

Excellent
Care
Everywhere

A decorative white line that starts under the word 'Everywhere' and curves upwards and to the right.

Chief Executive Officer

Candidate information pack

November 2025

Welcome from the Chair

Hello, and thank you for your interest in the role of Chief Executive Officer at University Hospitals Sussex NHS Foundation Trust (UH Sussex). This is an important moment for our organisation, and we are seeking a leader of outstanding ability, character and commitment to help shape our next chapter.



UH Sussex was created with a bold ambition: to bring together the best of our hospitals, our people and our expertise to deliver consistently excellent care for the communities we serve. We are proud to be one of the largest acute trusts in the country, providing specialist and tertiary services to more than 1.8 million people across Sussex and beyond – through our hospitals in Brighton, Haywards Heath, Worthing and Chichester, and our community and satellite services.

Every day, our colleagues show extraordinary professionalism, compassion and resilience. They continue to deliver care with dedication and skill, while facing significant pressures and change. We are equally clear about where we must improve. We are strengthening our governance and culture, improving consistency of quality and safety, and completing the journey to One UH Sussex – a single, unified organisation with shared values and purpose.

We have recently launched our new five-year strategy, Excellent Care Everywhere. It sets out our ambition to provide excellent care for our patients, our people, our communities, for our future, and together as One UH Sussex. It is rooted in our values of being Compassionate, Inclusive and Respectful, and will guide how we continue to learn, improve and deliver safe, high-quality care for everyone who depends on us.

We also recognise the scale of the challenges we face. The Trust is currently subject to a police investigation, Operation Bramber, which is looking into allegations about historical staff conduct. We are cooperating fully with the investigation and supporting those affected. In addition, we are one of the organisations included in the national maternity review being led by Baroness Amos. We are working openly with the inquiry team and our partners to ensure that lessons are learned and that improvements are made where they are needed most.

These are serious matters, and they require strong, compassionate and honest leadership. Our next Chief Executive will need to balance openness and integrity with operational focus and cultural renewal – building trust, ensuring accountability, and creating the conditions where colleagues can thrive and patients receive the best care possible.

From extensive staff listening sessions and a Trust-wide survey, our people told us what they need from their next CEO. They want a leader who is visible and authentic, who listens first, and who leads with honesty, fairness and respect. They want psychological safety, clear priorities and real follow-through. Above all, they want someone who values every role, every site, and every patient equally.

We are therefore seeking a Chief Executive who will lead with clarity, integrity and compassion. You will bring a proven track record of improvement in complex healthcare systems, underpinned by operational grip, financial discipline and a collaborative approach. You will be an inclusive, people-centred leader, able to inspire confidence across a large and diverse workforce and to work in partnership across the Surrey & Sussex Integrated Care System, local authorities, universities and community partners.

This is a demanding but hugely rewarding opportunity. You will join an organisation with significant strengths – skilled and committed staff, areas of clinical excellence, strong research and education links, and communities that care deeply about their local NHS. With the right leadership, we can move from recovery to renewal and realise the full potential of UH Sussex.

If you are energised by the opportunity to make a lasting difference; to unite and strengthen a major NHS trust and to lead it forward with confidence and compassion, we would be delighted to hear from you.

If you think you can help and are up for the challenge, please contact our recruitment partners **Rhiannon Smith** and **James McLeod** at Hunter Healthcare jmcleod@hunter-healthcare.com or by phone on 07842 424530.

