

# 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 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.

We are now ready for the next chapter and are seeking a leader who can bring experience, confidence and progressive leadership for our teams.

As Director of Midwifery, you will be the professional voice for safe, effective and responsive care. You will set strategic direction, lead transformation and ensure that women, babies and families remain at the heart of everything we do.

You will work in close partnership with our Local Maternity and Neonatal System, the Gloucestershire Integrated Care Board, and wider midwifery and maternity networks, turning insight into action and translating ambition into meaningful, measurable improvement.

Alongside this role, we will also be appointing to other senior maternity leadership positions, including Associate Director of Midwifery and Consultant Midwife posts. This is a genuinely exciting time to join our Trust, with these roles central to delivering our maternity improvement plan and shaping the future of our services.

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](mailto: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

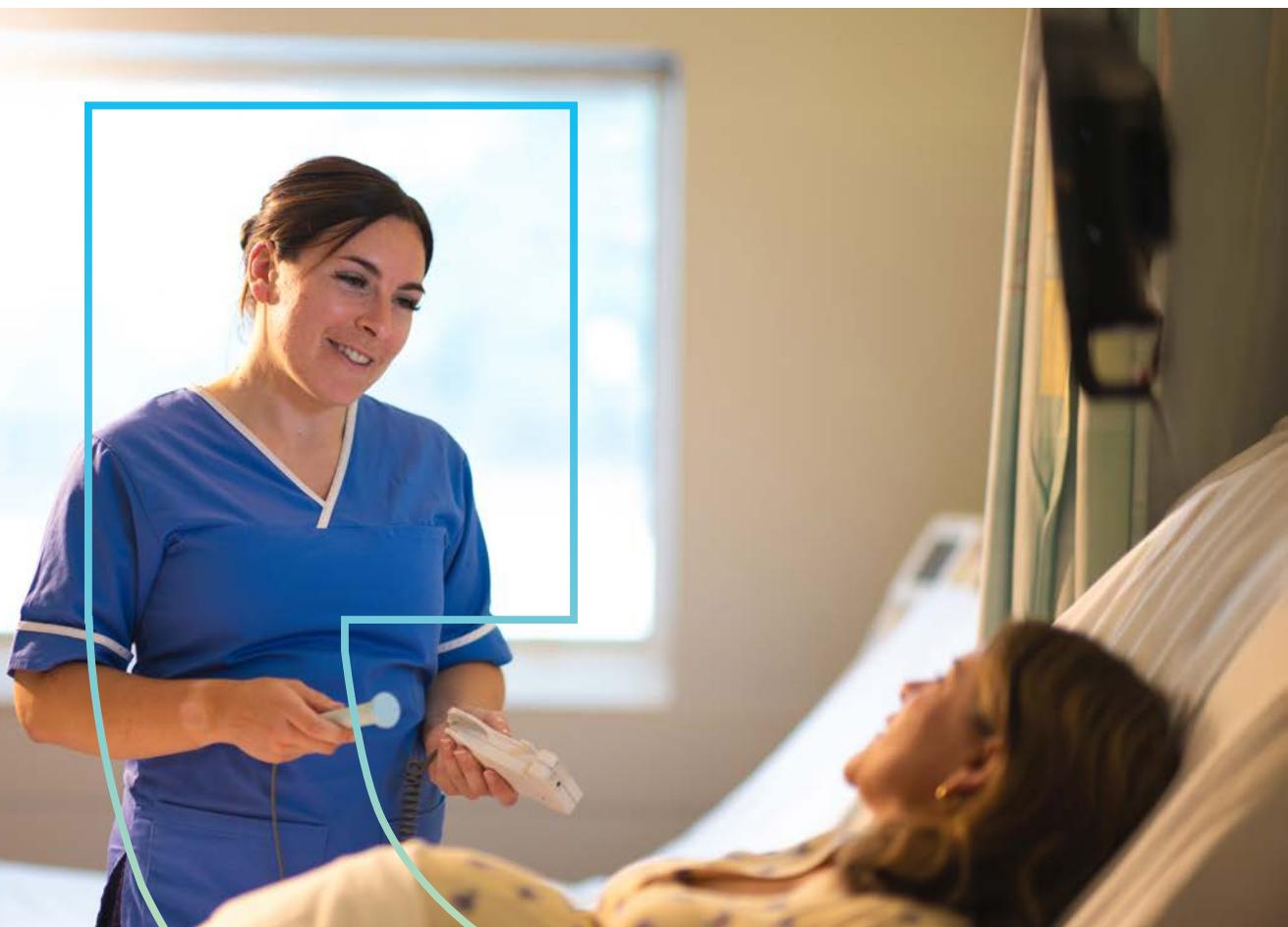
- Patient experience and voice
- People culture and leadership
- Quality, safety and delivery
- Digital first

