




Better health and
wellbeing for all

Chief People Officer

Candidate briefing pack

November 2024

Welcome from the CEO

Thank you for your interest in the role of Chief People Officer at North East and North Cumbria Integrated Care Board (ICB).

There are 42 Integrated Care Boards (ICBs) across England, designed to support better co-ordination of health and care services and improve overall health and outcomes, and reduce inequalities.

Our Integrated Care System (ICS) is the largest in the country, serving a population of 3.2 million people covering areas of contrast: from high levels of deprivation, through to high levels of affluence and everything else in between.

This gives us a unique opportunity with our partners across local government, NHS community, voluntary and social enterprise, academia and industry to improve healthcare outcomes and reduce the stark health inequalities that persist across our communities.

Over the past year I've seen first-hand the passion and commitment of people across our health and care organisations who are all focused on doing the very best for our region.

We have much to be proud of thanks to the strong partnerships and collaborative working which have been built on over many years. However, we have some key challenges we continue to face as a health organisation, and we need to continue to build upon our partnerships and collaborations to enable us to meet these challenges.

Our challenge

The quality of our health and care services delivered across North East and North Cumbria is consistently rated amongst the best in the country. We have a strong track record of being at the forefront of innovation and transforming care. This role will be key in helping us to maintain this and continue to do so.

Despite this, our challenge is that the overall public health of our region is still amongst the worst in the country. Although there have been many improvements in recent years, for example the number of people dying from cancer or heart disease has decreased, fewer people are smoking and many are living longer; life expectancy remains amongst the poorest in England.

We want to change this by working together as an ICS whereby every partner organisation is fully committed to and focused on creating a common purpose and joint determination to drive improvements in health, wealth and well-being.

We have high levels of unemployment, low levels of decent housing, and significant areas of deprivation. These contribute to some of the starkest health inequalities, early death rates and highest sickness levels in England, driving much of the pressure that health and social care struggle to manage.

Our promises

We will strive to be the best performing ICB, working collectively to provide the best health and care for our communities. By working with communities, our partner organisations and our amazing health and care staff, our aim is to improve significantly health outcomes for people who live in our region. As such, we are committed to:

- **Closing the gap** – we will increase healthy life expectancy for men and women faster than the rest of the country, until the gap is gone, enabling our population to live happier, healthier lives now and in future generations.
- **Investing in people** – we will invest in people and our staff and personalise care for individuals, encouraging them to look after themselves confidently, recognising that people are experts in their own health and well-being.
- **Investing in communities** – we will invest in communities and the assets within them, working with people to help them to live healthier, happier lives.
- **Putting our population first** – we will consider the collective impact of our decisions and actions on our population and the communities in which we live, before we consider the impacts on our organisations, our professions or ourselves.
- **Focussing on life course** – We will focus our plans, our energy and our investment across the life course, supporting people to start well, live well and age well.

- **Proportionate investment** – We will deploy our plans, our energy and our investment across our communities in proportion to the needs of those communities, thereby contributing to our efforts to reduce the inequalities we find.

Our People and Culture Strategy

Our **People and Culture Strategy** aims to address the urgent challenges: to support our staff, ensure we have the skilled workforce we need for the future, and equip us for changing needs. This strategy has a clear ambition – to make the North East and North Cumbria the best place to work in health and care.

Our focus now is delivering our integrated care strategy, **Better Health and Wellbeing For All**, guided by the values agreed as ‘the North East and North Cumbria way’. Our **Joint Forward Plan** sets out how the NHS, with our partners, will deliver and support these goals.

Our integrated care system is a place where continuous improvement and learning is at the heart of all we do and the way in which we work. In September 2022 we launched a new learning and improvement community – ‘The best at getting better’ – which brings together people with a passion for improvement, innovation and change in health and care. Through learning, ideas, and good practice, and by trying new things together, we are finding solutions to the challenges we face, and help each other to make a difference to the health of people living in our region. Learn more about **Boost**.

Finally, and perhaps most importantly, we are committed to developing inclusive cultures and people practices across our health and care system. We are the first ICS to commit to Inclusive HR and candidates will need to demonstrate their personal and professional commitment to all aspects of equity and inclusion.

Samantha Allen
 Chief Executive Officer
 North and North East
 Cumbria NHS ICB



About us

The North East and North Cumbria ICS is the largest ICS in England serving a population of 3.2 million people.

We cover an area from the Scottish borders down to North Yorkshire and across to the North of Cumbria. Within our geographical footprint we have 11 foundation health trusts and 13 upper tier local authorities, from big urban centres to large rural counties.

