

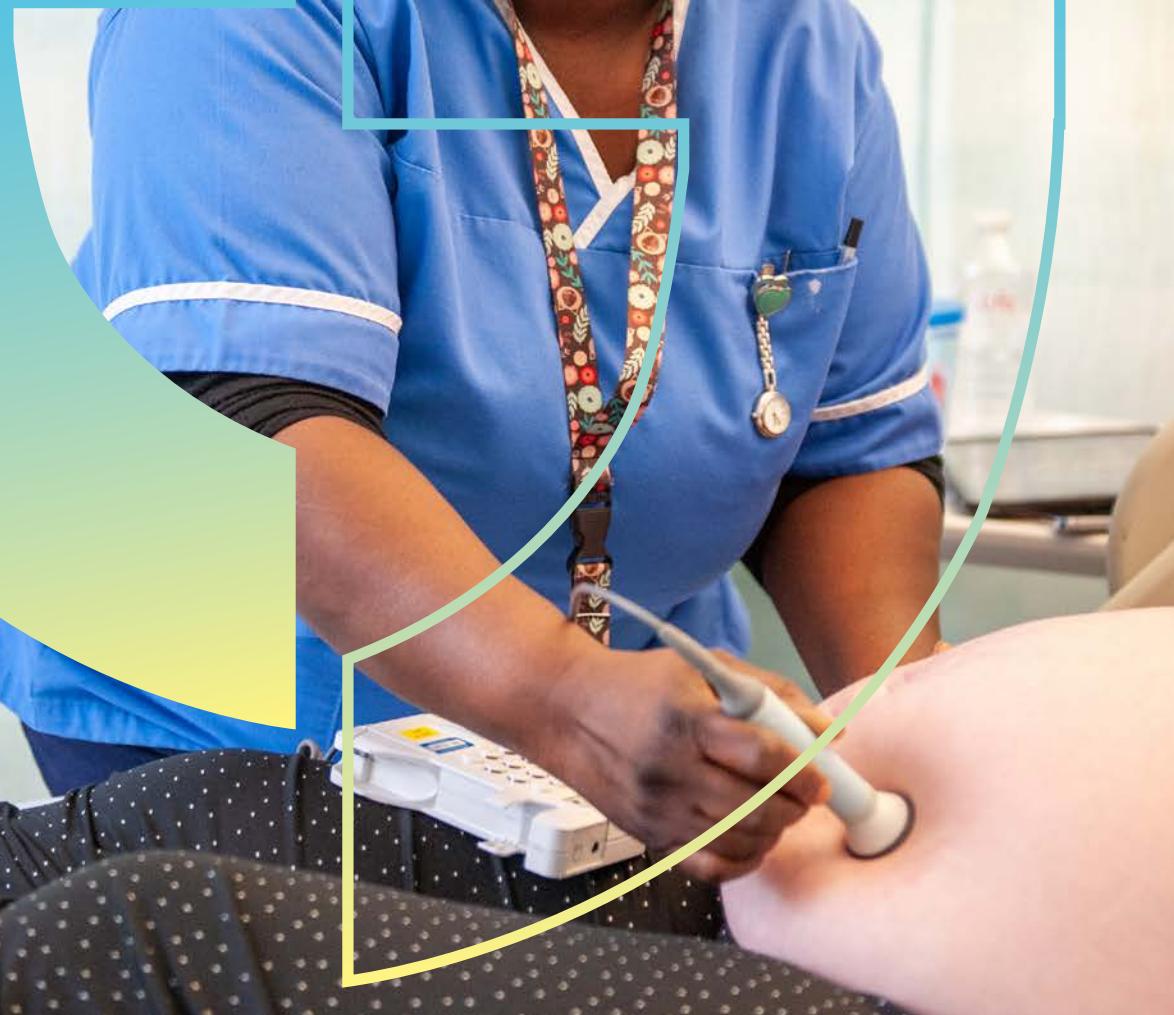
Associate Director of Midwifery

Candidate Information Pack

December 2025



**Nurturing
ambition.**



Welcome

Hello, I'm Matt Holdaway, the Chief Nurse in Gloucestershire Hospitals. Thank you for taking a moment to learn more about the Assistant Director of Midwifery role, a position of real significance for our Trust, our county, and the future of maternity care in Gloucestershire.

We are currently undertaking our first full maternity health needs assessment in over a decade. This gives us a rare and exciting opportunity to reflect, re-imagine and plan with fresh insight and renewed ambition for the years ahead.