Philippa Slinger
Chair, University Hospitals Sussex
NHS Foundation Trust



Click here to watch a short video

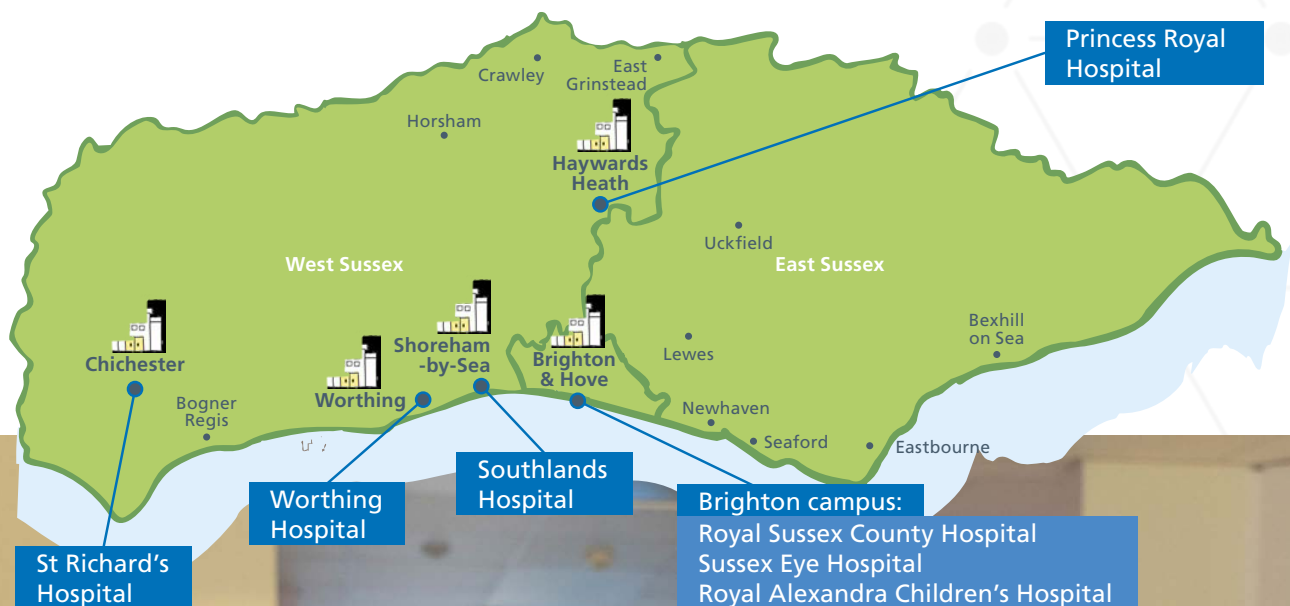
About the Trust

University Hospitals Sussex NHS Foundation Trust (UH Sussex) is one of the largest acute provider organisations in the NHS.

We care for more than 1.8 million people across Sussex and beyond and employ almost 20,000 colleagues working across our hospitals, community services and support teams.

Alongside outpatient, diagnostic and community services across the county, our hospitals include:

- Royal Sussex County Hospital, Brighton – a major teaching and trauma centre providing specialist and tertiary care;
- Princess Royal Hospital, Haywards Heath;
- Worthing Hospital; and
- St Richard's Hospital, Chichester



The Trust at a glance



1.7m

people served by
District, general or
tertiary hospital



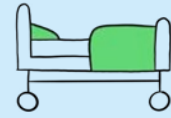
17.8k+

people work
for UHSussex



650+

community
volunteers



1,800

general & acute
hospital beds
(approx)



50+

operating
theatres



8,500

babies born
each year



6,400

Cancer treatments
each year



124

research studies with
7,500 participants
(2023/24)

Every day:

1,300+

people visit our emergency
departments

3,500+

attend outpatient
appointments

400

daycase and inpatient
procedures completed
(approx)

Our population:

8,000

fewer people aged
25-64 by 2030

55,000

85 years and older in
Sussex, one of the 20 oldest
populations in England

3rd

lowest general
fertility rate nationally
(Brighton and Hove)

Staff:

29%

staff have worked for us
(including legacy trusts)
for 10 years or more

68%

of staff live within 3 miles
of one of our hospitals

144

different nationalities
represented across
our teams

Our context

We are a young organisation, established in 2021 through the merger of two hospital trusts. We have already achieved much, but there is more to do to realise our ambition of One UH Sussex – a single, coherent organisation where every colleague feels connected and every patient experiences the same high standard of care.

Like the rest of the NHS, we face real challenges: increasing demand, workforce pressures, financial constraint and ageing infrastructure. We are addressing these with honesty and focus, building stability while supporting our people to deliver improvement and innovation.