The quality of our health and care services delivered across the North East and North Cumbria is consistently rated amongst the best in the country. We have a strong track record of being at the forefront of innovation and transforming care.

As a health and care system we have much to be proud of, with some of the most accessible primary care services and best performing emergency care in the country, alongside a record of ground-breaking surgery and pioneering new treatments, world-class facilities and national centres of excellence.

We also have some of the best research and development programmes of any health system, developing the next generation of treatments, procedures and cures (including world-leading genetic research programmes) alongside dedicated research capacity through our Academic Health Science Network and Applied Research Collaborative.

However, overall public health is amongst the worst in the country. Although there have been many improvements in recent years, for example the number of people dying from cancer or heart disease has decreased, fewer people are smoking and many are living longer; healthy life expectancy remains amongst the poorest in England.

We have high levels of unemployment, low levels of decent housing, and significant areas of deprivation. These contribute to some of the starkest health inequalities, early death rates and highest sickness levels in England, driving much of the pressure that health and social care struggle to manage.



We have developed a set of priorities to improve local population health, based on evidence and informed by views of clinicians and stakeholders. Some examples of these are as follows:

- Prevention, early detection and effective management of the biggest causes of premature mortality: cancer, cardiovascular and respiratory disease
- Better lung health, with an ambition to achieve a smoke free generation and a fully smoke free NHS, including making every contact count
- More effective management of frailty to ensure no one is admitted to hospital that could have been cared for more effectively in their own home with the right personalised care and doing more to tackle social isolation with our partners
- Ensuring the best possible maternal health and early years outcomes
- Improving the emotional well-being and mental health of infants, children and young people, recognising the lifelong impact of adverse childhood experiences
- Supporting and enabling everyone to have a good death and to be able to die in the place of their choice
- Improving outcomes for people who experience periods of poor mental health and specifically those with severe and enduring mental illness
- Looking after the health and well-being of our workforce and valuing the impact they can have on the health and well-being of their families and communities.

Our medical training is rated amongst the best in the UK (scoring first in 11 out of 18 indicators and second in five of the other indicators in the 2022 national GMC training survey); we are home to one of the UK's top ten medical schools at Newcastle, and an innovative new medical school in Sunderland, dedicated to widening access to ensure the profession reflects the communities it serves.



Our Integrated Care Strategy, '**Better health and well-being for all**' continues to demonstrate our commitment to these priorities and has been developed in partnership with our local authorities, the NHS and our partners including the community, voluntary and social enterprise sector.

The strategy is a joint plan between partners to address the many challenges we have been facing for some time.

The strategy starts to describe how we will reduce the gap between how long people live in the North East and North Cumbria compared to the rest of England, so that our communities live longer, healthier and happier lives.

It also describes how we will ensure fairer health outcomes for people as we know not everyone has the same opportunities to be healthy because of the environments they are born, grow up, live, or work in, and age too.

Alongside this, we want to ensure our health and care services are not only high-quality but the same quality – no matter where you live and who you are. That they are also joined-up and that people have the same access to the right care. A copy of our full strategy is available on our [website](#).

Our long term workforce plan is to have more staff, but in the right places and doing the right things to improve our productivity in delivering high quality frontline services to patients. We now have the opportunity to plan for how we reset the use of our workforce based on the health needs of the population.

Across our ICB we believe we have a huge opportunity to contribute both to improving population health and wellbeing, whilst also tackling the wider socio-economic determinants of health, including child poverty, substance misuse and economic exclusion, that have such an impact on the communities that we serve.



Better health and wellbeing for all



We recognise our system partners and ourselves are anchor institutions and our workforce both at ICB and system level are key to that.

We know that our ambitions cannot be achieved without supporting our committed workforce who are crucial to our success. This includes looking after their physical and mental well-being and building a health and care workforce for the future.

We have a set of ambitions which we hope will mean that, in time, all our communities can live healthier and happier lives.

We believe we have a huge opportunity to contribute both to improving population health and well-being, whilst also tackling the wider socio-economic determinants of health, including child poverty, substance misuse and economic exclusion, that have such an impact on the communities that we serve.

We are already taking positive steps towards increasing employment opportunities for local people in the health and care system.

We are working with schools and colleges so that our young people aren't driven to leave the area to build their careers, by increasing volunteering and apprenticeship opportunities to support them into work.

We are committed to playing our part in tackling climate change and carbon reduction. As a health and care system we are committed to developing a consistent approach, with our partners in the public and voluntary sectors, to sustainability, recycling, improving air quality and carbon reduction, as well as increasing access to green spaces.