Our maternity teams are passionate, highly skilled and deeply committed to the families they serve. Like services across the country, they have navigated significant complexity and pressure, doing so with professionalism, resilience and pride.

The Associate Director of Midwifery is a key member of the perinatal leadership team within the Division and works under the professional direction of the Director of Midwifery to provide guidance, support and leadership to all midwifery, nursing staff and support staff, to ensure patient safety, service quality and excellent patient experience is consistently maintained and delivered through effective management of human, financial and physical resources.

Being accountable for the organisational performance within the division, ensuring compliance with the highest of care standards and regulatory requirements, including those set by the Care Quality Commission (CQC), through the appropriate management and leadership of the midwifery and nursing teams.

Focusing on the provision of responsive, compassionate, visible leadership for wards and departments within maternity and a range of perinatal

services across three hospital sites and community. The post holder will be a visible, experienced midwifery leader with an in depth understanding of the complex national perinatal landscape.

Assists the Director of Midwifery in the implementation of the corporate midwifery agenda; taking a specific strategic lead were requested on allocated cross divisional and corporate roles. The post holder will deputise for the Director of Midwifery at Trust-wide committees and local, regional and national meetings as required.

This is an exciting opportunity to contribute to a dynamic, improving service and shape the future of Maternity care in Gloucestershire alongside the Director of Midwifery, our clinical teams and importantly women, birthing people and our local communities.

This is a defining moment to make a real and lasting impact. If you are motivated by purpose, inspired by transformation and ready to lead with compassion and courage, we would be delighted to hear from you. I hope you will consider joining us on this important journey. Thank you.

If this sounds like you and you would like to learn more, please contact Finn McNulty at our recruitment partners, Hunter Healthcare, on fmcnulty@hunter-healthcare.com or 07966 006091

Thank you for your interest,

Matt Holdaway

Chief Nurse
Gloucestershire Hospitals
NHS Foundation Trust



'A New Life Starts Today'

This video showcases the extensive cultural work undertaken in recent years, aiming to inspire experienced midwives to come and work for us and encourage newly qualified midwives to advance their careers at Gloucestershire Hospitals and continue their midwifery journey with us.



About Gloucestershire

Gloucestershire is nestled in the picturesque Cotswolds, offering a charming mix of rural beauty, historic towns, and a thriving community.

With its diverse range of vibrant independent shops, cultural festivals, theatres and sporting venues, including Cheltenham Racecourse, it attracts tourists from across the world.

The Cotswolds Area of Outstanding Natural Beauty provides ample opportunity to explore and enjoy the great outdoors. Gloucestershire is rich in history, boasting landmarks including Gloucester Cathedral, Sudeley Castle and Westonbirt Arboretum.

Gloucestershire provides exceptional educational opportunities, making it an ideal destination for families seeking a vibrant and supportive community.

The county is home to a variety of prestigious independent schools, and highly regarded grammar schools.

Additionally, Gloucestershire benefits from strong ties with two renowned universities, further enhancing its appeal as a place for both academic excellence and future growth.



About us

Gloucestershire Hospitals NHS Foundation Trust is the largest employer in the county, and we are one of the largest NHS trusts in the UK.

Formed in 2004 from Gloucestershire Hospitals NHS Trust, following a reconfiguration of health services in Gloucestershire, we provide acute hospital services from two large district general hospitals, Cheltenham General Hospital (CGH) and Gloucestershire Royal Hospital (GRH). Maternity Services are also provided at Stroud Maternity Hospital. Outpatient clinics and some surgery services are provided by Trust staff from community hospitals throughout Gloucestershire. We also provide services at the satellite oncology centre in Hereford County Hospital.

Gloucestershire Hospitals NHS Foundation Trust employs over 9,000 colleagues, representing more than 95 nationalities, bringing together a mix of cultures and experiences to the care that we deliver.

The Trust continues to work closely with partners and local communities to improve health and well-being and to ensure access to services.

Like many parts of the country, Gloucestershire's local population continues to change and faces a wide range of health challenges, many of which have been made worse by the cost-of-living crisis. Through our partnership approach, we continue to work with local people in shaping health services.



