



Chief Operating Officer

Candidate information pack

December 2025

Welcome

Thank you for your interest in the role of Chief Operating Officer for University Hospitals Tees (UHT).

This is a pivotal leadership position within UH Tees, providing strategic and operational direction across all our sites – North Tees Hospital, James Cook Hospital, Hartlepool Hospital and the Friarage Hospital. As COO, you will play a defining role in shaping high-quality, safe and sustainable services for the populations of Tees Valley, North Yorkshire and the wider North East and North Cumbria region.

This role carries significant responsibility. Reporting to the Chief Delivery Officer, and working closely with the Medical Directors on a day-to-day basis, you will be accountable for leading and developing our Deputy Chief Operating Officers and the wider operational leadership community. You will also share collective responsibility, with your executive colleagues, for the overall strategic direction, performance, resilience and success of UHT. The remit is wide-ranging: from assuring the delivery of excellent clinical operations every day, to overseeing transformation programmes that will shape the long-term future of our services.

Our Clinical Service Units (CSUs) will be central to this. The COO will provide visible, compassionate and determined leadership to ensure each CSU has the clarity, capability and support to deliver high-quality care, balanced with financial discipline, workforce sustainability and continuous improvement. Your leadership will help embed our values – **respect, support and collaborate** – into every aspect of our culture. These values were developed by more than 6,000 colleagues and form the backbone of our approach to patient care and staff experience.

Working in partnership with our Medical Director, Chief Nurse, Chief Delivery Officer and Accountable Clinical Leads, you will help shape UHT's strategic ambitions and ensure alignment with the Integrated Care Board's priorities.

You will also represent UHT in key regional and national forums, strengthening strategic alliances, influencing policy direction, and supporting collaborative models of care across the North East.

This role requires an exceptional system leader – someone who can navigate complexity, inspire teams, and make sound decisions under pressure.

You will bring deep operational expertise, outstanding communication skills, and a commitment to leading with integrity, transparency and compassion. Above all, you will champion patient experience and ensure our services remain safe, efficient and forward-looking.

If you share our ambition to deliver the highest standards of care and develop an integrated, high-performing hospital group, I warmly encourage you to apply.

If you would like to have a confidential discussion and hear more about this opportunity, please contact Finn McNulty at our recruitment partners, Hunter Healthcare by email: fmcnulty@hunter-healthcare.com or phone: **07966 006091**.

We look forward to hearing from you.

Neil Atkinson
Chief Delivery Officer,
University Hospitals Tees



University Hospitals Tees

North Tees and Hartlepool NHS Foundation Trust and South Tees Hospitals NHS Foundation Trust are the area's largest employers, with more than 15,000 staff delivering health and care services across the Tees Valley, North Yorkshire, County Durham and beyond.

Following years of joint working, we have now formed a group to enable closer partnership across our two organisations. By formalising this partnership, we will deliver better outcomes for:

- Our **patients**, by ensuring equal access to treatment and sharing best practice on how to deliver care.
- Our **staff**, by enabling them to work on all of UH Tees's sites more easily and develop career opportunities.
- The **wider population** we serve, by collaborating to work on endemic health issues and having a coherent voice to represent the people of the Tees Valley and parts of County Durham and North Yorkshire.

The UH Tees Model means that our two organisations remain separate so they can represent their communities effectively, but it has the flexibility to enable the Trusts to work at scale to take strategic decisions, which benefit UH Tees as a whole and our patients.

This is a complex and exciting programme of change. UH Tees is ambitious to deliver more together and to develop clinical services that reflect the best use of resources. We will achieve this by working together to improve the health and well-being of the communities we serve, and playing a part in bringing more inward investment to the area.

Our staff will be pivotal in driving this group model forward. Our most recent staff survey results continue to show a positive view of our Trusts year on year. Our staff rated us above the national average in themes of 'we are compassionate and inclusive', 'we each have a voice that counts' and overall morale. Both Trusts also saw improvements on how staff view the opportunities to work flexibly.