We have joined a cross-sector coalition working to enable our region to 'Become England's Greenest Region' and are developing a strategy that will set out our contribution, as a health and care system, towards achieving this aim.



The role

Job title:	Executive Chief People Officer
Location base:	TBC
Reports to:	ICB Chief Executive
Professional Accountability:	Regional Director of Workforce, Training and Education, NHS England
Salary:	VSM TBC
Contractual notes:	Permanent

Job Summary/Purpose

The Executive Chief People Officer (CPO) will provide strategic, professional leadership to the Integrated Care Board (ICB) and across the Integrated Care System (ICS) on all aspects of the people agenda. They will lead the delivery of the People and Culture Plan for the Integrated Care System, ensuring this reflects and integrates with the strategies of relevant partner organisations.

The NENC system is characterised by significant number of NHS organisations and a diverse group of partners and stakeholders. A key element of the role will be to act as a system leader and role model (including for the HR/OD profession), championing the values of the ICB and coordinating a network of CPOs that are focused on putting our people at the heart of quality, access and experience for the benefit of the population we serve.

Playing a pivotal role in supporting the delivery of the highest standard of healthcare to service users through the creation of a progressive culture and employment environment, the CPO will seek opportunities for influencing the continuing development of a diverse, inclusive and responsive workforce for the population served by NENC ICS.

The CPO together with other members of the executive team will ensure that the ICB organisational culture is shaped by compassionate leadership, engagement, experience innovation, accountability, patient focus and delivering the best outcomes.

This role requires building a common set of values and shared vision, whilst remaining sensitive to differences between partner organisations and their strengths. It will require an individual who is adept at Board level, working across organisational boundaries and sectors with a high level of emotional intelligence and experience of working with a broad range of stakeholders.

As the Executive workforce lead, the CPO will be responsible for developing and contributing to local, regional and national People and Organisational Development (OD) Strategies, delivering the ICB's agreed People Plan and ensuring that the NHS People Promise is embedded across the ICB.

Driving workforce effectiveness and supporting the delivery of workforce productivity and value/efficiency with other executive colleagues and wider partners will be a core focus of the role for the successful post holder.

The post holder will seek to embed those principles across the NENC system in close collaboration with Chief People Directors and other stakeholders in partner organisations.

The post holder will lead strategically on all matters relating to inclusion, equality and diversity and work with the CPOs across the ICB to ensure inclusive working practices that address the workforce race equality standard and workforce disability standard are in place.

They will also seek to support and develop inclusive equality and diversity practices to ensure that the ICB remains active and engaging with partners and colleagues to promote the highest of standards with inclusion.

They will also lead on the collaboration and engagement across staff networks within the ICB and across the ICS, promoting the equality and diversity strategy and ensuring there remains a strong patient and employee focus which puts inclusion at the heart of the ICB's vision.

The CPO will be the professional lead for Human Resources (HR) and Organisational Development (OD) to ensure that the organisation is supported by highly capable and professional HR and OD functions, which deliver customer-focused and value for money HR & OD services and ensure excellent HR & OD support and service to the ICB.

The post holder will be responsible for strategic workforce planning across the NENC ICS, working closely with NHS England's Workforce, Training and Education team, maximising opportunities for developing, educating and training our workforce in line with the Long Term Workforce Plan.

The CPO will develop relationships across academic, education, training providers and local industry to enable the ICB People Plan and the Long Term Workforce Plan to be outward focused and link strongly to wider economic growth. This will include innovative initiatives across primary, secondary and further education to promote a career in the health and care sectors including the development of initiatives which aim to improve social and economic mobility.

As the strategic people lead the CPO is accountable for all matters relating to people leadership and performance of the ICB. The CPO will also be responsible for ensuring that the ICB has effective people practices and ensure system resources are deployed effectively to provide the best possible care for the population. The CPO, along with other executive members of the ICB, will have an influential executive role and shared accountability for the development and delivery of the long term financial strategy of the ICB, ensuring it is reflected and integrated with the strategies of all relevant partner organisations within the ICS.

The CPO will be responsible for building partnerships and collaborating with wider ICS system leaders including provider collaboratives, public health, primary care, local government, voluntary and community sector, other partners and local people to make real transformational differences for the population through local, regional and national forums. The CPO will provide people and workforce leadership and influence across the ICS to ensure that opportunities to drive improvements in population outcomes which include collaborating and providing people management leadership with key partners (across health, care and wider) to break down barriers, drive innovation and achieve agreed deliverables.