### 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

|                     |   |
|---------------------|---|
| <b>Division</b>     | Corporate                                     |
| <b>Department</b>   | Executive Office of Nursing, AHPs & Midwifery |
| <b>Band/Salary</b>  | Band 9 (salary depending on experience)       |
| <b>Reporting to</b> | Chief Nurse and Director of Quality           |
| <b>Hours</b>        | 37.5  |

## Job Summary

The Director of Midwifery is a highly autonomous role and will be responsible and accountable for the provision of midwifery services across the Trust, they will provide expert support to the Trust and lead and advocate for safe, effective, sustainable and responsive maternity and neonatal care for all women, babies, birthing people and their families. The post holder is required to advise on leading and informing complex transformation and improvement, through collaboration and mature partnership working.

Accountable to the Chief Nurse, the Director of Midwifery is responsible for improving the strategic leadership of the midwifery workforce and the overarching safety and quality of the services alongside the Divisional Leadership Team. The principal goal of the post is to drive forward the maternity improvement and safety activities across the service which then demonstrates improved clinical outcomes. The post holder will work closely with the Local Maternity and Neonatal Network (LMNS) / Gloucestershire Integrated Care Board (ICB) and with the clinical and professional Director of Midwifery Networks.

Key drivers for change are our well-established improvement plans, actions from our CQC inspection and the overall delivery of our divisional vision 'excellence in care as measured by our outcomes, patient experience and our staff values'.

Responsible and accountable for the improvement of reporting frameworks for the maternity service and neonatal service. This will involve developing key quality indicators and measures and ensuring statutory and regulatory aspects of risk, safeguarding, complaints, safety, feedback and clinical governance are delivered across all of the maternity services.

The post holder will have accountability and responsibility for the strategic and operational development of the departmental plans and the programme of work will be underpinned by the delivery of short, medium and long term objectives.

## Knowledge, Skills and Experience

- Inspire shared purpose and ensure the maternity and neonatal **strategy** is formulated with engagement of key stakeholders and then delivered utilising all available resources efficiently and effectively in collaboration with the Divisional Leadership Team.
- Lead with care and **compassion**.
- Provide expert support to ensure the development of **workforce plans** for the sustainability of the service, which includes ensuring provision of education and training to meet colleague's needs.
- Ensure **safe staffing** with a clear escalation and mitigation policy.
- Support systems to enable staff to **escalate concerns** and then make sure there is accountability for acting on issues raised by enabling speaking up.
- Seek out varied information and use information to **generate new ideas** and make effective plans for improvement or change.
- Lead and manage **clinical governance** systems by ensuring Trust Board have oversight of the quality and performance of their maternity services and by making sure that lessons are learned/implemented from any investigations.
- Accountable and responsible to the Director of Quality and Chief Nurse for the **leadership** of the midwifery professions.
- Work with the Director of Quality and Chief Nurse to offer **assurance** to the trust board regarding the quality of care provided.
- Provide expert support to ensure accountability for **continuously driving improvement** and leading on **transformational change**.
- Working closely with the Maternity Voices Partnership and leading **experience improvement programmes** and projects using improvement methodologies including co-design.
- Understand **system working** and the interdependencies between processes and pathways of care.
- Provide expert timely professional maternity/ neonatal/ **midwifery opinion**/ advice to the Director of Quality and Chief Nurse's Team and the Executive Team.
- Provide expert support to ensure accountability alongside the Divisional Leadership Team for leading clinical **engagement** activities (including co-design work) across all maternity and neonatal service level functions, ensuring that clinical input is at the heart of all improvement and transformation programmes.
- Provide expertise to ensure accountability for proactive work with the national priorities for **maternity and neonatal programmes**, collaborating with the Divisional Director of Quality and Nursing, to ensure sustainable nursing and midwifery workforce solutions are developed to meet future models of care in line with the national health and care workforce strategy.
- Proactively manage **key risks** and issues within good clinical governance structures and processes.