Our services

Our divisions



Diagnostics and Specialities



Surgery



Medicine



Women's and Children's



Corporate Services

We provide care for

650,000

people in the county



We support

6,000
births a year

We perform

31,025
planned operations on average a year

We have

31
theatres across three sites

We have over

960
beds

We have a

9,000+
workforce

Trust strategy 2025 – 2030

Gloucestershire Hospitals NHS Foundation Trust's five-year strategy sets out a bold vision: to deliver the best care every day for everyone.

This strategy is rooted in the Trust's core values: caring, compassionate, inclusive and accountable and reflects our deep commitment to listening to patients, staff, and communities. It is both a promise and a challenge. We want to change and save lives, to act with integrity, and to ensure fair access to good quality and safe care for all.

Together we deliver safe, effective, and compassionate care, working with partners to eliminate health inequalities and co-designing services that meet community needs. Our staff are at the heart of the organisation, and we are building a culture of kindness, accountability, and continuous improvement.

Understanding the changing health needs of the people we serve is critical in the way we are developing our services, delivering the right care whilst operating within our means financially. While many residents enjoy good health, significant disparities continue, with an 11-year gap in healthy life expectancy between the most and least affluent areas.

To meet this challenge in our role as an anchor institution, we must think beyond the four walls of our hospitals to address the wider determinants of health such as housing, employment, and education, and work with partners to create lasting change.

The strategy also acknowledges the challenges ahead: rising demand, workforce pressures, financial constraints, and the need to modernise our ageing estate.

There has been good progress made in our digital transformation and workforce development, but ongoing efforts are needed to go further, and to improve access, more joined-up care, and sustainability across our services.

Aligned with the national NHS 10 Year Plan, the Trust is embracing a shift toward community-based, digital, and preventative care. Through collaboration, innovation, and a focus on quality improvement, Gloucestershire Hospitals NHS Foundation Trust is committed to delivering the best care every day for everyone.



Our vision

Deliver the best care every day for everyone

Central to our vision is a refocus on delivery of our core services as an acute and specialist hospital provider and working as a good partner to deliver joined up care for the people of Gloucestershire. We see getting the basics right across all our services as an essential part of achieving our vision.

Our values

The way we go about our work is as important as what we do. Our values guide our behaviour, whether with our patients, with one another or with wider stakeholders.

- **We are Caring** – always showing kindness and concern for others
- **We are Compassionate** – focusing on our relationships with others by listening, respecting and valuing their experiences
- **We are Inclusive** – ensuring everyone receives the care and support they need regardless of identity or background
- **We are Accountable** – taking personal responsibility for our actions, decisions and behaviours