We are proud of our many strengths:

- Skilled and compassionate colleagues who care deeply about their patients;
- Strong clinical leadership and specialist expertise;
- Research and education partnerships with local universities; and
- Communities who value and support their local NHS.

Our Partnerships and System Role

UH Sussex is a key partner within the Surrey & Sussex Integrated Care System, working with NHS, local authority, academic and voluntary sector partners to improve health outcomes and reduce inequalities. We are also an anchor institution, supporting local employment, education and sustainability across Sussex.



Our vision and values

Our vision

Our vision is *Excellent Care Everywhere*.

We are here to deliver excellent care for our patients, for our people, for our communities, for our future, and together as One UH Sussex.

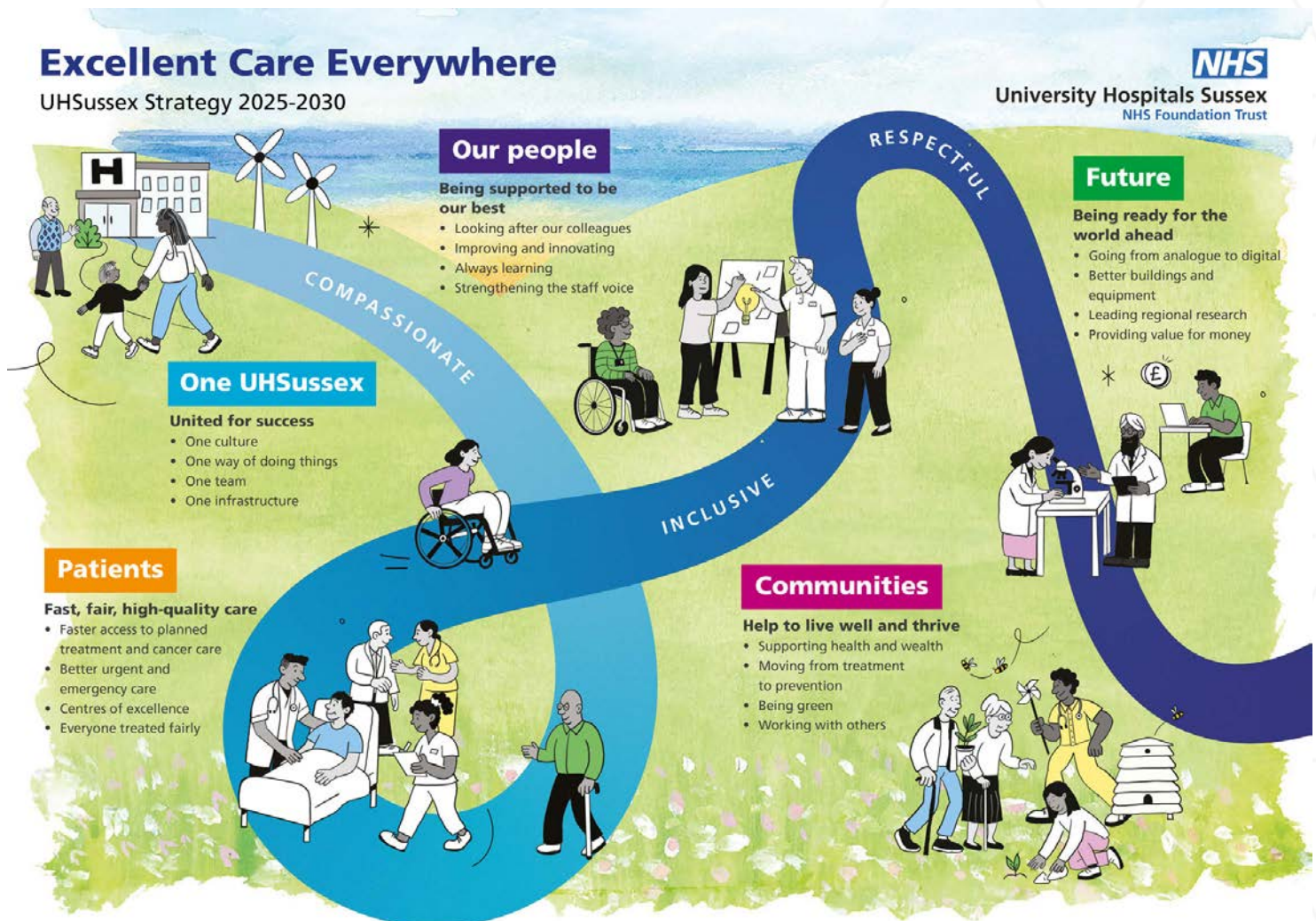
Our **2025–2030 Strategy** sets out how we will strengthen quality and safety, support and empower our people, tackle inequalities, and modernise how we work so every patient receives the best possible care, wherever they are treated.

