



Group Estates, Facilities and PFI Director

CANDIDATE INFORMATION PACK
NOVEMBER 2025

Welcome

Thank you for expressing an interest in the Group Estates, Facilities and PFI Director post at Isle of Wight NHS Trust (IWT) and Portsmouth Hospitals University NHS Trust (PHU).



This is an exciting opportunity to lead the estates and facilities management function across our NHS Group, encompassing one of the largest acute hospitals in the country and a unique island healthcare provider. The role carries a broad remit to deliver strategic estate transformation, enhance environmental sustainability, and build strong partnerships across multiple sectors to support high-quality, safe, and sustainable care.

In 2023, we further strengthened our partnership by forming an NHS Group between PHU and IWT. The Group is not a merger of our Trusts but a formal collaboration designed to enable greater joint working and innovation across both organisations. By combining our strengths, we are creating opportunities to improve and expand services across our sites, allowing patients to benefit from the shared expertise and experience of both teams.

We have established a leadership structure that enables focused joint working to plan for the changes required to ensure long-term clinical and financial sustainability, while maintaining dedicated leadership for day-to-day delivery within each Trust. The Group is led by a single Executive Team, supported by Trust Leadership Teams at both PHU and IWT, fostering a collaborative approach that brings the best of both organisations together.

We are proud to have been rated “Good” overall by the Care Quality Commission (CQC) across both PHU and IWT, following comprehensive inspections in 2022 and 2021 respectively. These inspections recognised our strong leadership, effective use of resources, and the quality of care provided to our patients. While we have made significant progress, we are committed to continuous improvement and have robust plans in place to address the areas identified for further development.

Looking ahead, in line with our Group Clinical Strategy, the postholder will have the opportunity to lead the creation of our first Group Estates and Facilities Strategy in early 2026. This will weave together two historically independent Trust strategies, underpinned by the implementation plan and site master plans for Queen Alexandra Hospital, Portsmouth and St Mary’s Hospital, and Isle of Wight.

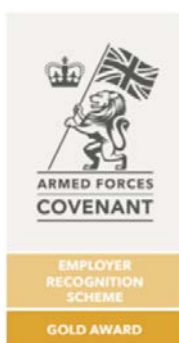
One of our key ambitions is to strengthen the alignment, responsiveness, and strategic positioning of our estates and facilities function to support our core objectives as a Group most effectively. This role will be fundamental in our transition to a single corporate function serving both Trusts.

Information about the Trusts and latest reports are available via our websites www.iow.nhs.uk and www.porthosp.nhs.uk.

For an informal conversation about the post, please contact Brendan Davies at our recruitment partners, Hunter Healthcare by email: bdavies@hunter-healthcare.com or phone: **07585 356985**

Mark Orchard

Deputy Chief Executive Officer
and Chief Financial Officer
Isle of Wight NHS Trust and
Portsmouth Hospitals University NHS Trust



About Portsmouth Hospitals University NHS Trust

With a turnover of c.£1bn, PHU provides comprehensive secondary care and a number of specialist services to a local population of 675,000 people across South East Hampshire.

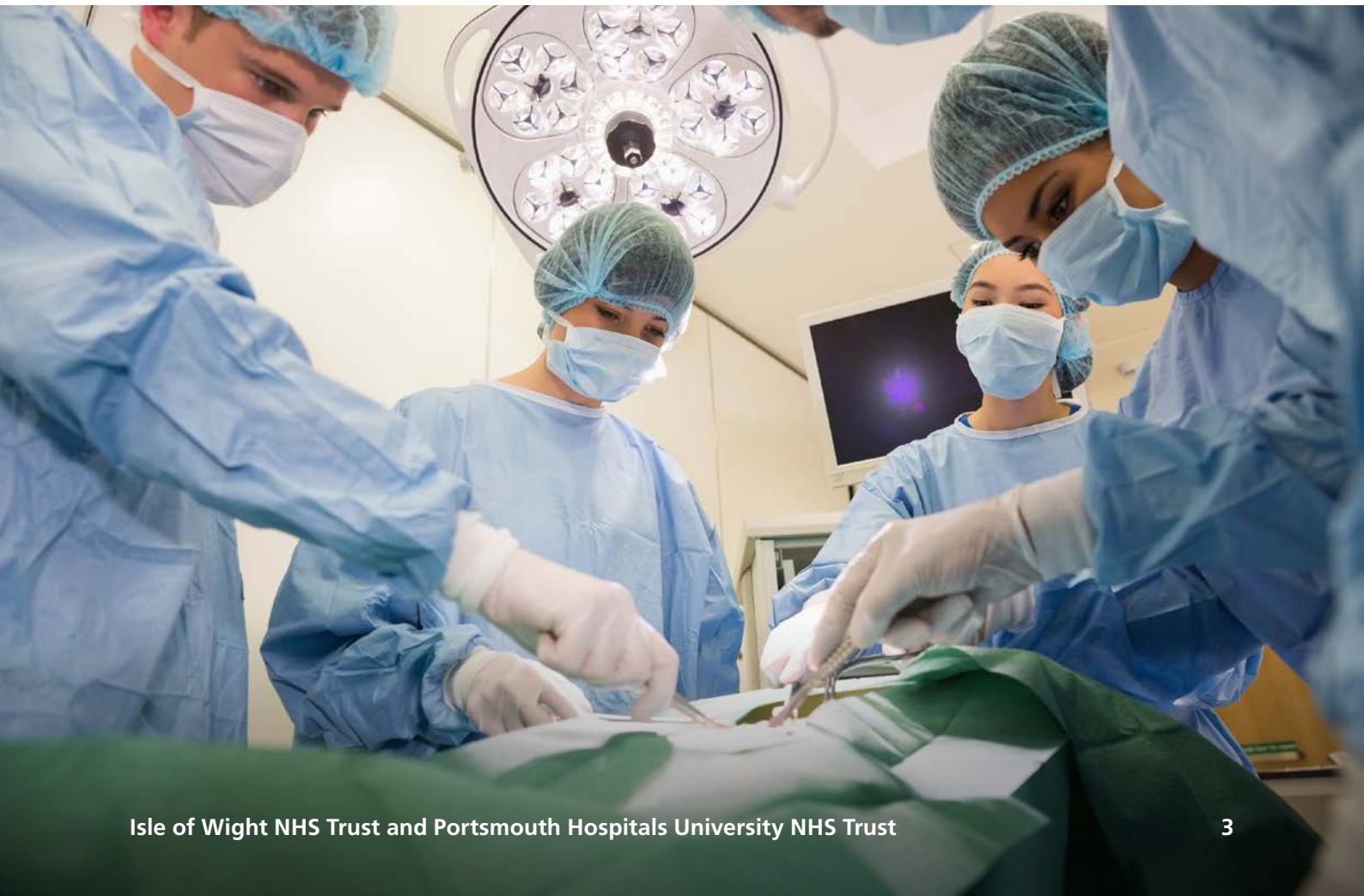
The Trust also offers some tertiary services (including the Wessex Renal and Transplant Unit) to a wider catchment in excess of two million people. The Trust employs over 8,700 staff and is the largest employer in Portsmouth. Our busy Emergency Department treats in excess of 166,500 patients each year. We also undertake 65,000 day cases and carry out over 9,600 inpatient operations.