## Main Duties and Responsibilities

### People (workforce) research, development, education and training

- Provide expert leadership to ensure accountability for the midwifery workforce planning, reviews and development (e.g. role profiles, succession planning, identifying development needs, ensuring there are career pathways, competencies and appraisals).
- Ensure there is a strategic analysis of the Staff Survey results in order to assist the Trust to assess how it is delivering the staffing elements of the NHS constitution, NHS People Plan and how it benchmarks against other NHS Trusts e.g. examining the links between individual staff attitudes/culture and staff satisfaction; examining links between staff feedback and organisational performance; etc.
- Ensure the delivery of clear attraction, recruitment and retention plans which meets current and future requirements to deliver our midwifery and neonatal services.
- Ensure effective management of performance of staff within direct reporting structure, providing learning and development opportunities appropriate to needs through structured supervision and appraisal.
- Develop a strategy including research and development to identify, develop and promote best practice.
- Draw from experience and expertise in other academic fields and industries, to ensure that the services benefit from relevant initiatives.
- Complete a regular training needs analysis to highlight, promote and report innovative approaches to education and training, particularly their impact on the services.
- Commission and co-ordinate a local service level research and development strategy to drive innovation, maintaining a Consultant Midwife post within the service with close academic links.

### Strategy

- With the Chief of Service, Divisional Director of Operations and Divisional Director of Quality & Nursing (divisional leadership team) create a vision and strategy for clinical quality and improvement that is aligned to the delivery of maternity and neonatal service and Trust strategic objectives.
- Provide midwifery clinical leadership and act as a champion within the maternity and neonatal services supporting the development of transformational pathways.
- Encourage staff, service user/carer feedback on the maternity services provided and to improve/develop the service in response to this feedback.
- Maintain clinical credibility with all key players within the service, fostering a culture of collaboration for the delivery of equitable, quality care. At times this will include acting as an 'honest broker' reconciling conflicting views and interests.
- Promote a culture of innovation, developing strong partnerships with academic and education structures and other key stakeholders.

### Leadership – creating a compassionate and inclusive culture

- As a member of the Nursing, Midwifery and AHP senior leadership team contribute to the nursing, midwifery, AHP and quality agenda. Attend meetings of the senior leadership team regularly.
- Be highly visible as a collaborative leader and role model, actively engaging with national, regional and system colleagues, and promoting a culture of inclusive and supportive multi-professional leadership. Wear clinical uniform every day whilst working on site, being highly visible to clinical staff.
- Develop and sustain effective working relationships with colleagues across the service.
- With the divisional leadership team co-ordinate the development and implementation of an annual Operating Plan for the service, which supports the overall strategy and ensures that quality, financial and performance targets are met and sustained.

- Effectively chair relevant meetings internally and externally as required.
- Determine short, medium, and long-term plans with the input of partners and using feedback from users and stakeholders in achieving high quality outcomes.
- Provide mentoring, coaching and support to other health and care professional leaders, and ensure that colleagues within own reporting structures and the wider organisation are actively encouraged to develop their skills, knowledge and experience through opportunities that are available across the system.
- Provide strategic line management and/or clinical supervision to the maternity service teams as required.
- Manage operational and staffing changes as needed to improve the performance of the service.
- Ensure there is a plan in place to improve staff engagement and satisfaction for all midwifery colleagues.
- Adhere to people (HR) policies and procedures and to ensure that all staff issues are dealt with in a timely and consistent manner.

#### Digital and information systems/management

- Development and delivery of the Maternity Services enabling Digital Strategy together with the Associate Chief Nurse for Digital.
- Provide and receive highly complex, sensitive, or contentious information to support the oversight and development of the maternity service and a person-centred approach.
- Ensure the collection and analysis of information relating to general performance, contract activity and quality and participating in decision making to take corrective action where appropriate to raise standards.
- Collate as required, qualitative and quantitative information and lead appropriate analysis to develop robust business cases and contribute to programme/project 'products.'
- Ensure compliance with the Information Governance policy and to adhere to all statutory requirements.
- Present data and information to a range of internal and external stakeholders relating to programme/service delivery often in challenging and sometimes potentially hostile situations.