Our strategic framework

Strategic aims

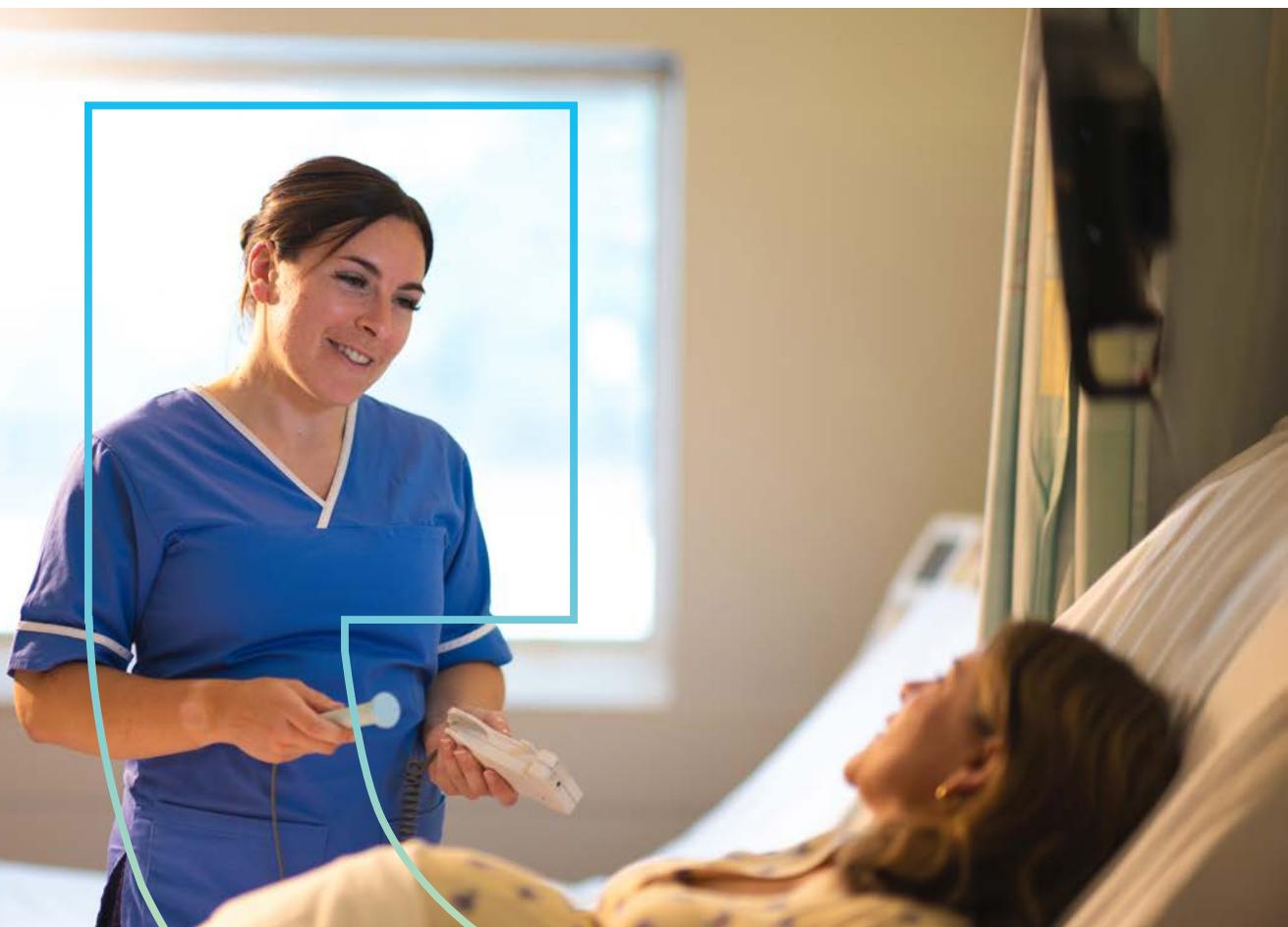
- Patient experience and voice
- People culture and leadership
- Quality, safety and delivery
- Digital first

Golden threads

- Health inequalities
- Continuous improvement
- Brilliant basics
- Green sustainability

Enablers of success

- Living within our means
- Estates and facilities
- Research and innovation
- Partnerships with purpose



Our culture

We are committed to developing and maintaining a culture where everyone feels valued and a true sense of belonging, regardless of their characteristics, a place where staff are proud to work and would recommend our hospitals as a place to work.

01

Teamwork development

02

Supporting a safe speaking up culture

03

Inappropriate behaviours

As a Trust, we are building a culture around teamwork, leadership, inclusion, and creating a safe environment where individuals feel empowered to speak up. Through our Staff Experience Improvement Programme, we are focused on cultivating a

workplace where differences are celebrated, and every team member feels valued, supported, and motivated to contribute. We are creating an environment where everyone has the opportunity to thrive and make a meaningful impact.



Our people

Although our CQC rating suggests areas for improvement, our hospitals are recognised for providing high-quality services and we are leaders in specialisms such as oncology, ophthalmology, critical care, research, maternity and paediatrics.

Our Trust is built on the dedication and hard work of our staff and we are very proud of our workforce. We offer a huge range of opportunities and benefits in a genuinely supportive working environment.

We recognise that our employees are our most valuable asset. We want everyone who works for our hospitals to feel good about the care they provide, the work they do and their place of work.

We're committed to delivering the investment in time and training needed to support each of our employees to become the very best they can be.

We provide a range of high-quality education, training and development for healthcare professionals and non-clinical staff with the specific aim of improving patient care.



Equality, diversity and inclusion

Our supportive culture

Our staff are our greatest asset and the care and support they receive are directly reflected in the quality of care for our patients. Our Trust Inclusion Network is designed to provide support and a platform for all colleagues who identify as having a protected characteristic, as well as allies and those who support our commitment to equality, diversity and inclusion.

Our network encompasses sub-networks including the Ethnic Minority Network, LGBTQ+ Network, and Disability Network (which includes physical and mental long-term disabilities, health conditions, and neurodiversity).

Our networks serve as active voices, advocating for those across the organisation and offer a safe, confidential space for discussion and connection with other valued staff members, as well as access to resources, events, and educational opportunities.