Our maternity services deliver around 5,300 babies per year, making it one of the largest maternity services on the south coast. In July 2022 we were rated Good by the Care Quality Commission for the second time.

Most services are provided at Queen Alexandra Hospital in Cosham. Included within the modern buildings are:

- Over 30 theatres – with a dedicated endoscopy centre.
- State-of-the-art linear accelerators.
- New Emergency Department
- Purpose built interventional radiology suites, MRI scanners, CT scanners and a PET scanner.
- State of the art pathology laboratory.
- Neonatal Unit, Level 3.
- Hyper Acute Stroke Unit supporting the third largest stroke service in the country.
- Superb critical care facilities.
- Second generation surgical robots – one of the largest robotic-assisted surgical programmes in the UK.

We also offer a range of outpatient and diagnostic facilities closer to patients' homes in community hospital sites and at local treatment centres throughout South East Hampshire.



These include St Mary's Portsmouth (midwifery & dermatology services), Gosport War Memorial Hospital, including the Blake Maternity Unit (Urgent Care Centre, rehabilitation services and diagnostics), Petersfield Community Hospital (the Cedar Rehabilitation Ward the Grange Maternity Unit), Fareham Community Hospital (rehabilitation services and outpatient clinics) and Havant Community Services (diagnostics and outpatient clinics).

In 2020 PHU was awarded university hospital status. This has helped bring significant benefits to patients, students and colleagues in the community. This Trust has also become a major provider of undergraduate and postgraduate education, working with three universities (Southampton, Portsmouth & Bournemouth). Our hospital also hosts the largest of five Joint Hospital Groups in England. Personnel from all three Armed Services are fully integrated within the Trust, working alongside their civilian counterparts, helping to treat and care for patients from the local and surrounding communities.

Recruiting and maintaining a high-quality workforce is a major priority. This includes the workforce associated with the Joint Hospital Group, South. Attracting and retaining a high-calibre workforce remains a strategic priority.

The implementation of the Single Corporate Service, alongside improvements in our operational practices, is critical to ensuring the continued delivery of safe and effective healthcare services.

In tandem, we are investing considerable effort into strengthening staff retention, recognising its essential role in maintaining service continuity and safeguarding the quality of care. The Trust has been highly successful in apprenticeship schemes and has achieved national recognition.

This is proving to be a great source for future recruitment and the vast majority of apprentices that have been trained have gone on to full time employment. This is an area of increasing focus as we aim to grow a local workforce for the future.

Research and innovation thrives within the Trust which plays a key role in developing multi-disciplinary research and strengthening nursing research ambitions. There are 150 research staff across clinical specialties, increased participation in clinical trials and we receive £8 million in major grants for our research activity.

To find out more about Portsmouth Hospitals University NHS Trust visit the [website](#).



Isle of Wight NHS Trust and Portsmouth Hospitals University NHS Trust

About Isle of Wight NHS Trust

The trust employs around 2,700 staff and has a turnover of £280m. Operating as part of the Isle of Wight health and care system, IWT provides both acute and ambulance services with significant opportunities to deliver integrated urgent and emergency care.

Acute Care Services

Based at the heart of the island, with 280 beds and handling 22,685 admissions each year, St Mary's Hospital in Newport is our main base for delivering acute services for the island's population. Services include the Urgent and Emergency Department, medicine, planned surgery, intensive care, comprehensive maternity, Special Care Baby Unit (SCBU) and paediatric services (1,338 births last year).

Over the last three years we have invested in excess of £50m into our estate as part of our Investing in Our Future programme, including over £12m into our new Community Diagnostic Centre. We have also refurbished our Emergency Department and expanded the ICU.

We have also opened a dedicated ophthalmology theatre and recovery unit to deliver high quality and timely ophthalmic care.

Ambulance Services

The island's ambulance service delivers all emergency and non-emergency ambulance transport for the island's population. With 21,712 emergency calls and 25,292 emergency vehicles dispatched each year the service operates from a single base across the Island.

The service is also responsible for transporting patients to mainland hospitals when required.

A new ambulance station was also officially opened by HRH The Duchess of Gloucester in 2023, providing a significant upgrade of training and welfare facilities to support the growing demand on the island's urgent and emergency care services.

To find out more about Isle of Wight NHS Trust visit the [website](#).