Key Priorities

- Leading the delivery of the People and Culture Plan for the ICB, ensuring this reflects and integrates the strategies of all relevant partner organisations within the ICS. This will include a 15-year strategic workforce plan for the ICB that incorporates new roles, career and training pathways in line with the national 10-year health plan that will be developed.
- Developing a local plan that will ensure the effective delivery of the NHS People Plan and People Promise that supports the ambitions and values of the ICB including but not limited to:
 - A Board development plan
 - An organisational (staff) development plan
 - Recruitment and retention plan
 - Talent management and succession planning approach
 - Inclusive EDI plan
 - Workforce plan
 - Organisational values and culture
 - System values concordat to support and sustain the development of our people and the sustainability of our workforce
- As a member of the unitary board, be jointly responsible for planning and allocating resources to meet the four core purposes of integrated care systems; to improve outcomes in population health and healthcare; tackle inequalities in outcomes, experience and access; enhance productivity and value for money and help the NHS support broader social and economic development.

Key Accountabilities

Support the production and delivery of a five-year plan for the ICB with the CEO, other Board members, partners across the ICS and the local community. This will include interpretation and implementation of the NHS Long Term Plan, NICE quality standards and other national strategic priorities.

The post holder will specifically need to ensure that system-wide plans include strategies for and plans for the delivery of the:

- People Plan and People Promise
- Priority actions set out in the national guidance on ICS people function including the oversight of the 'internal' ICB workforce function
- Actions set out in the Future of NHS HR and OD report
- ICS specific people priorities
- ICS specific future workforce plans for health and care in conjunction with NHS England's regional team including the delivery of the Long Term Workforce Plan
- Work with the Provider Collaborative to identify opportunities for collaborative people practices e.g. collaborative bank

Provide expert advice and guidance to the Board and Board committees in the field of HR and OD.

Lead the approach to ongoing organisational design and development within the ICB, supporting proposals for structure, workforce transformation and organisational effectiveness.

In conjunction with the Director Team lead the work to develop the organisational development plan for the ICB, ensuring values are agreed and regularly reviewed to support the development of an inclusive and transparent culture. Ensuring this enables delivery of our approach to learning and improvement (Boost) and our ICB Quality Strategy.

Working with all levels of staff and partners, ensure the organisational development plan provides a dynamic long-term plan that maps the route towards the realisation of the ICB goals and vision and identifies the required resources to deliver agreed outcomes, building leadership capability throughout the organisation and across the system.

Establish effective arrangements for recruitment, selection, induction and appraisal of non-executive directors and staff, supporting directors (including the Chair) in the identification of the ongoing development needs using the output of the annual evaluation and appraisal processes as appropriate and facilitate training development programmes where needed.

Acting as system leader and role model, work collaboratively with system partners to deliver a "one workforce" approach building on the system passport and working proactively with social care and community and voluntary sector colleagues to co-create strategy and associated delivery plans which meet the needs of the system.

Ensure that there is effective HR management and OD function in place that supports the business needs of the ICB, including undertaking key activities such as recruitment and strategic workforce planning to secure the skills and expertise needed by the ICB to deliver all of its duties and functions.

Develop an effective and strategic business partnering approach within the ICB, ensuring there is a robust and supportive HR function which enables a positive people experience throughout the employee lifecycle.

Oversee the core HR and OD functions for the ICB, including transactional HR, and ensure the core objective, performance, and appraisal processes are both robust and aligned with cultural development.

Ensure that any commissioning support arrangements are reviewed and operate effectively to deliver contracted functions and responsibilities.

Work closely with the Chief Corporate Services Officer to ensure staff are effectively engaged, briefed and supported in their roles and to ensure the annual staff survey and pulse surveys are completed and actions taken in a timely manner to ensure improvement where challenges are identified.

Jointly lead the multi-organisational workforce planning group across the ICS, supporting clinical, care and support staff workforce planning across the health and care system to determine the required roles and expertise to deliver new innovations in health care and new models of service delivery.

Represent the ICB in respect of all workforce related issues whether nationally, regionally or within the NENC system.

Develop strong working relationships with all NHS organisations within the system, and NHS England to support investment in and recruitment and retention of a workforce that is fit for purpose particularly ensuring inward investment in those specialities where there are significant challenges in recruitment and retention and also in accordance with the requirements of the Long Term Workforce Plan.

Work closely with the university/education sector in order that ICB's strategic ambitions and goals are met in relation to workforce capacity and skills retention and that workforce transformation is developed and delivered.

