involved in the System-wide work to address Health Inequalities within the local community and to take a leadership role from an MSK perspective.
- Ensure that there are clear and ambitious plans for the development of digital capability to enhance the systems and processes to treat patients as efficiently as possible
- Ensure arrangements are in place to provide high standards of patient safety, including incident reporting, investigation and lessons learned.

Finance and Performance

- Create a focus on ensuring that the Trust operates as efficiently and productivity as possible and that a culture is fostered of continuous improvement and elimination of waste.
- Place an emphasis on sound financial and resource management, fostering a culture where this is the norm and staff feel that they have the support and permission to act to achieve a healthy financial position.
- Ensure key performance standards and measures, including those relating to performance, quality, service, care, audit, workforce, financial and budget, are identified, monitored and reported appropriately, both internally and externally
- Ensure all statutory financial obligations are met and that good practice is maintained.
- Ensure that there is compliance with regulatory operational targets, driving improved performance and a culture of addressing shortfalls quickly where needed.

People, Change Management and Improvement

- Promote a positive culture of engagement with and proactive approach to continuous improvement, where colleagues understand that they have permission to make a difference and are recognised for their contribution.
- To encourage a culture where learning and best practice is sought from other exemplar NHS counterparts and from the wider private and commercial marketplace.
- To champion and role model the equality, diversity and inclusion agenda across the Trust.

- To provide strong, personal, compassionate and visible leadership.
- Lead and develop a cohesive and high performing Executive Team to provide visible and credible leadership to the organisation, setting clear objectives for them in line with the strategic direction of the Trust.
- Ensure that any major change is managed effectively to deliver organisational benefits, whilst minimising any adverse impact on staff and service users and carers.
- Promote effective working relationships and effective communication channels with staff and their recognised representatives and ensure that staff are motivated, developed, supported, respected and treated with dignity.

Governance and Compliance

- Ensure that the Chair, Trust Board and Council of Governors receive high quality support and advice on corporate governance matters, so the Trust conducts its business in an appropriate manner and in line with statutory and regulatory requirements.
- Ensure robust systems of control and limits of delegation are fit for the purpose and provide the Trust Board with regular assurance on their effectiveness.
- Ensure robust and effective performance management systems to ensure the Trust Board, Executive Team and managers understand, receive feedback on and work to achieve all key performance indicators in line with regulatory and Foundation Trust requirements and delivering excellent patient care.
- Ensure that health and safety policies and procedures reflect current best practice and are discharged effectively by all staff.
- Ensure continued compliance with the requirements of the Care Quality Commission, NHS England/DHSC and the Trust's Commissioners.
- Ensure that the Trust complies with the requirements of the Fit and Proper Persons Regulations
- Ensure that the Trust operates in line with its FT Provider Licence and that routine reporting to confirm this is in place

Risk Management

- Ensure effective identification and management of strategic risks and that effective systems are in place for identification, reporting and management of all risks, incidents and hazards.

Communication, Relationships and Partnership Working

- Raise the profile of the organisation nationally and internationally, promoting the capability and track record of the organisation from an innovation, education and research perspective.
- Review and evaluate present and future opportunities, threats and risks in the external environment and current and future internal strengths, weaknesses and risks to the Trust.
- Promote effective partnerships and joint working with NHS England/DHSC, Care Quality Commission, Councils, Commissioners, GP federations, the ICB and other key local and national stakeholders and bodies so that the Trust's strategic objectives are understood and achieved.
- Develop effective working relationships with other Orthopaedic care providers, sharing best practice, benchmarking information and pursuing opportunities for beneficial collaboration.
- Develop, maintain and promote a strong sense of accountability to stakeholders throughout the Trust in line with the NHS and Public Sector Codes of Conduct.
- Promote and pay particular attention to the development of effective employee relations to ensure there are productive dialogue and working relationships with recognised Trade Unions, professional bodies and staff representatives.
- Promote public understanding of the Trust's vision, values, objectives, policies and services.

Other Responsibilities

This is not an exhaustive list of duties and a regular review will take place with the post holder as part of their ongoing development and performance management.