Our shared vision

Isle of Wight NHS Trust (IWT) and Portsmouth Hospitals University NHS Trust (PHU) have a shared vision which sets the ambition for both trusts:

“WORKING TOGETHER TO DELIVER EXCELLENCE IN CARE FOR OUR PATIENTS AND COMMUNITIES”



Working together...

We are ambitious for what we can deliver for our communities and people. We work together – within teams, across teams in each hospital, across our two hospitals and with partners in the wider health and care system – to deliver our vision.



to deliver excellence in care...

We will always pursue excellence. Delivering excellence in care means providing the best possible outcomes and experience, with services that are efficient and sustainable.



for our patients & communities

Listening and learning, we serve alongside families, carers, our people and our partners to meet the needs of our patients and communities.



Our values

Each Trust has four core values that were developed through extensive engagement with staff and that describe how we expect each of us to work together and provide care for our patients. All of us who work at IWT and PHU, whatever our role, commit to upholding these values.

We seek to create a culture that enables us to take prompt action when we observe behaviours that are not in line with our values and support each other to do that. To help us live our values, we have described the behaviours that we expect of each other in each Trust.

Our aligned behaviours were developed with staff, to create the culture required to deliver our vision, in each Trust and together.

IWT Values



Compassion



Accountable



Respect



Everyone counts

PHU Values



For patients



With compassion



As one team



Always improving

Our strategic aims and true norths

Our shared strategic aims are the key priorities enabling us to deliver our vision, tailored to the next five years, describing what we are committing to do. They define our focus and give clarity to our people, partners and communities about what matters most and how we will do this. Associated with each strategic aim we have a True North, which guides us in assessing the impact and success of our actions in the delivery of our strategy.

Strategic Aim 1: We will meet the needs of the communities we serve

 True North: No avoidable delays for our patients



Strategic Aim 2: We will support safe, high-quality patient-focused care

 True North: Provide the best possible patient experience and eliminate avoidable harm



Strategic Aim 3 We will ensure our services are sustainable

 True North: Live within our means and eliminate waste



Strategic Aim 4: We will support our people to deliver on our vision

 True North: Be the best place to work



Strategic Aim 5: We will enable teams to deliver the best care

 True North: All of us able to improve



Delivering Excellence is how we deliver our vision. It translates our vision and ambitions into a clear set of actions making it easy for our people and teams to see the part they play and the contribution they make. First introduced in PHU, the improvement approach helps us to ensure the problems to be solved and the challenges to be overcome are being addressed in

a consistent way by those people best able to solve them. It breaks down our ambitions into smaller, meaningful improvements and directs our expertise and efforts into those things that are demonstrably going to make the biggest difference. It gives us confidence the actions each of us take every day are contributing directly to achieving our vision.

Working in partnership

Although the populations served by our organisations have distinct needs, we both face similar challenges which can be addressed by working together.

We have developed the Group model to reflect our commitment to working at scale, reducing duplication and sharing learning across our organisations, where it benefits patients, staff, and system partners, while retaining our strong local identities as providers of NHS services to our communities.

As well as unifying our Trust strategies 'Working Together, Improving Together' and developing our five shared ambitious aims, our joint Clinical Strategy underpins our commitment to putting patients at the centre of everything we do.

The strategy provides a blueprint for us to drive change in the way we think about, plan and deliver our clinical services, driving innovation and excellence to develop care models that prioritise the patient experience.

Our clinical services are supported by single corporate services that work across both organisations to ensure we provide clinically and financially sustainable services for all our patients and communities.

To help us achieve our shared vision and aims, we have several cross-cutting programmes that will further release the benefits of our Group model and focus our transformation approach. These are shown below:

Enabling programme	Description
Our clinical model and supporting workforce redesign	The design and implementation of a new clinical model and a redesigned workforce at QAH & SMH which leads to Isle of Wight services no longer being fragile (they have sustainable staffing levels and rotas that can be routinely filled) and, for both Trusts, lower risks held in services, lower use of temporary staffing and reduced vacancy rates.
Developing our shared leadership, governance and reporting systems	Creating the leadership and supporting governance arrangements at Board, executive, hospital, division and service levels, with the consistent reporting and control systems to enable the two Trusts to work as one.
Our digital systems	Creating the digital and data systems that streamlines processes, reduces duplication, enables clinical teams to provide high quality care for patients from either Trust and enables corporate services to work as one across the two sites.
Strategy deployment and improvement	Establishing and embedding a consistent improvement methodology across the two Trusts that translates our vision and ambitions into clear measurable actions that make it easy for our people and teams to see the part they play to improve care for our patients.
System strategic plans to rebalance demand and capacity	Working with system partners in the Isle of Wight and Portsmouth & SE Hampshire to develop, agree and implement system strategic plans that ensure patients receive the right care in the right place, leading to capacity and demand in balance and improved patient flow.

Our Estate

PHU operates Queen Alexandra Hospital (QAH), a PFI-managed estate opened in 2009. The development included a new seven-storey hospital building, pathology and rehabilitation blocks, a two-storey car park, and the refurbishment of existing facilities.

The PFI contract encompasses comprehensive facilities management services, delivered by over 1,000 staff, covering both soft and hard FM services across the QAH site.

IWT has developed a comprehensive estate investment programme, focusing on rationalising its estate portfolio, upgrading and refurbishing existing buildings, and reducing backlog maintenance.

This strategy supports the delivery of service developments outlined in the clinical strategy and integrated business plan. IWT has also invested significantly in its estate, with £31 million spent in 2022–2023, building on £13 million invested the previous year.

Both Trusts recognise the critical role that the built environment plays in the quality of care provided and the experience of patients. The Estate Strategy for each Trust should set out a vision for the development of the physical built environment and assets over the next five years, guiding decisions concerning the provision, purpose, and utilisation of space.