Our Strategy

The UHT Caring Better Together Strategy 2025 to 2030 shows how we will work together to achieve our vision, values and strategic objectives to continuously improve the lives and wellbeing of the communities we serve.

The challenges and opportunities that face us in the future mean that we need to be clear on the direction for UH Tees and to set ambition for how we are going to make a difference for our population over the next decade.

We have listened carefully to what our patients, carers and the wider population have told us about what they want from their healthcare services and to what our staff have told us about how they want to see our services develop.

We continue to work with our communities to engage and hear about their ambitions for health and care services across our region.

We have several national priorities to deliver including moving care from hospitals into the community, adopting more advanced digital technology and preventing illness, not just treating it.

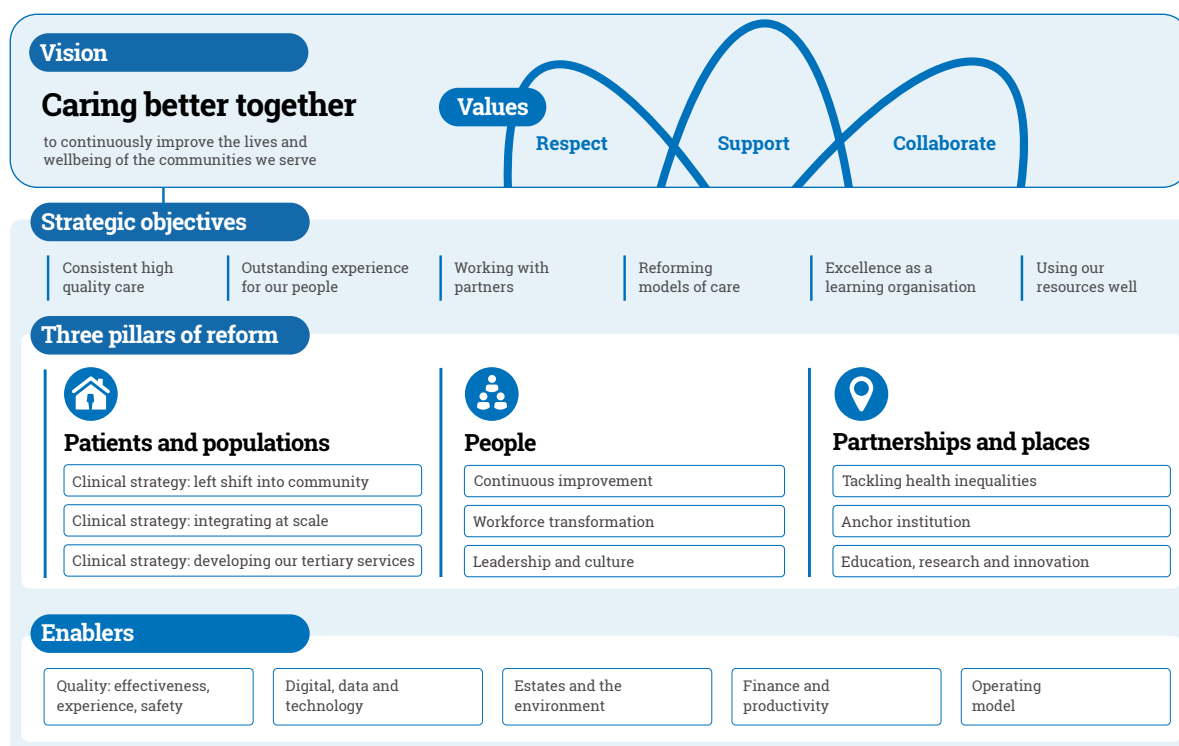
This has to be balanced alongside financial and workforce pressures and working collaboratively to ensure our patients receive the highest standards of care.

Strategy on a page

How we will work towards achieving our vision

Transforming our ways of working to reform services and create our new offer for the population

Putting in place the right conditions for success



Organisational Structure

Our clinical services at University Hospitals Tees are grouped into 10 clinical service units to provide integrated care delivery across our hospitals and communities, overseen by our chief delivery officer, chief medical officer and chief nursing officer.