General Terms and Conditions of Appointment

NHS Code of Conduct for Managers

The post holder will at all times act in accordance with the NHS Code of Conduct for Managers.

No smoking

The Trust has a No Smoking policy. All Trust premises are considered as non-smoking zones.

Rehabilitation of Offenders

Due to the nature of the work for which the post holder is employed, this post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974. Therefore the post holder is not entitled to withhold information relating to convictions and cautions. Any failure to disclose such cautions or convictions may result in disciplinary action including dismissal by the Trust.

Disclosure and Barring service checks

Where this post relates to the types of work, activity, employment or profession as set out in The Exceptions Order made under the Rehabilitation of Offenders Act 1974; the post will be subject to a DBS disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.

Confidentiality

The post holder must at all times maintain complete confidentiality of the material and information they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The post holder must respect patient named confidentiality in keeping with Caldicott principles.

Data Protection

The post holder must at all times respect the confidentiality of information in line with the requirements of the General Data Protection Regulation (GDPR). This includes, if required to do so, obtaining, processing and/or using information held on a computer in a fair and lawful way, holding data only for the specified registered purposes and using or disclosing data only to authorised persons or organisations as instructed.

Policies and procedures

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy. The post holder is also expected to be aware of the Trust's Risk Management Policy, their responsibilities placed on them by the Health & Safety at Work Act (1974) and the Trust's Clinical Governance

Framework. All employees are expected to comply with all Trust Policies and Procedures.

Equality & Diversity

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion in line with national legislation and relevant Trust policies.

Safeguarding Children and Vulnerable Adults

All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice and support.

Infection Control

All employees have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with infection prevention and control mandatory training requirements specific to their role

Sustainability

It is the responsibility of all staff to minimise the Trust's environmental impact wherever possible. This will include recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel.

Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

Finance and Budget Responsibilities

A budget holder has the responsibility to keep spending within budget and to ensure that financial transactions are carried out in accordance with the Trust's detailed scheme of delegation, standing financial instruction and standing orders, which are all available on the intranet.

Ownership of Intellectual Property

From time to time during the normal course of employment you as an employee may generate IP which may have value in the delivery of better patient care. This IP can be in the form of inventions, discoveries, surgical techniques or methods, developments, processes, schemes, formulae, specifications, or any other improvements which may give rise to certain rights such as patents, trademarks, service marks, design rights, copyright, know-how, trade or business names and other similar rights (all of the foregoing being referred to as "Intellectual Property Rights").

Where such IP is created in the course of your employment or normal duties then under UK law it will generally belong to the Trust, unless agreed otherwise in writing between you and the Trust. In relation to inventions potentially subject to patent protection this applies only if the duties of your employment would normally have been expected to give rise to inventions or if the nature of your responsibilities and duties are such that you are under a special responsibility to further the interests of the Trust. It is a condition of your employment not to exploit any IP Rights without the specific approval of your line manager, who will need to obtain advice on a case by case basis. In addition, you are also required to give the Trust all reasonable assistance required by the Trust in order to give full effect to this clause.

Statutory Responsibilities

This role requires the post holder to fully co-operate with the Department of Health and Social Care, NHS England, CQC and Audit Commission when required to account for the use made of public funds, the delivery of patient care and other services. The post holder must be compliant with statutes, Trust directions, guidance and policies of the Secretary of State, including matters under Health and Safety and employment legislation.

Terms of the Appointment

- This is a permanent contract, subject to appropriate pre-employment clearances, including the fit and proper persons test.
- As an executive director with significant control of resources and accountabilities the post- holder will be subject to the requirements of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 Section 5 and in particular Schedule 4 (i.e. that they are of good character and satisfy the 'fit and proper person test' to hold an NHS Director level appointment).
- Salary to be agreed on appointment in line with national guidance.

I agree that this job description is an accurate reflection of my current role and responsibilities.