Where does the Estate Strategy fit in?

The new Group Estates Strategy developed in early 2026 will set out our shared vision for the development of the physical built environment and the Group's assets over the coming years, ensuring that all space is used efficiently and effectively.

The new strategy will be developed in consultation with stakeholders across both organisations and informed by patient engagement, staff feedback, and operational data. It will encompass land, buildings, and facilities, establishing the key principles that will guide decisions about the provision, purpose, and utilisation of space across the Group.

Built on a foundation of robust data and aligned with the ambitions of individual departments, the strategy will recognise the critical role that the built environment plays in the quality of care we provide, the experience of our patients, and the work environment for our staff.

Ultimately, it will provide the framework to support delivery of the Group's clinical strategies, now and in the future, ensuring that both PHU and IWT operate cohesively as a single, integrated organisation.



Our Strategic Estate Principles

Although the estate may appear to be a static immovable feature on the landscape, the way in which it is used needs to be increasingly flexible. We have developed six principles which we use to help assess how well new ideas fit with the overall strategy and vision.

Optimise the use of the built resources to meet clinical need

Property and buildings are a significant financial burden to the Group, and it is therefore imperative that space usage is understood and monitored. The cost of space will continue to be managed centrally but will increasingly be allocated to individual departments through service line reporting to ensure a clear link informs service strategies.

The use of peripheral sites will be monitored to ensure value for money and every attempt will be made to maximise the use of the estate for clinical benefit.

This principle will ensure action is taken to avoid premium space being occupied by low value activities where there is a clear clinical need and that such uses are proactively relocated to less valuable parts of the estate.

Improve the stakeholder experience in relation to the estate

The Estate Strategy must deliver tangible improvements to patient experience across the sites, measured by the Patient-Led Assessments of the Care Environment (PLACE) survey. Initiatives focussed on addressing these issues should be given priority and implemented quickly. While PLACE places a heavier emphasis on the services provided within buildings (cleaning, catering and patient care), rather than the buildings themselves, it is recognised that the patient experience is core to the overall Group strategy and can be relatively easily improved.

The Trust will continue its ongoing audit programme of the Group environment which reviews catering, cleanliness and condition on a continuous basis.

Maximise the contribution of the estate to the objectives of the wider system partnership

The Group fulfills (and Queen Alexandra Hospital in particular) fulfils a key role in the wider healthcare system. The strategy aims to ensure that decisions relating to how the estate is used and develops are positively contributing to the wider ambitions of the region and facilitating ambitions and objectives of the healthcare system as a whole.

Deliver value for money from the PFI project agreement

Key to delivering value for money under the PFI at PHU is to ensure Project Co. delivers its comprehensive lifecycle programme and other planned maintenance. The Trust must do everything reasonably possible to enable lifecycle activity to take place which will necessitate managing expectations of service users around works on site and focussing effort towards creating capacity to enable decant of wards and offices.

Drive improvements in the environmental sustainability of the estate

The Group recognises that its activities have both direct and indirect environmental impacts and sees the protection of the environment as an integral part of good institutional practice. The Estate Strategy will seek to deliver tangible reduction in our carbon footprint, energy usage; water usage and waste produced. Whilst these reductions are beneficial to the environment and sustainability, the Group would naturally expect to see a reduction in the costs of these services. Through close collaboration with our PFI partners the Group will realise these benefits which will then be passed on to our staff, patients and the wider community which we serve while ensuring the long-term sustainability of the Group. The strategy will aim to ensure the efficiency of the Estate whilst keeping in line with the Group's value always to improve.

Improve the benchmark performance of the estate against the Trust's peers

Overall performance places the Group below many of its peers in value for money terms. The Estate Strategy will target efforts to address these shortcomings where it is considered reasonable to and there are opportunities to improve performance for the public good.

Person specification

Job title:	Group Estates, Facilities and PFI Director
Reporting to:	Deputy Chief Executive and Chief Financial Officer
Accountable to:	Deputy Chief Executive and Chief Financial Officer
Pay Band:	9

JOB PURPOSE

The primary purpose for the postholder will be to provide estates, facilities and PFI leadership and oversight across the IWT and PHU Group.

The Group Estates, Facilities and PFI Director will lead and co-ordinate all legal, statutory, operational and strategic objectives and responsibilities with regards to estates and facilities across both Trust's sites.

In particular, the postholder will develop and deliver the complex estate strategy for the Group. They will bring a strong strategic, commercial and professional estate awareness together with innovative ideas to ensure plans support the service requirements and the ambition of the Group.

Importantly, the postholder will act as authorised Trust Representative on the PFI (QAH) contract.

The postholder will be a key member of the Group leadership team, working across both Trusts, adopting an integrated approach that spans the following CFO executive portfolio functions:

- Finance
- Procurement and Supply Chain
- Estates, Facilities and PFI
- Commercial
- Charity
- Digital

Specifically, the postholder will work closely with two Deputy Directors of Estates and Facilities to achieve a consistent single operating model for estate and facilities support, where appropriate.

The postholder will line manage the Deputy Directors of Estates and Facilities across IWT and PHU.

JOB SUMMARY

The postholder is responsible for ensuring a proactive, efficient and effective estate and facilities service, and will act as the professional head of estates and facilities for the Group. Specifically the postholder will be accountable for:

- Leading strategic and operational estate management, including development of the estate strategy, management of property, land, property and building maintenance, space management, energy and utility management.
- Leading on hard and soft facilities management, including the retained QAH estate and satellite site properties.
- Responsible for ensuring that the Group E&F team is proactive, responsive and adds demonstrable 'customer value' to the organisation, that a high-quality service is provided and that the contractual requirements associated with PFI and other outsourced services are met.
- Leading on sustainability and corporate social responsibility, together with the achievement of the Group's carbon reduction strategy and energy conservation targets.
- Leading on all land, property, estate and facilities matters.
- Leading on the delivery of the Group's facilities, estates and capital development services including those provided through the PFI, national ProCure22 framework, and any other route, and the maintenance of the satellite site properties.
- Leading on the effective delivery of estates and facilities services and ensuring they are undertaken in accordance with national standards and recognised industry best practice.
- Leading on providing a safe, secure and high-quality patient environment for the Group and for other organisations with which the Group has third party occupants through service level agreements.