Represent the ICB on the North East and Cumbria Leadership Academy Board and develop excellent working relationships with the national NHS Leadership Academy and NHS England's national Chief People Officer and their team to ensure that the NENC system is able to take advantage of and influence learning and development opportunities as well as to influence the development and delivery of national and regional leadership development products and opportunities.

Ensure talent management and succession planning is a key focus for the ICB, leading the ICS Leadership and Talent Board and representing the ICB on regional or national talent management forums as necessary.

Collaborate effectively with partners in education, employment, volunteering etc. with a focus on social justice to ensure the ICB exceeds its statutory requirements in respect of equality and diversity in the workforce and act as an ambassador for social justice across the system on behalf of the ICB.

Undertake analysis of key workforce metrics, ensuring Board and leadership visibility and support for mechanisms to ensure a short, medium and long term focus for example, improving our methods of attracting a diverse workforce, ensuring low levels of sickness etc.

Lead the performance oversight arrangements for people issues across the ICS identifying performance risks and issues related to the workforce and work with relevant providers and partners to develop impactful solutions.

Actively address poor performance and improvement within the ICB, working with the ICB executive team to agree interventions and support as required.

Provide leadership and develop good collaborative working relationships with the trade union/staff side partnership forum.

Provide strong, visible, collaborative leadership, acting as a positive role model to all staff, demonstrating high levels of integrity, transparency and personal effectiveness.

Setting Strategy and Delivering Long-Term Transformation / Reform

As a member of the Board ensure that population health management, innovation, and research, supports continuous improvements in health and well-being.

With other members of the Board and with wider ICS system leaders, support the achievement of real transformational differences for the population through local, regional and national forums.

Create and influence leadership relationships and wide scale system change to ensure that the ICB acts as an enabler to harness system development opportunities to improve the population health of the ICS.

Support the production and delivery of a five-year plan for the ICB with the CEO, other Board members, partners across the ICS and the local community. This will include interpretation and implementation of the NHS Long Term Plan, NICE quality standards, the Long Term Workforce Plan and other national strategic priorities and in particular ensuring all HR and OD elements are robust and fully transparent.

Provide leadership across the system for workforce planning, investment and development, developing strategic workforce plans and supporting the development of business cases to ensure workforce gaps are met.

Be responsible and accountable for the management of a delegated ICB budget and as an executive Board member have corporate responsibility for the financial performance of the ICB as a whole.

Building Trusted Relationships with Partners and Communities

Build strong, productive relationships with local people leaders, trade union representatives and ICS partners.

Work in partnership with relevant stakeholders to build confidence in the workforce improvements across the ICS.

Take a leading role in engaging with NHS England and the provision of clinical education across the system and ensuring that strategies such as Apprenticeships and Widening Participation have a strong ICS contribution and influence on them.

Creating a Compassionate and Inclusive Culture

Support the CEO to ensure the ICB is 'Well Led', ensuring effective arrangements are in place for driving significant improvements in equality, diversity and inclusion and health and well-being.

Work with the members of the ICB and ICP(s) to define the cultural ambition and lead work to embed the ICS values across the system.

Be responsible for engaging staff and inspiring leaders to deliver compassionate leadership and support the delivery of effective and high performing team working through a learning and continuous improvement approach.

Play a lead role with the NHS Leadership Academy and NHS England in the development of leaders, leadership teams and next generation leaders in their system and across their region. Ensuring the ICB is well positioned as an anchor employer in their system.

Ensure the delivery of the People Plan against the four pillars including how digital will be a key enabler for People Services and ensuring strategies are aligned to the Long Term Workforce Plan.

Establish an approach to health and well-being within the ICB which supports people as outlined in the NHSE People Plan.

Act as an Executive Sponsor to at least one of the ICB staff networks.

Leading for Social Justice and Health Equality

Take a leading role in how the ICB collaborates with the ICP and system partners to create education, employment, volunteering and apprenticeship opportunities and widen participation in health and care for local communities, including in areas of greater deprivation, for seldom heard groups and for people not in education, employment or training.

Identify and address health inequalities for the workforce considering wider determinants (such as housing, education, and employment) that may have an impact on health.

Providing Robust Governance and Assurance

Support a strong culture of public accountability, probity, and governance, ensuring that appropriate and compliant structures, systems, and processes are in place to minimise risk and promote the freedom to speak up.

Ensure the formal governance and accountability arrangements are in place in the ICB including:

- Agreement of the formal governance and accountability arrangements for people and workforce functions in the ICS, including appointing senior responsible officers.
- Agreement of how and where specific people responsibilities are delivered and funded within the ICS.
- Review and refresh the ICS People Board, including reporting metrics to ensure maximum effectiveness.