Community Outreach

Our team was honoured to be shortlisted for the NHS Race Equality Award at the Health Service Journal's 2023 awards, recognising their exceptional efforts in addressing health inequalities and advancing equality and inclusion.

Over the past year, our community outreach team engaged with more than 17,000 residents, supporting partner organisations with health and well-being checks, offering information in multiple languages, and identifying barriers to accessing care.

Their work has been instrumental in guiding people to appropriate services and helping to alleviate the strain on emergency services.



"Since joining the Trust, as an international midwife I have been supported to learn and develop. I have the perfect work/life balance and love working with my incredible team who are always there for me."

– Nneka, Midwife



The opportunity

Division	Women & Children
Department	Maternity
Band/Salary	Band 8d
Reporting to	Director of Midwifery
Hours	Full-time

Job Summary

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Knowledge, Skills and Experience

- A proven track record of operational service management at a senior level in an acute hospital environment, including staff management and financial management. Including experience in a senior midwifery leadership position at Band 8b or above, with evidence of motivating and leading a team and contributing to service development through change/project management.
- Ability to prioritise effectively and successfully manage multiple projects/activities whilst maintaining focus on results and outcomes. Ability to formulate plans and organise a range of complex activities using professional judgement, communication and analytical skills to prioritise and manage time effectively consistently focusing on the critical elements of work appropriately to ensure successful achievement of strategic objectives.
- Excellent communication, interpersonal, organisational and leadership skills and ability to focus the team on service objectives.
- A compassionate leader with an ability to act as an advocate for patients and families and communicate in an empathetic manner to both patients and staff.
- Well-developed influencing skills and strategies.
- Excellent presentation skills and an ability to prepare and present board level quality reports.
- Ability to act as a lead resource with expert professional knowledge required to provide clinical advice and support to a range of colleagues across the MDT together with service users and their families.
- Able to understand evidence relating to the implementation of research-based practice.
- High level of political awareness and knowledge of the NHS agenda and national directives.
- Knowledge and experience of financial management.
- Knowledge of the wider public health agenda including safeguarding.
- Ability to work effectively as team and demonstrate wisdom, focus, tenacity and flexibility.
- Responsible for ensuring that clinical initiatives and service developments become embedded in clinical practice and that staff and service users have opportunity to contribute to the change process.
- Provides advice and acts as an approachable and knowledgeable expert clinical resource promoting the development of evidence-based practice in all areas of responsibility.
- Enhances the performance and capability of others by acting as a coach/mentor. Where required provide constructive feedback to support and enable others to develop, increase skills and abilities to support effective succession planning.
- Understands and explores current practice through data analysis and regular audit, identifying areas for development and quality improvement.
- Ensures appropriate training and development of the midwifery and nursing workforce to meet the needs of the service and in line with policies, procedures and guidelines.
- Consistently identifies and deals with issues of poor performance.
- Develops and promotes effective communication systems across midwifery and the wider clinical workforce to support the delivery of quality care, able to respond to patients, relatives, carers and staff, maintaining open and honest communication channels.
- Ensures a positive culture with high standards of openness, where they are able to speak up and raise concerns and the working environment enables all staff to maximise their potential and supports them in developing their knowledge and skills in clinical practice.