The postholder will support the Group in delivering high performing single corporate services, providing leadership and direction to the to the Group's E&F team and will be responsible for the development, implementation and overall performance of operational objectives that achieve both PHU and IWT strategic aims and objectives, as set by the Trust executive.

The postholder may be required to deputise for the Chief Financial Officer from time to time.

The detailed job description is subject to refinement as part of the ongoing leadership change process.

ORGANISATIONAL STRUCTURE

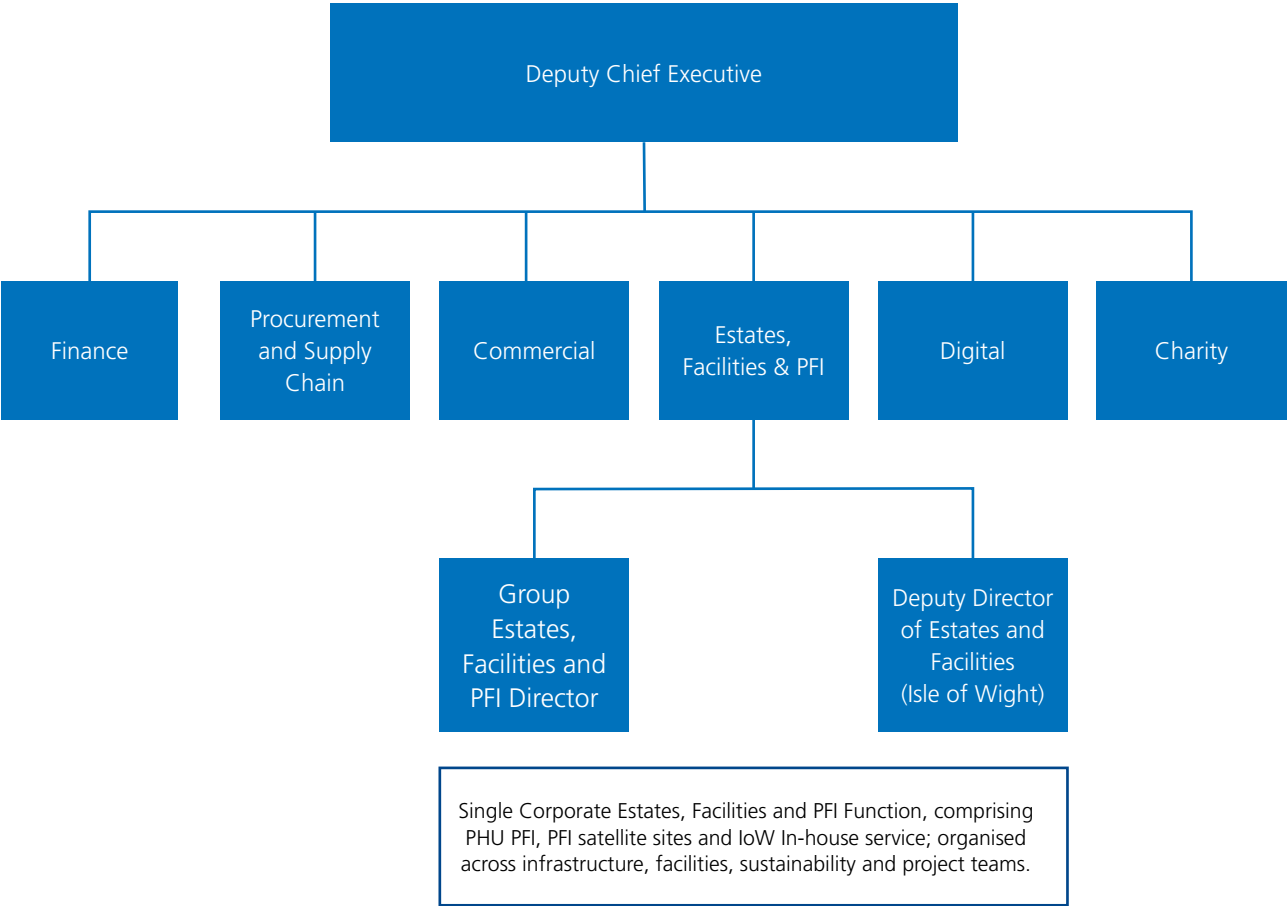
The Group Estates, Facilities and PFI Director reports to the Deputy Chief Executive on a day-to-day basis.

The postholder will be professionally accountable to the Deputy Chief Executive and work part of the Deputy CEO leadership team.

The postholder will work closely with two Deputy Directors of Estates and Facilities to achieve a consistent single operating model for estate and facilities support, where appropriate.

The post will be required to particulate in the Trust’s on-call rota.

Organisational Chart



SPECIFIC CORE FUNCTIONS

Corporate Responsibilities

- The Group Estates, Facilities and PFI Director will oversee all aspects of estates, facilities and PFI management, governance and decision making, and the development and delivery of procurement plans.
- Deputise for the Chief Financial Officer as required.
- Work with the Deputy CEO to agree operational and personal objectives and performance targets which focus on the delivery of the estate strategy and business plans.
- Develop effective working relationships with key external stakeholders including commissioners and other local healthcare providers.
- Contribute to the development of a culture of continuous improvement; promotion of new ideas and initiatives; leading others through the journey to a sustainable future in order to meet stretching financial and performance targets.
- Ensure that all legal and statutory obligations are met.
- Ensure the highest standards of corporate and clinical governance, personal conduct and probity.
- Represent the Group locally, regionally and nationally as and when required.