- Assess the ICS's readiness, capacity, and capability to deliver the people function.
- Lead the ICS Leadership and Talent Board: be accountable for the development and delivery of the ICS talent strategy.
- Work with the ICS chair to ensure the Fit and Proper Persons Regime and the Well Led Framework are in effective operation across the ICS.
- Identification of workforce risks and mitigations.

Ensure the delivery of the statutory workforce function including workforce planning across the system, identifying capacity and capability gaps and supporting the development of new roles to respond to ICB and ICS requirements.

Contribute to the people aspects of Emergency, Preparedness, Prevention response.

Working with the DCGCI, commission the annual staff survey and ensure an appropriate response to the outcomes through a learning and development framework that enables the ICB workforce to understand and align to the right role, be aware of their learning needs and take responsibility for their developmental journey.

NB: Consideration may be given to additional duties and responsibilities that play to the particular skills, experience and strengths of individual directors.

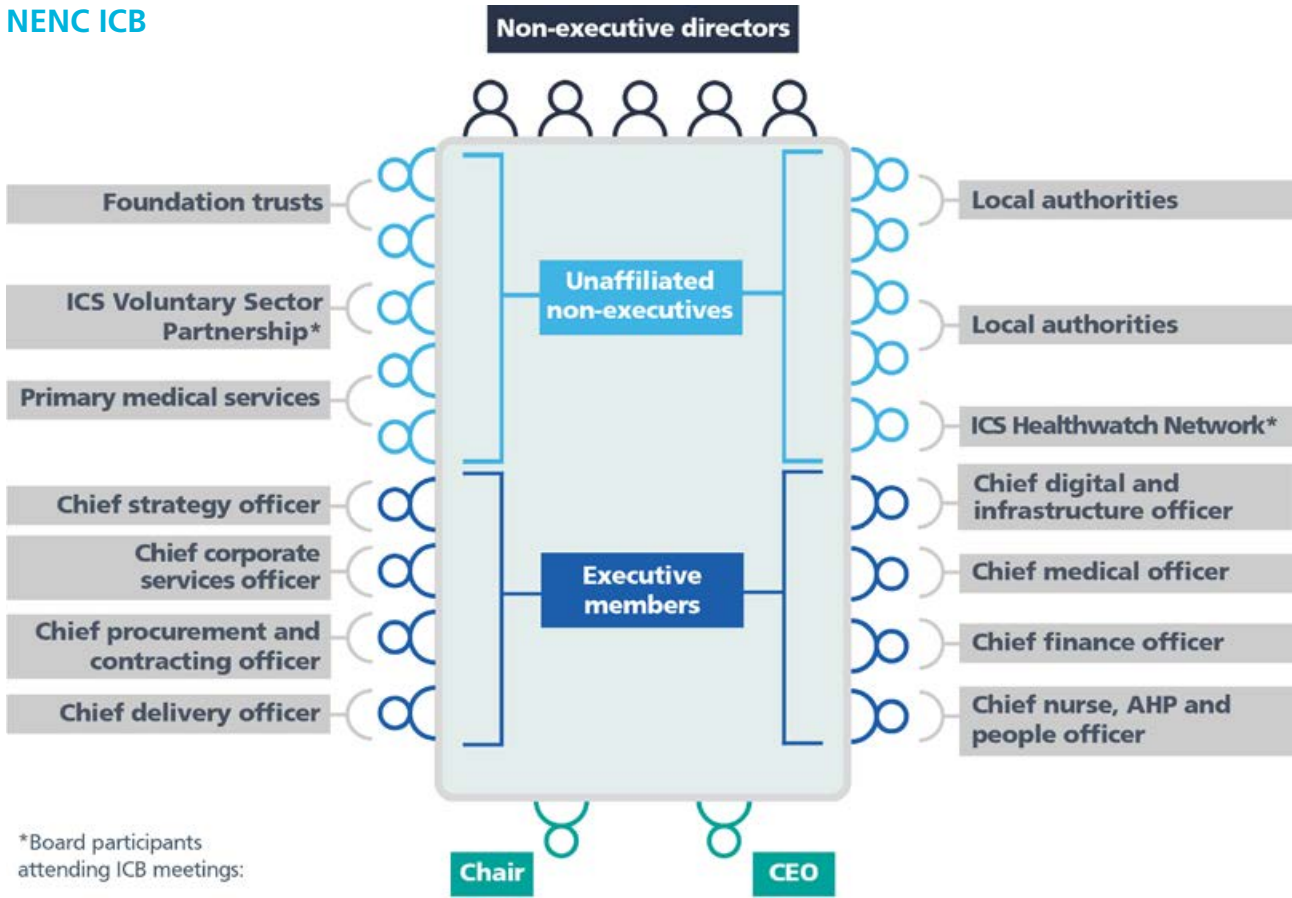
The duties and responsibilities outlined in this job description may evolve over time and change.