#### Clinical governance and quality of care

- Provide strong, visible and professional leadership to all associated clinical staff within the Trust, and in partner organisations wherever possible, fostering a culture which values continuing professional development.
- Support the Director of Quality Governance by ensuring development/maintenance of clinical governance systems to assure the Board that all external and internal standards in relation to patient safety and governance are robust including non-clinical risk (Health and Safety).
- Promote equality and diversity including dignity, respect and care for patients to enable potentially disadvantaged groups to access appropriate health care provision and to enhance the Trust's image both locally and nationally.
- Lead and empower excellence in the delivery of high-quality person-centered care and services that support the development and implementation of service improvement strategies.
- Provide expert professional advice in respect of pre-and post-registration education commissioning in support of workforce plans and service developments.
- To represent the Trust at regional and national levels on professional midwifery and corporate issues, developing partnerships, sharing best practice and integrating this knowledge within the Trust.
- Ensure that the Trust meets its responsibilities to provide clinical experience and mentor support for pre and post registration education and commissioning of all healthcare professions.
- Ensure that Clinical Governance is embedded within everyday practice of all associated clinical professionals.
- To lead the nursing and midwifery, research and audit programs ensuring that practice is safe, effective and equitable.
- To support service redesign and improvement ensuring a focus on improving patient care and experience including advising on opportunities to develop new roles and ways of working.
- Advise on matters of clinical risk and non-medical professional performance in line with statutory duties and national professional regulatory guidance.

- With the Associate Chief Nurse for Workforce & Education develop links with the providers of education and other professional bodies to ensure that there is appropriate correlation between service and training needs.
- Ensure that midwives and nursing staff are actively involved in audit, research and Clinical Governance activity.
- Ensure compliance with national standards and key performance measures, and to lead the implementation of corrective action where required.
- Lead the development and delivery of quality and performance improvement programs, in accordance with national and local priorities.
- Ensure organisational compliance with the regulatory requirements of the Care Quality Commission.
- Undertake senior on-call duties as required.

### Financial responsibilities

- Able to manage initiatives within financial restraints and deliver to deadlines.
- Responsible for the management of budgets, using in-depth analysis, interpretation and production of complex and multiple reports including financial returns for reporting
- Act in a way that is compliant with Standing Orders and Standing Financial Instructions in the discharge of this responsibility.
- Constantly strive for value for money and greater efficiency in the use of these budgets and to ensure that they operate in recurrent financial balance year on year.
- The post holder is required to follow Trust policies and procedures which are regularly updated including:

### Confidentiality / Data Protection / Freedom of Information

- Post holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act of 1998. Post holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person those staff will be liable to dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

- Following the Freedom of Information Act (FOI) 2005, post holders must apply the Trust's FOI procedure if they receive a written request for information.

### Information Governance

All staff must comply with information governance requirements. These includes statutory responsibilities (such as compliance with the Data Protection Act), following national guidance (such as the NHS Confidentiality Code of Practice) and compliance with local policies and procedures (such as the Trust's Confidentiality policy). Staff are responsible for any personal information (belonging to staff or patients) that they access and must ensure it is stored, processed and forwarded in a secure and appropriate manner.

### Equal Opportunities

Post holders must at all times fulfil their responsibilities with regard to the Trust's Equal Opportunities Policy and equality laws.

### Health and Safety

All post holders have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

### Infection Control

All post holders have a personal obligation to act to reduce healthcare-associated infections (HCAs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs.

All post holders must comply with Trust infection screening and immunisation policies as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps.

### Risk Management

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

## Flexible Working

We offer flexible working arrangements which balance the needs of the individual employee with three key organisational factors:

- patient/service user experience
- service delivery
- work-life balance of colleagues

## Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

## Sustainability

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers monitors and equipment when not in use, minimising water usage and reporting faults promptly.

## No Smoking Policy

Gloucestershire Hospitals NHS Foundation Trust operates a no smoking policy. Smoking is not permitted anywhere within the buildings and grounds of all Trust sites. These restrictions include all areas up to the boundaries of all sites.

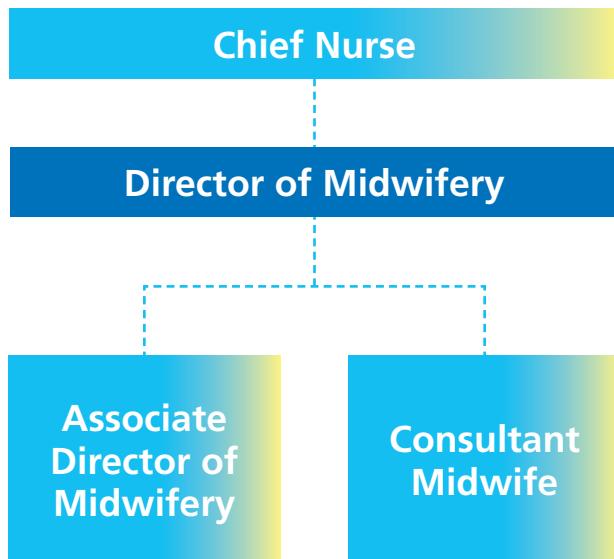
## Terms and Conditions of Service

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.