Specifically in relation to single corporate services:

- Contribute to the development, communication and promotion of single corporate service core purpose, vision, mission and values.
- To achieve as close to the same operating model for corporate support for the Group 'as if one' statutory body; that supports both Trusts in the most effective and efficient way, through the realisation of one agreed set of identical systems and processes.

Functional Responsibilities

Estate Management

- Lead on delivery of the Estates Strategy in conjunction with the overall Clinical Services Strategy and estate strategic planning, and the procurement and project management of associated major projects.
- Manage the estates capital planning services provided through the PFI, national NHS Procure22 framework and the maintenance of satellite site properties.
- Provide professional leadership on estate matters and to provide a safe environment for patients, staff and visitors.
- Develop and ensure safe systems of estates operation in accordance with statutory and mandatory requirements including taking the accountable director role for security and fire strategy/fire safety.
- To develop commercial opportunities linked to the estate strategy to maximise capital receipts and/or generate income for the Group.
- Directly responsible for managing the estate capital programme budgets and delivering schemes to time and cost.

PFI Contract Performance Management

- Act as the Group representative and carry out a number of responsibilities as set out within the contract associated with this role, providing lead professional advice on the delivery, monitoring and management of the PFI contracts.
- Significantly develop the relationship with this critical site and service delivery partner.
- Ensure the effectiveness and appropriateness of the overall service delivery provided under the PFI.
- Lead and direct the work undertaken by the PFI contract performance management team, (including external advisors) managing within agreed budgets.
- Produce and maintain a comprehensive audit trail for the PFI contract.
- Develop and manage the complex relationships that the PFI contract requires. Build support within all contractual organisations ensuring that each one appreciates the complexity of the contract and gives clear commitment to it, to achieve contract outcomes.

- Develop and manage the communication strategy for the PFI contract and ensure it is adhered to. Communicate clearly in all directions and give a consistent message.
- Lead the commercial management of the contract and the negotiating of complex issues with the PFI Partner ensuring that disputes and variations are managed fairly but decisively.
- Lead and develop soft FM services to provide a compliant, high quality and competitive service at all times. Lead responsibility for timely market testing and benchmarking associated with the PFI contract.
- Focus on user and Group requirements but manage expectations ensuring that there is an awareness of the implications of joint public and private sector working.
- Ensure that the FM service is designed to the highest standards with an emphasis on innovation and a commitment to quality in accordance with Department of Health and Social Care guidance.

Sustainability and Corporate Social Responsibility

- Monitor progress against the Group's sustainability and carbon management strategy. Raise the profile of the sustainability agenda within the Group, and of the Trust within the NHS.
- Develop and deliver a programme of energy conservation and sustainability measures to help achieve financial and carbon reduction targets.
- Lead on initiatives to reduce energy consumption and reduce carbon production by capital and/or revenue investments leading to either passive or active means of becoming more sustainable.
- Introduce processes to forward scan changes in the social, legislative, technological, environmental and political environment and ensure that the Group's position with regard to sustainability and associated aspects of corporate citizenship are optimised.
- Ensure that sustainability and corporate citizenship issues are fully taken into account in the Group's business planning cycle and in individual business cases for service change and new medical equipment. Incorporate sustainability into all major procurements by the Group.
- Promote the Group and enhance its public image with regard to sustainability and the efforts it is making to become a good corporate citizen with regard to sustainability/climate change.

Leadership and Management

- Act as Chair for key groups including the Estates and Facilities committee and PFI management group.
- Take overall ownership for the effectiveness and management of the Group's PFI Liaison committee, responsible to the CFO/Deputy Chief Executive as lead executive.
- Contribute to the development of the strategic corporate direction of the Group and the annual planning cycle.
- Working closely with the Deputy CEO leadership team, ensure that the estates planning strategy is in place to support the development and achievement of the strategic and operational objectives.
- Contribute to the management and development of the Group.
- Contribute to strategic thinking of the executive team and help to reconcile operational demands with long-term objectives.
- Contribute to the process of corporate policy reviews and formulations and the Group business planning process.
- Translate high-level aims in to practical and achievable strategic plans for each of the divisional service areas and deliver on time, on budget and to agreed performance standards.
- Analyse and use information, including benchmarking data, to change and develop services and to manage their performance.
- Undertake lead role responsibility for all negotiations on land, property and facilities issues relating to the Group.
- Manage services within budgetary constraints and achieve agreed savings and efficiency targets.
- Commit and realign resources to meet key priorities and make cases as appropriate, for the resources to meet the Group's objectives.
- Build and support high-performing teams. Develop trust, good morale and teamwork based on the best contribution of each individual. Look for continuous performance improvement and establish and communicate clear standards and expectations. Seek and apply best practice from other organisations and ensure decisions are informed by relevant technical, professional and specialist expertise.

- Provide objective and professional advice and accept responsibility for the advice given. Be managerially accountable for each service area and in addition be professionally accountable on strategic estate matters. Assess and manage risk and set up effective controls assurance mechanisms to ensure the Group is protected against undue risk. Ensure the management of services is in line with NHS and local Human Resources strategies.