Leadership and Management

- Works with the Divisional and speciality triumvirate team to provide the senior leadership and strategic direction and take a professional lead role in advising to ensure delivery of the quality, governance, performance and transformation agendas.
- Responsible for the professional leadership across midwifery, including devising, implementing and reviewing strategies for the development of clinical practice, education, and management and quality issues.
- Acts as the designated budget holder for midwifery within maternity services, with accountability for setting, managing and delivering the agreed financial plan; ensuring expenditure aligns with service priorities, workforce plans and quality and safety priorities whilst ensuring value for money
- Responsible for ensuring that clinical initiatives and service developments become embedded practice and that staff have a clear understanding and opportunity to co-design/co-produce and actively contribute to the change process.
- Lead, facilitate and contribute to the management and leadership of organisational flow including the utilisation of triage and assessment areas to ensure patient safety.
- Proactive leadership which ensures the provision and development of high-quality services ensuring that midwifery care offered is accessible and focused on and responsive to the needs of women and the wider family.
- Supports the Director of Midwifery in implementing and monitoring clinical governance processes to deliver continuous quality improvements in line with the Perinatal Clinical Governance Framework and Perinatal Quality Oversight Model.
- A highly visible leader, accessible and approachable to all staff, patients and public so that open and honest communication and feedback is received and effective assessments of care delivery can be undertaken and acted upon.
- Provides appropriate and consistent professional advice to the multi-disciplinary teams, acting as a point of contact at times of difficulty and when support is required.
- Ensures that care delivered is safe, evidenced based and meets individual needs ensuring clinical guidelines are developed and implemented to support care delivery
- Ensures services are represented in Trust wide discussions, representing the Trust's maternity Women and Children's Division at local, regional or national level as required.
- Inspires the team and encourages them to seek advice and identify solutions to problems through the promotion of an open-learning culture.
- To motivate and develop staff so as to maintain professional growth and wellbeing and to create a climate within the clinical areas of responsibility characterised by high standards of openness, where they are able to speak up and raise concerns in line with escalation principles.
- Uses professional knowledge, training and experience to provide the leadership for complex clinical situations supporting the development of personalised care plans.
- Supports the clinical leadership of maternity services in the delivery of high-quality services, working effectively with the multi professional team to deliver the best care for everyone in line with the Trust's vision and strategic objectives and compliant with national standards and external regulations i.e. CQC, NICE.
- Ensures the provision of excellent infection control practices as defined by national recommendations and local policy in order to ensure the maintenance of high standards of cleanliness and ensuring clinical standards are monitored to ensure compliance with best practice.
- Act as a role model exhibiting high levels of professional values led behaviour to support the creation of a positive culture. Work to create a culture which engages staff and maximises potential to ensure staff are motivated to constituents deliver optimum care and promote effective team working to ensure a positive working environment.

Education, Training, Learning and Development

- Provides advice and acts as an approachable and knowledgeable expert clinical resource promoting the development of evidence-based practice in all areas of responsibility.
- Enhances the performance and capability of others by acting as a coach/mentor. Where required provide constructive feedback to support and enable others to develop, increase skills and abilities to support effective succession planning.
- Ensures appropriate training and development of the midwifery workforce to meet the needs of the service and in line with policies, procedures and guidelines.
- Ensures that clinical and non-clinical incidents and risks are managed, reported and investigated and that learning is identified and remedial action is completed where appropriate.
- Ensures the culture and working environment enables all staff to maximise their potential and supports them in developing their knowledge and skills in clinical practice.
- Prompt investigation and response through implementation of and monitoring of action plans to ensure learning and improve on care delivery.
- Partnership working with HEIs contributing to the education, mentorship, clinical supervision and support of students and the continuing professional development of nurses and midwives.

Operational Management

- Directly contributes to the strategic vision for the development of services and the implementation of new models of practice aligned to modernising care and ensure changes to services in keeping with the national agenda, Trust vision and local demand, to ensure access to a range of safe, personalised services.
- Forges effective links between a range of professionals, commissioners and other stakeholders both internally and externally to support effective multidisciplinary working and promotes effective service development.
- Initiates and implements a range of ways for users of the services such as the Maternity and Neonatal Voices Partnership (MNVP) to feedback on services and ensure opportunities to co-design developments and co-create solutions.
- Develops systems which focus on equity and diversity within the service and takes into consideration and respects different ethnic, cultural and religious beliefs within all aspects of care, ensuring all patients and staff are at all times treated with dignity and respect.
- Leads and supports nursing and midwifery teams across the division ensuring effective deployment to deliver on all aspects of performance, patient care, safety, quality, people management and finance and address performance management issues where necessary.
- Line management for the maternity matrons, engendering a culture of accountability and effective performance management throughout the service.
- Ensures the co-ordination of safe and equitable staffing levels, taking into account acuity and dependency needs of each area and having awareness of the financial consequences of the decision making.