Key Relationships

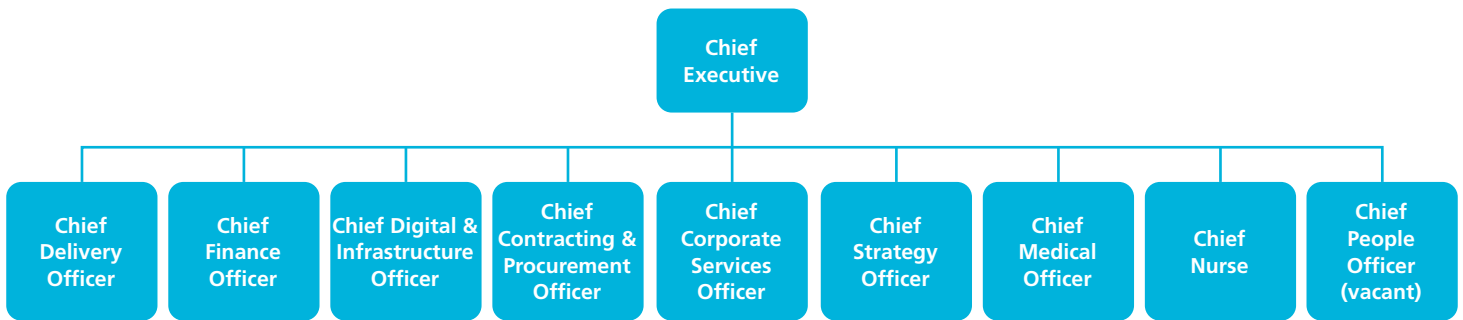
- Local Authorities
- Foundation Trusts
- Primary care networks, federations and practices
- NHSE/I
- Employment union representatives
- CQC
- Academic Health Science Networks (AHSNs)
- Health Education England (HEE)
- The Health Foundation
- Department of Health and Social Care (DHSC)
- Universities and Royal Colleges
- Other Arm's-Length Bodies (ALBs)
- Department of Education
- Commissioning Support Unit