Governance/ Compliance

- Ensure the Group provides an estate and facilities service that is safe, compliant with the Premises Assurance Module (PAM), Care Quality Commission (CQC) fundamental standards whilst optimising the opportunities to provide high quality of patient care.
- Ensure that the potential of the estate and associated contracts are optimised to deliver excellent ratings from internal/ external customers.
- Ensure the development and implementation of property, estates and facilities management policies, procedures and systems that are fully integrated with the Trust values.
- Lead on appropriate CQC standards and provide assurance to the Group Executive Board on where standards relate to estates, facilities and capital planning.
- Ensure compliance with statutory and mandatory requirements and performance of the estate to provide a safe and secure environment.
- Direct responsibility for the provision of Fire safety advice and all Estate and Facilities health and safety related issues on behalf of the Chief Executive and the Group.
- Ensure the whole Trust estate are managed efficiently and effectively following guidance in accordance with Health Technical Memorandums and Health Building Notes.
- Ensure timely project management is in place for all estates development projects.

- Lead the soft FM function for the Group including retained areas/ satellite properties and ensure statutory and mandatory standards are met to ensure that the highest possible standards of compliance are achieved across all areas of Health and Safety.
- To deliver the Health and Safety programme for estates and facilities through a process of key services meetings including the management of legionella, asbestos, electrical infrastructure, food safety, pest control, fire safety, specific departmental risks, including slips, trips and falls management, support to be provided to the Group's Infection Control Team through the delivery of an effective hospital cleanliness programme and CQC compliance.

Leadership

- Lead by example, with the ability to inspire confidence and respect within and external to the organisations.
- Promote staff training and development opportunities to enable a high performance culture; and ensure that the function is adequately resourced and, through talent management, ensure that the workforce is planned for future needs.
- Ensure the performance and contribution of individuals is maximised in line with the aims of each organisation through the promotion and management of appraisal and performance management processes.
- Support national policy initiatives ensuring local action is adhered to in terms of being recognised as a model employer that has outstanding staff motivation and retention rates e.g. staff satisfaction survey.
- Support the promotion and development of equal opportunities, intentional inclusion and diversity in both employment and provision of services.

KEY RESPONSIBILITIES

Communication and Working Relationships

The postholder will be providing and receiving complex, sensitive or contentious information, where persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or cooperation is required or because there are barriers to understanding and/or providing and receiving highly complex information.

Analytical and Judgement

Judgements involving highly complex facts or situations, which require the analysis, interpretation, and comparison of a range of options.

Planning and organising

The postholder will be responsible for formulating long-term, strategic plans, which involve uncertainty, and which may impact across the whole Group.

Physical Skills

The post has minimal demand for work related physical skills.

Patient Client Care

Assists patients/clients during incidental contact

Policy and Service Development

The postholder is responsible for a range of policy implementation and policy or service development for a directorate or equivalent.

Financial Management

The postholder is responsible for the budget for several services.

Information Resources

The postholder is responsible for the operation of one or more information systems for several services where this is the major job responsibility.

Management/Leadership

The postholder is responsible for the single corporate service relating to all aspects of the function. This includes a responsibility for appraisals, managing sickness absence, dealing with disciplinary and grievance issues, leading on recruitment and selection, staff development and succession planning and managing all aspects of people management.

Freedom to Act

The postholder is guided by general health, organisational or broad occupational policies, but in most situations the postholder will need to establish the way in which these should be interpreted.

Physical effort

A combination of sitting, standing, and walking with little requirement for physical effort. There may be a requirement to exert light physical effort for short periods.

Mental effort

There is a frequent requirement for concentration where the work pattern is unpredictable, or there is an occasional requirement for prolonged concentration.

Emotional Effort

Exposure to distressing or emotional circumstances is rare, or occasional indirect exposure to distressing or emotional circumstances.

Working conditions

Exposure to unpleasant working conditions or hazards is rare.

The opportunity

Criteria	Essential	Desirable
Qualifications	• A chartered professional qualification and/or a Master's Degree in Engineering, Building, Surveying, Architecture or Estate Management or equivalent professional experience. • Evidence of continuous professional development in the field of estates, property management, engineering, etc.	• Membership of an appropriate professional organisation. • Post graduate qualifications in Estates and/or other appropriate areas.
Experience	• Experience of working in a complex NHS acute hospital or other NHS/ public sector organisation. • Experience of managing soft FM and the interface between in-house and outsourced contracts. • Experience of commercial real estate. • Able to demonstrate a strong track record of entrepreneurial leadership and achievement in performance improvement at a senior level in a large, complex environment. • Significant senior experience of managing service-based contracts. • Significant experience of negotiating large service contracts. • Evidence of successful management of large budgets. • Experience of best value and market testing programmes across private or public sector. • Leading negotiations with external and internal customers to agree and develop SLAs. • Experience of working across departments and organisational boundaries. • Experience of management of large numbers of staff.	• Extensive experience of managing PFI and/or large and complex facilities management contracts. • Extensive and substantial post qualification experience in management of healthcare estates facilities. • Experience of working with Unions and staff side representatives. • Experience of managing PFI estates.
Knowledge	• Skilled in leading large scale, transformational change across large groups of staff. • Excellent interpersonal and communication skills. • Proven skill and ability to inspire and motivate. • Excellent knowledge of financial management and processes. • In depth knowledge of Contracts and Contract Management. • Knowledge of legislation and processes relative to Estates and Environmental Management. • Knowledge of Capital investment regulations. • High level of drive and focus of achievement of outcome. • Excellent report writing skills. • Proven ability to design, plan and deliver strategy. • Ability to think strategically and contribute to the development of the Trust as a whole. • Able to use a range of IT systems i.e. Microsoft Word, Excel and PowerPoint. • Ability to gain credibility with senior staff and clinicians quickly	• Detailed understanding of the legal system and law related to ownership of property; and employment. • Understanding of the dynamics and complexities of NHS environment. • Understanding of healthcare provision together with awareness and appreciation of current NHS policy and priorities.