## Team Structure



# Person specification

| QUALIFICATIONS AND TRAINING   |
|---|
| <ul style="list-style-type: none"> <li>• BSc (Hons) Midwifery</li> <li>• Master's degree or equivalent level of academic achievement in a healthcare related subject</li> <li>• Registered as a current practicing Midwife with the NMC</li> <li>• Evidence of sustained personal and professional development</li> </ul>   |
| EXPERIENCE  |
| <ul style="list-style-type: none"> <li>• Demonstrable capability and capacity as a senior leader in a large complex health care environment</li> <li>• Good working knowledge and experience of clinical quality and improvement.</li> <li>• Extensive experience of translating national policy into practice.</li> <li>• Evidence of effective management of staff.</li> <li>• Demonstrable experience in managing highly sensitive situations with women, birthing people, families, or carers and/or with wider advocating agencies.</li> <li>• Broad range of experience as Head of Midwifery/Senior Midwife.</li> <li>• Experience of leading and delivering change and improvement on a Trust wide basis.</li> </ul>   |
| KNOWLEDGE   |
| <ul style="list-style-type: none"> <li>• In-depth understanding of the NHS, maternity, social care, and local authority 'landscape' and interdependencies.</li> <li>• Appreciation of evidence and thinking relating to practices which reduce health inequality and improve maternity services.</li> <li>• Highly developed communication skills with the ability to communicate on complex matters and difficult situations.</li> <li>• Ability to provide and receive, convey, and present complex, sensitive and/or contentious information to large groups, responding openly to questions to ensure full understanding and engagement.</li> <li>• Ability to communicate with clinical, academic and all levels of staff.</li> <li>• Extensive successful experience in a demanding role or equivalent managerial role at a senior level within a complex organisation.</li> <li>• Ability to promote compassionate working practices and cultures that encourage and enable individuals and teams to thrive at organisation, partnership, and system levels.</li> <li>• Experience of preparing papers, presentations and reports for Trust Board and the LMNS.</li> </ul> |

## SKILLS AND ATTRIBUTES

- Leads with compassion and humility.
- Exceptional communication skills which engender community confidence, strong collaborations, and excellent partnership working.
- Strong critical thinking and strategic problem solving: the ability to contribute to a joint strategic plan and undertake problem resolution and action.
- Analytical rigour and numerical competence.
- Highly sophisticated leadership and influencing skills.
- Ability to promote compassionate working practices and cultures that encourage and enable individuals and teams to thrive.
- Resilience and stamina, and the ability to work at pace and deliver in a demanding and high-profile role.
- Coaching and mentoring skills
- Verbal – lucid, fluent, logical speaker, able to enthuse and hold the attention of the listener; able to influence a variety of audiences at a variety of levels of seniority (including unfamiliar and potentially antagonistic audiences, nationally or locally).
- Written – evidence of good presentation with clear, well-reasoned argument, appropriate degree of research and logical conclusions.
- Listening – evidence of willingness to listen, to show empathy where necessary and to indicate by responses, a willingness to properly consider alternative or different views.

## PERSONAL VALUES

- Determination, perseverance, and resilience.
- Personal commitment to the values of the NHS Long Term Plan, the NHS People Plan, the NHS Constitution, the Nolan Principles and National Maternity Policy.
- Compassionate and collaborative leadership style, with a track record of improvements in equality, diversity, inclusion, and social justice.
- Lives by the values of openness and integrity and has created cultures where this thrives.

## OTHER

- 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](mailto:fmcnulty@hunter-healthcare.com) or 07966 006091

## KEY DATES:

| EVENT                           | DATE                |
|---------------------------------|---------------------|
| <b>Application closing date</b> | 18 January 2026     |
| <b>Shortlist</b>                | w/c 19 January 2026 |
| <b>Interviews</b>               | w/c 2 February 2026 |





**Nurturing  
ambition.**



Floor 2, Berkshire House  
168-173 High Holborn, London WC1V 7AA

T: 020 7935 4570  
E: [enquiries@hunter-healthcare.com](mailto:enquiries@hunter-healthcare.com)