- Leads workforce planning, recruitment activity and ensure that matrons fully utilise their workforce to achieve maximum effectiveness and efficiency.
- Leads on and prepares a bi-annual report.
- Responsible for the performance management of midwifery and works collaboratively to ensure that changes in clinical practice and performance are achieved.
- Supports the matrons in the resolution of problems, undertaking controls assurance in order to ensure sound working practices and provide evidence that protocols, guidelines, policies and procedures are adhered to.
- Instigates, leads and monitors disciplinary, sickness/attendance, performance and grievance procedures as appropriate, ensuring matrons are developed within this area of responsibility and hear cases where appropriate.
- Role models a culture of civility, encouraging psychological safety and promotes a Just Culture so that staff feel able to escalate or report incidents via supportive processes
- Develops and promotes effective communication systems across midwifery and the wider clinical workforce and with partner agencies to support the delivery of quality care, to respond to patients, relatives, carers and staff, maintaining open and honest communication channels.
- Working with the DOM to ensure appropriate clinical governance, risk management, and quality and safety arrangements are in place across services and ensure that systems are in place to:
 - Ensure the Patient Serious Incident Response Framework (PSIRF) is implemented and embedded.
 - Promote a positive safety culture and psychological safety and facilitate open 'Just Culture'
 - Collaborates with the Divisional and Specialty Triumvirate to support the implementation of Trust strategy and policy within maternity services, contributing to the development and review of an annual business plan which is in line with commissioning intentions and organisational objectives.
 - In collaboration with the Specialty Triumvirate manages financial resources, maintaining a balanced position, ensuring cost effective services are planned and organised to maximise effective care.

Practice and Service Development

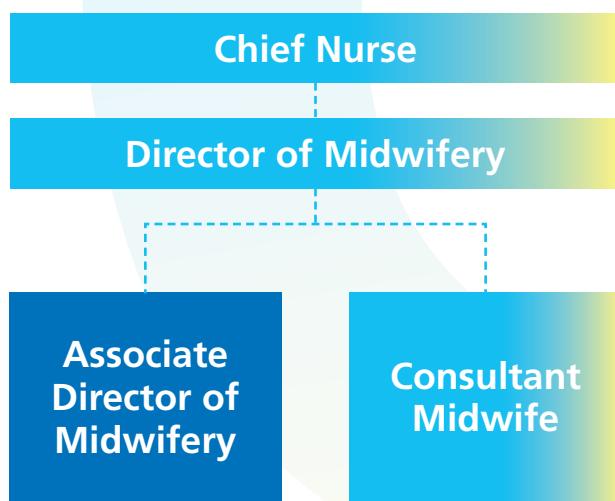
- Supports the Trust strategy for research and development.
- Makes use of data and knowledge of health inequalities and the impact on outcomes for those using maternity services, to codesign services that are responsive.
- Develops programmes of clinical practice, research and participates in relevant multidisciplinary research, quality improvement and audit projects as appropriate.
- In partnership with the quality team and the Gloucestershire Quality and Safety Improvement Academy, supports the implementation and development of programmes to measure and evaluate the quality of services provided.
- Works with the quality team to ensure ongoing compliance with the CQC standards and ensures appropriate mitigating steps are taken to protect compliance and quality.
- Contributes to and influences the wider strategic planning for the maternity service where necessary identifying organisational and professional barriers that inhibit service development, providing solutions to overcome the challenges.
- Monitors clinical standards, including observations of care, patient experience and feedback.
- Monitors performance to ensure achievement of agreed national and local KPI, review with the service and develop and implement plans to address short falls in performance identifying and addressing issues as they arise.
- Understands and explores current practice through regular audit, identifying areas for development and quality improvement.
- Co-ordinates and facilitates the development, implementation and review of practice standards, policies, procedures, competencies and clinical guidelines across services.
- Supports the Director of Midwifery with the delivery of a wider corporate nursing/ midwifery agenda including the development and implementation of an innovative strategy for nursing and midwifery to strengthen the nursing/midwifery voice and to secure the workforce of the future.

Key Relationships

Critical to the success of this post is the maintenance of good communication with all senior members of the organisation, particularly supporting effective relationships between senior midwives and Obstetricians. The post holder will develop and maintain communication with a wide range of senior clinical and non-clinical colleagues across Gloucestershire, the local and clustered maternity Systems (ICB/ LMNS) and the maternity regional team. The following are the key working relationships, which the post holder will require to develop and maintain:

- Executive leaders and Perinatal Board Level Safety Champions
- Quadrumvirate Divisional Leadership
- Perinatal Quadrumvirate Leadership
- Maternity and Neonatal Voices Leads/Service user groups
- Matrons/Lead Midwives/Lead Nurses
- Lead Consultants from the associated disciplines of Obstetrics, Anaesthetics, Neonatology.
- Midwives/Nurses/Maternity Support Workers/ admin staff
- Training and Education Team/Perinatal Governance Team
- ICB/LMNS/Clustered ICB
- NHSE Regional Chief Midwife and regional maternity team
- Regional Directors of Midwifery/Heads of Midwifery Group
- Local Authorities
- Institutes of Higher Education/Lead Midwives for Education
- Primary Care Colleagues: GP's, Public Health Practitioners etc.