Our Values

Our values are more than just words – they guide how we work together and care for patients. We are:

- **Compassionate** – we communicate and act kindly;
- **Inclusive** – we work together and value every voice;
- **Respectful** – we behave professionally and with integrity.

These values shape the culture we are building – one based on kindness, openness, and shared purpose.



Our future

Our Excellent Care Everywhere strategy sets a clear direction for the next five years. We will:

- Deliver excellent and equitable care for all our patients;
- Create a great place to work, where colleagues are supported and empowered;
- Invest in modern, sustainable services and digital innovation; and
- Work in partnership to improve health and wellbeing across our communities.

For the right leader, this is an opportunity to make a lasting difference – to unite our people, strengthen our culture, and deliver excellent care everywhere.



Excellent Care Everywhere



Staff survey: insights

Leadership qualities staff want to see:



Key challenges and priorities:



Role description

Job Title:	Chief Executive Officer
Remuneration:	Competitive, plus any allocated responsibility allowances
Location:	As required across all sites
Key relationships:	Executive Team, Trust Board, Trust Governors, Hospital Management Teams, ICS, other NHS Trusts, organisations within the Integrated Care Partnership, Auditors & Regulators

UH Sussex is seeking a visible, compassionate and values-led Chief Executive who can unite the organisation, strengthen its culture, and deliver on the ambitions of Excellent Care Everywhere – ensuring outstanding care for patients, colleagues and communities, now and into the future.

Job purpose

The Chief Executive Officer (CEO) provides visible, values-led leadership for University Hospitals Sussex NHS Foundation Trust (UH Sussex), ensuring delivery of the Trust's vision of Excellent Care Everywhere.

As Accountable Officer, the CEO will lead the organisation to deliver safe, high-quality and compassionate care, fostering a culture that is compassionate, inclusive and respectful. They will unite all parts of UH Sussex as One Trust, enabling colleagues to deliver improvement and innovation across our hospitals and services.

The CEO will be an authentic, outward-facing leader, representing the Trust with staff, partners, patients and regulators, and working collaboratively across the Surrey & Sussex Integrated Care System (ICS) to improve health outcomes, tackle inequalities and strengthen confidence in our local NHS.

Key Responsibilities

1. Visible, Values-Led Leadership

- Be a visible, compassionate and authentic leader, accessible to colleagues at every level and across all sites.
- Lead with integrity, humility and respect, modelling the Trust's values in every action and decision.
- Create the conditions for psychological safety, so that colleagues feel listened to, supported and empowered to speak up.
- Communicate openly and honestly, ensuring clarity of purpose, priorities and accountability.
- Build a culture of trust and belonging through fairness, inclusion and consistency.

2. People, Culture and Organisational Development

- Lead a sustained programme to reset culture and morale, creating a workplace where colleagues feel valued, safe and proud to work.
- Embed compassionate and inclusive leadership at every level.
- Drive improvement in staff experience, engagement and retention, working closely with staff networks and leaders.
- Champion equality, diversity and inclusion, ensuring equity of opportunity and voice.
- Promote wellbeing and realistic workloads, supporting colleagues to thrive.