Integrated Care Board Organisational Structure

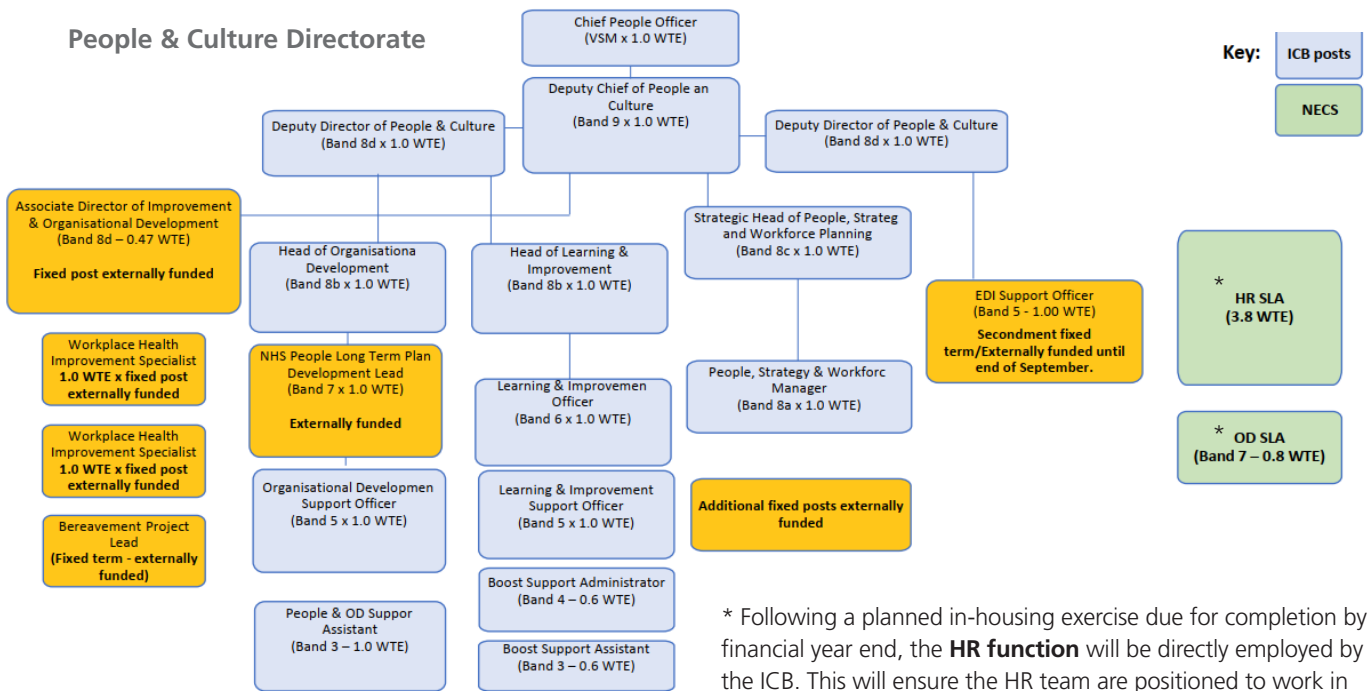
NENC ICB



Current Executive Team Structure



Executive Chief People Officer Structure



* Following a planned in-housing exercise due for completion by financial year end, the **HR function** will be directly employed by the ICB. This will ensure the HR team are positioned to work in collaboration with the wider People Directorate team to achieve full alignment on delivering the People and Culture Plan and contribute to wider ICS workforce strategy as needed.



Personal Specification

EDUCATION AND QUALIFICATIONS

ESSENTIAL

- Evidence of sustained personal & professional development
- Chartered Fellow of Chartered Institute of Personnel and Development (CIPD) or equivalent experience
- Master's level qualification within a relevant field or equivalent experience

DESIRABLE

- Leadership and/or management qualification

KNOWLEDGE & EXPERIENCE

ESSENTIAL

- Substantial executive experience in health, care, or related sectors essential
- Substantial experience of operating at board level (at least 3 years) and leading within a complex regulated environment
- Experience of delivering digital and workforce transformation at scale
- Experience in leading complex and sometime contentious change and transformation at significant scale
- Experience of managing complex corporate portfolios for a statutory NHS organisation
- Experience and success in addressing discrimination and inequalities
- Extensive knowledge of the health, care and local government landscape and an understanding of the social determinants of public health
- Knowledge of current thinking on practices which reduce health inequality, improve patient access, safety and well led
- Sound understanding of financial planning and budgeting, and oversight and control of public funds
- Sound understanding of the necessary corporate services and governance requirements within statutory organisations

DESIRABLE

- Additional experience outside of health
- Whole systems management
- Experience of navigating the media and political stakeholders
- Demonstrable experience of professional leadership across systems

SKILLS

ESSENTIAL

- Exceptional communication skills that engender community confidence, strong collaborations, and partnership
- Strong critical thinking and strategic problem solving; the ability to contribute to a joint strategic plan and undertake problem resolution and action. Analytical rigour and numeracy
- Sophisticated leadership and influencing skills; building compassionate cultures where individuals and teams thrive at organisation, partnership and system levels

PERSONAL ATTRIBUTES**ESSENTIAL**

- Personal commitment to the values of the NHS Long Term Plan, the NHS People Plan, Nolan Principle and the Fit and Proper Persons regime
- Demonstrates a compassionate leadership style with a track record of improvements to equality, diversity, and inclusion
- Lives by the values of openness and integrity and has created cultures where this thrives.
- Demonstrable commitment to inclusive working practices and leadership

WORK_RELATED CIRCUMSTANCES**ESSENTIAL**

- Ability to participate in the Executive on call rota

How to apply

The closing date for applications is **9 January 2025**.

Applications should be made by submitting a full and up to date CV, with a covering letter of no more than two sides of A4.

Along with your application, please include:

- Contact details for up to four referees (who will not be contacted without your permission)
- A contact email address and telephone no.
- A completed **Diversity Monitoring Form** and **Fit and Proper Person Form**.

All applications should be sent to: **apply@hunter-healthcare.com**.

All applications will be acknowledged. For an informal conversation about the post, please contact Matt Simpson at Hunter Healthcare on **msimpson@hunter-healthcare.com** or phone: **07739 649791**.

NOTE: Successfully shortlisted candidates will be sent a psychometric test assessment to complete ahead of interview.

KEY DATES:

Application deadline	9 January 2025
Shortlisting	13 January 2025
Stakeholder events	23 January 2025
Interviews	27 January 2025



North and North East Cumbria Integrated Care Board



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