Team Structure



Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Committed to Supporting Service Personnel

As part of our commitment to support Service Personnel in collaboration with the Career Transition Partnership, offer a Guaranteed Interview Scheme for all qualifying Service and Ex-Service Personnel. To qualify for a guaranteed interview, candidates must meet the essential criteria for the post and be either a current member of the Armed Forces, or be within the two-year period of resettlement.

Terms and Conditions of Service

The principal terms and conditions of your appointment will be those set out in the Agenda for Change national agreement as amended from time to time by the NHS Staff Council. These terms and conditions are set out in the NHS Terms and Conditions of Service Handbook which is available on the NHS Employers website.

Confidentiality and Information Governance

All post holders must comply with all relevant legislation including the Data Protection Act (2018) ensuring that no information obtained through work is communicated to any persons other than those requiring it to complete their duties.

Other

- **Physical Skills:** The post requires physical skills which are normally obtained through practice over a period e.g. keyboard skills, equipment.
- **Physical Effort:** There is a frequent requirement for sitting or standing in a restricted position for a substantial proportion of the working time e.g., manual handling.
- **Mental Effort:** Frequent requirement for concentration where the work pattern is unpredictable, or prolonged concentration may be required.
- **Emotional Effort:** Exposure to distressing or emotional circumstances (directly or indirectly).
- **Working Conditions:** Frequent exposure to hazards

Person specification

QUALIFICATIONS AND TRAINING
<ul style="list-style-type: none"> • Registered Midwife with the Nursing and Midwifery Council (NMC) • Bachelor's degree in healthcare related subject • Master's degree • Leadership or management training/qualification • Quality Improvement training or equivalent experience (Desirable). • Professional Midwifery Advocate (Desirable).
EXPERIENCE
<ul style="list-style-type: none"> • Demonstrable ability in operational leadership at a senior level in maternity services (>Band 8b minimum) • Relevant clinical and managerial experience in a variety of areas of midwifery practice including community. • Experience of leading teams within a large complex organisation. • Evidence of effective management of human, financial and physical resources. • Demonstrable ability in planning service developments, implementation, delivery and evaluation of.
KNOWLEDGE
<ul style="list-style-type: none"> • In-depth understanding of the national perinatal transformation agenda and safety ambitions. • Excellent working knowledge of clinical governance, patient safety and risk management processes. • Knowledge of the wider public health agenda, ability to identify health inequalities, plan interventions and develop innovative maternity services to help reduce these.
SKILLS AND ATTRIBUTES
<ul style="list-style-type: none"> • Able to work clinically as a Midwife • Able to communicate complex and/or sensitive information clearly and sensitivity with compassion, with women/birthing people and their families • Strong leadership and influencing skills • Highly developed presentation skills to disseminate • and present complex information • Experience of preparing papers/reports at Board level • Demonstrate ability to exercise a high degree autonomy in making effective decisions and judgements on difficult issues. • Ability to achieve demanding tasks/objectives against tight deadlines • Ability to network successfully across organisational and professional boundaries. • Coaching and mentoring skills (Desirable).
PERSONAL VALUES / QUALITIES
<ul style="list-style-type: none"> • Commitment to safe, high quality care maternity care. • Cultural awareness and intelligence • Highly motivated, and can motivate others • Positive and optimistic, displaying confidence, exhibiting presence and vision. • Leads with compassion and humility • Resilience and stamina to deliver in a demanding role • Values diversity and difference, operates with honesty, integrity and openness.
OTHER
<ul style="list-style-type: none"> • Ability to fulfil the travel and on call requirements

How to apply

The closing date for applications is **18 January 2026**.

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 **Equal Opportunities Monitoring Form** and **Fit and Proper Person Monitoring Form**.

All applications should be sent to: [applications@
hunter-healthcare.com](mailto:applications@hunter-healthcare.com).

All applications will be acknowledged. For an informal conversation about the post, please contact Finn McNulty at our recruitment partners, Hunter Healthcare, on fmcnulty@hunter-healthcare.com or 07966 006091

KEY DATES:

EVENT	DATE
Application closing date	18 January 2026
Shortlist	w/c 19 January 2026
Interviews	w/c 2 February 2026





**Nurturing
ambition.**



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