3. Strategy, System and Partnership Leadership

- Deliver the ambitions of the Trust's 2025–2030 Strategy – Excellent Care Everywhere, ensuring progress across all five priorities:
 - Excellent care for our patients
 - Excellent care for our people
 - Excellent care for our communities
 - Excellent care for the future
 - Excellent care together (One UH Sussex)
- Unite the Trust operationally and culturally, completing the journey to One UH Sussex.
- Work collaboratively across the Surrey & Sussex ICS and with partners in local government, universities, primary care, and the voluntary sector.
- Act as a visible ambassador for the Trust, influencing regionally and nationally.
- Champion research, education, and digital innovation to improve outcomes and experience.

4. Performance, Improvement and Sustainability

- Ensure consistent delivery of high-quality, safe, effective and equitable care.
- Strengthen operational performance and patient flow, driving sustainable improvement.
- Maintain clear oversight of financial performance, ensuring transparency and grip.
- Promote innovation, improvement and modernisation, ensuring the Trust's estate and digital infrastructure support excellence.
- Balance ambition with realism – ensuring change is thoughtfully planned and carefully delivered.

5. Governance and Accountability

- Act as Accountable Officer under the NHS Foundation Trust regulatory framework.
- Ensure robust systems of governance, risk management and assurance.
- Provide accurate, timely information to the Board and regulators.
- Uphold the highest standards of ethics, probity and stewardship.
- Build public confidence through honesty, openness and delivery.



Person Specification

VALUES AND LEADERSHIP STYLE

- Demonstrably compassionate, inclusive and respectful in leadership approach.
- Visible and approachable, with a genuine commitment to listening and learning.
- Builds trust through transparency, fairness and consistency.
- Creates psychological safety and champions staff voice.
- Leads collaboratively, empowering others to perform and grow.
- Acts with integrity, courage and humility in all circumstances.

EXPERIENCE

- Substantial senior executive experience within a large, complex healthcare organisation or system.
- Proven record of cultural, operational and financial improvement in challenging environments.
- Experience uniting multi-site organisations or leading integration and change across diverse services.
- Demonstrable success improving staff engagement, inclusion and morale.
- Experience leading within or in partnership with an Integrated Care System or similar multi-agency framework.
- Track record in digital transformation, data-driven decision-making and improvement.
- Evidence of collaborative leadership with system partners, regulators and communities.

SKILLS AND CAPABILITIES

- Strategic thinker with the ability to turn vision into tangible progress.
- Excellent communicator and listener, skilled at engaging and inspiring diverse audiences.
- Decisive and accountable; able to balance compassion with rigour and pace.
- Politically astute and effective at influencing across complex systems.
- Skilled at leading through uncertainty and change, maintaining optimism and stability.
- Deep commitment to equity, wellbeing and sustainability.

KNOWLEDGE

- Comprehensive understanding of NHS policy, governance and regulation.
- Strong grasp of patient safety, quality improvement and clinical governance.
- Financial literacy and understanding of the relationship between workforce, quality and cost.
- Knowledge of system working, population health and tackling inequalities.
- Awareness of how research, digital innovation and education can improve care.
- Education and Development
- Educated to Master's level or equivalent senior-level experience.
- Evidence of continuing personal and professional development.
- Relevant professional qualification (clinical, managerial or equivalent) desirable.

PERSONAL QUALITIES

- Authentic: earns trust through openness and integrity.
- Courageous: leads with conviction and fairness in complex situations.
- Resilient: stays calm, positive and focused under pressure.
- Collaborative: builds strong partnerships and teams.
- Inspiring: motivates others through vision, humility and empathy.

How to apply

**All applications must be received by
2 December 2025**

All applications must quote the reference UHSX_ CEO and include:

- A full curriculum vitae
- A covering letter (no more than two pages) indicating how you meet the selection criteria and articulating why you are interested in the role
- Contact details for referees covering the last six years (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 Monitoring Form](#).

For a confidential discussion please contact our recruitment partners **Rhiannon Smith** and **James McLeod** at Hunter Healthcare jmcleod@hunter-healthcare.com or by phone on 07842 424530.

 [Click here to apply online](#)

KEY DATES:

Application Deadline	2 December 2025
Shortlisting	3 December 2025
Stakeholder sessions (Teams)	3-15 December 2025
Final interviews	16 / 17 December 2025





University Hospitals Sussex

NHS Foundation Trust



Excellent
Care
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