Signed:

Date:

Signed:

Date:

Postholder

Signed:

Date:

Line Manager

PERSON SPECIFICATION

Attribute	Essential	How identified
Knowledge requirements	<ul style="list-style-type: none"> • Understanding of NHS performance measures • Extensive knowledge and expertise in government policy in relation to healthcare services. 	<ul style="list-style-type: none"> • Application form • Selection process
Qualifications	<ul style="list-style-type: none"> • Masters degree or equivalent professional qualification and/or experience. • Managerial or professional knowledge acquired through degree, management qualification or equivalent experience. • Evidence of Continuous Professional Development. 	<ul style="list-style-type: none"> • Application form
Experience	<ul style="list-style-type: none"> • A successful track record of leadership and strategy development and implementation • Significant experience leading at main Board level in an NHS Trust or other organisation of similar complexity of service delivery • A reputation for delivering high quality patient-centred services and good staff engagement through strongly held values and ethics based around passion, integrity and excellence • Proven operational ability with the appetite for driving operational excellence and efficiency. You will have an established track record of improving organisational capability and service development • Experience of 	<ul style="list-style-type: none"> • Application form • Selection process

Attribute	Essential	How identified
	<p>developing, driving and implementing effective strategies to meet changing market and organisational needs</p> <ul style="list-style-type: none"> • Experience of dealing with a range of highly complex issues within a political or demanding stakeholder environment • Experience of leading organisation wide change and transformation. • Experience of driving financial improvement and sustainability. • Proven ability to articulate and embed a vision for the organisation and embedding change in culture. • Experience of working through influence with a complex range of stakeholders and of developing strong, collaborative and productive working relationships with other partner organisations • Chairing strategic internal and external meetings with the ability to negotiate and influence with impact verbally and/or in writing • Proven commitment to equality of opportunity in employment and service provision • Extensive experience of building and developing strong, high performing teams • Demonstrated resilience in difficult economic or political environments. 	

Attribute	Essential	How identified
	<ul style="list-style-type: none"> • Experience of leading a specialist NHS organisation is desirable but not essential 	
Skills	<ul style="list-style-type: none"> • Ability to lead an organisation with a multi-million pound turnover that is complex and diverse • Clear understanding of legal and regulatory obligations and demonstrable experience of ensuring organisation-wide governance standards, financial controls and improvement of a NHS organisation. • Business acumen and commercial awareness geared to the recognise risks and opportunities with demonstrable innovative and entrepreneurial skills • Ability to influence and provide direction to Trust Board, senior clinicians and operational managers • Recognised focus on outcomes, swift decision-making and pace of change • Ability to build effective working relationships with a diverse range of colleagues and stakeholders internal and external to the Trust • Provide inspirational leadership internally and externally across systems • Ability to scan and translate the environment in which the Trust operates • Ability to create strategy and vision • Contribute to the development of clinical governance frameworks and risk strategies 	<ul style="list-style-type: none"> • Application form • Selection process

Attribute	Essential	How identified
	<ul style="list-style-type: none"> • Proven advocate of research and innovation • Excellent communication skills with a wide range of people including service users, patients, and carers and their representatives. A confident public speaker • Evidence of constructive challenge of and successful engagement with clinicians • Well-developed political awareness; adept at handling sensitive conversations • Unafraid to hold to account, have difficult conversations and take tough action and decisions when needed 	
Personal qualities	<ul style="list-style-type: none"> • A champion and role model of the Trust's values • A compassionate and visible leader who is uncompromising when it comes to the delivery of the highest standards of quality, patient care and staff experience • Hold significant personal presence, credibility and gravitas being respected for openness, honesty, inclusivity and for putting patients first. Be a good and inspiring communicator. • Gives confidence that inspires and builds effective teams • Confident with distributed leadership and a supporter of innovation • Creative thinker, with an innovative approach to leadership and issue resolution 	<ul style="list-style-type: none"> • Application form • Selection process

Attribute	Essential	How identified
	<ul style="list-style-type: none"> • Adopts a 'high support/high challenge' approach to maximise delivery and performance • Resilient and adaptable to change and transformation • Effective communicator and influencer 	