Compliance statement to expected organisational standards

To comply with all Trust Policies and Procedure, with particular regard to:

- Risk Management
- Health and Safety
- Confidentiality
- Data Quality
- Freedom of Information
- Equality Diversity and Inclusion
- Promoting Dignity at Work by raising concerns about bullying and harassment
- Information and Security Management and Information Governance
- Counter Fraud and Bribery

The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:

- Understand duty to adhere to policies and protocols applicable to infection prevention and control.
- Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
- All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
- All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.
- To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.
- Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.

- Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. Our vision, values and behaviours have been designed to ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.
- Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004, Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Safeguarding Policy.
- Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures
- Ensure that you comply with the Mental Capacity Act and its Code of Practice when working with adults who may be unable to make decisions for themselves,
- Ensure that you maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff are expected to respect conform to the requirements of the Data Protection Act 1998, including the responsibility to ensure that personal data is accurate and kept up to date.
- If your employment is to a post that requires you to be registered with a professional body, the continuation of your employment is conditional upon you continuing to be registered with the appropriate professional body. The Trust will require evidence of current registration.
- Proactively, meaningfully and consistently demonstrate the Trust Values in your every day practice, decision making and interactions with patients and colleagues.
- Perform any other duties that may be required from time to time.

This job description may be altered, from time to time, to meet changing needs of the service, and will be reviewed in consultation with the postholder.

How to apply

The closing date for applications is **7 December 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. Your supporting statement should give evidence of how you meet the requirements of the person specification relating to the role.

Along with your application, please include:

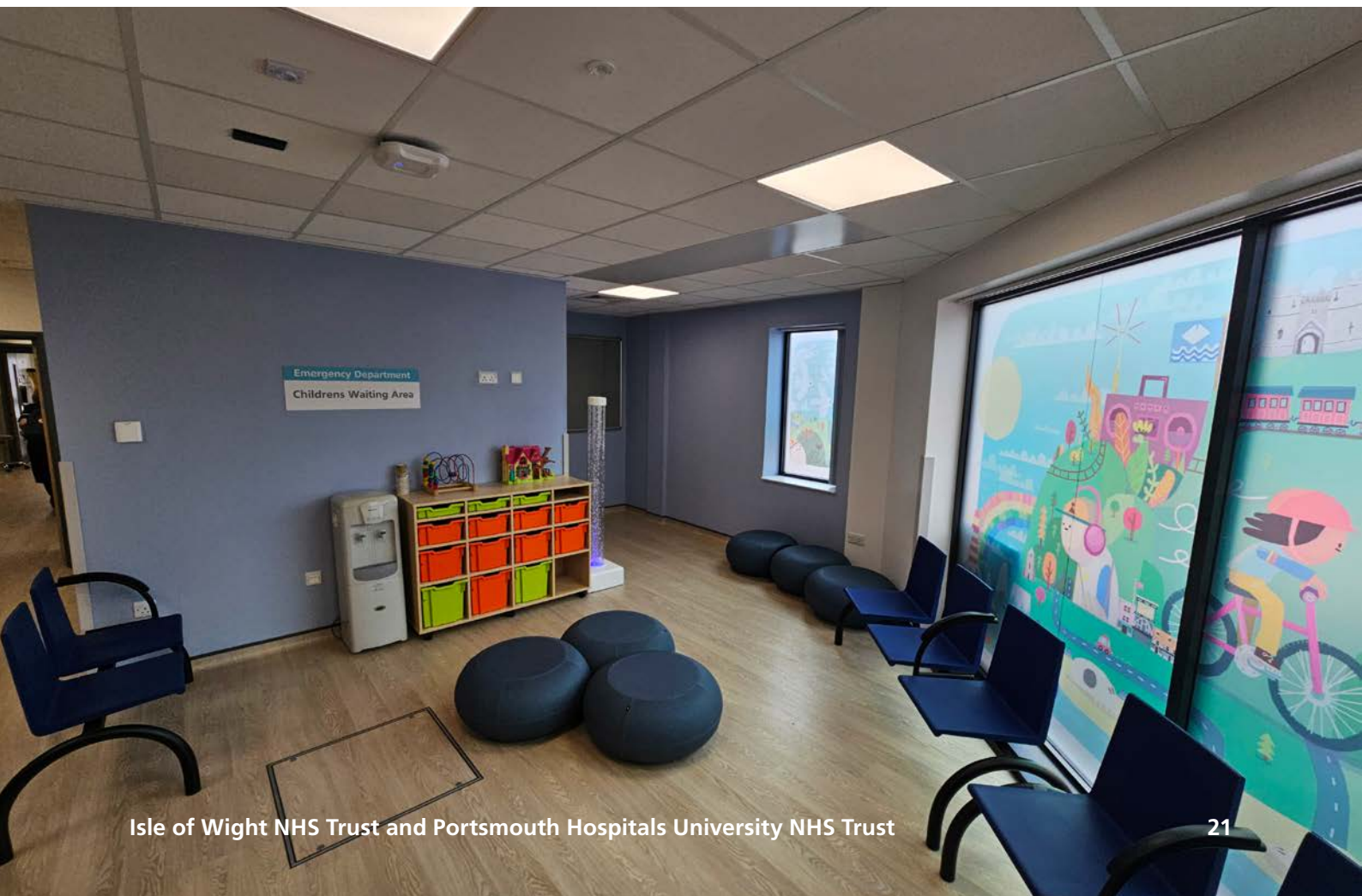
- Contact details for up to four referees (who will not be contacted without your permission)
- A contact email address and telephone number
- Information on current salary and notice period
- A completed **Equal Opportunities Monitoring Form** and **Fit and Proper Person Monitoring Form**.

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

For an informal conversation about the post, please contact Brendan Davies at our recruitment partners, Hunter Healthcare by email: bdavies@hunter-healthcare.com or phone: **07585 356985**

KEY DATES:

Application Deadline	7 December 2025
Shortlisting	10 December 2025
Provisional Interviews	19 December 2025





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