Each care group is led by a service director – each with either a head or associate director of operations, a head or associate director of nursing, alongside clinicians and supporting senior managers.

Clinical Service Units (CSUs)

CSU 1

Family Health Services

- Acute Paediatrics
- Community Paediatrics
- Neonatal Services
- Maternity Services
- Gynaecology & Reproductive Medicine

CSU 2

Digestive Health, Urology & General Surgery Services

- Breast & Endocrine Surgery
- Urology
- Upper GI Surgery
- Lower GI Surgery
- Endoscopy
- Gastroenterology

CSU 3

Trauma & Orthopaedics, Reconstructive & Plastic Surgery, ENT & OMFS, Dermatology & Ophthalmology Services

- Trauma & Orthopaedics
- Plastic Surgery
- Dermatology
- ENT
- Ophthalmology
- Oral & Maxillofacial Surgery

CSU 4

Theatres, Anaesthetics & Critical Care Services

- Critical Care
- Peri-Operative Medicine
- General Theatres & Anaesthetics
- Surgical Hubs
- Specialist Theatres & Anaesthetics

CSU 5

Cardiovascular Services

- Vascular Surgery
- Cardiothoracic Surgery
- Cardiology
- Cardiac Anaesthetics & Critical Care

CSU 6

Cancer Institute

- Haematology
- Oncology & Radiotherapy
- Medical Physics

CSU 7

Clinical Support Services

- Pathology
- Radiology
- Pharmacy

CSU 8

General & Emergency Medical Services

- Acute Medicine
- Emergency Medicine
- Urgent Treatment Centres
- Respiratory Medicine
- Renal Medicine
- Diabetes & Endocrinology
- Infectious Diseases & Medical Microbiology

CSU 9

Neuroscience Services

- Neurology
- Stroke Medicine
- Neuro & Spinal Surgery
- Neurorehabilitation and Spinal Cord Injury

CSU 10

Community & Neighbourhood Health Services

- Hospital at Home and Transfers of Care
- Care of the Elderly Medicine
- Rheumatology and Musculoskeletal Services
- Palliative Care
- Hartlepool & UHH / Stockton on Tees
- Middlesbrough, Redcar & Cleveland
- Hambleton & Richmondshire

Corporate

- Operational Support
- Nursing, Quality and Safety
- CMO Office
- People
- Estates
- Digital
- Finance
- Planning & BI
- Strategy
- Corporate Governance

OUR HOSPITAL GROUP

provides services to a local
population of approximately

1.85 million

We provide care from
four main hospitals and
deliver services from a
further 10 sites.



We work in
partnership with
Teesside University,
York University,
Newcastle University,
Durham University
and Sunderland
University.

We work with local
authorities in Durham,
Hartlepool, Stockton on
Tees, Middlesbrough,
Redcar & Cleveland and
North Yorkshire.

In our hospitals...



we employ

14,700
members of staff

including more than



2,600
staff working in our
community services

we have



1,495
hospital beds

and



40
operating theatres



In the past year...



we delivered

7,000
babies



we completed

7,433
video appointments



we performed

730,000
radiology images & scans



our community teams cared for

2.1 million
patients closer to home

On average, every day...



we provided

2,598
outpatient appointments



we admitted

637
people to hospital



we treated

1,010
people in our urgent and
emergency care services



Caring Better Together⁺

North Tees and Hartlepool NHS Foundation Trust

About Us

North Tees and Hartlepool NHS Foundation Trust was authorised as an NHS Foundation Trust in December 2007. The Trust was originally formed on 1 April 1999, when North Tees Health NHS Trust and Hartlepool and East Durham NHS Trust merged. We are an integrated hospital and community health and care organisation, serving more than 400,000 people in Hartlepool, Stockton and parts of County Durham.

We are on a continuous journey of improvement as an organisation with a dedication to 'excellence as our standard' in all that we deliver for our patients, the communities we support and our staff. We provide a wide range of health and care services across and beyond our geographical catchment area. Our hospital sites are:

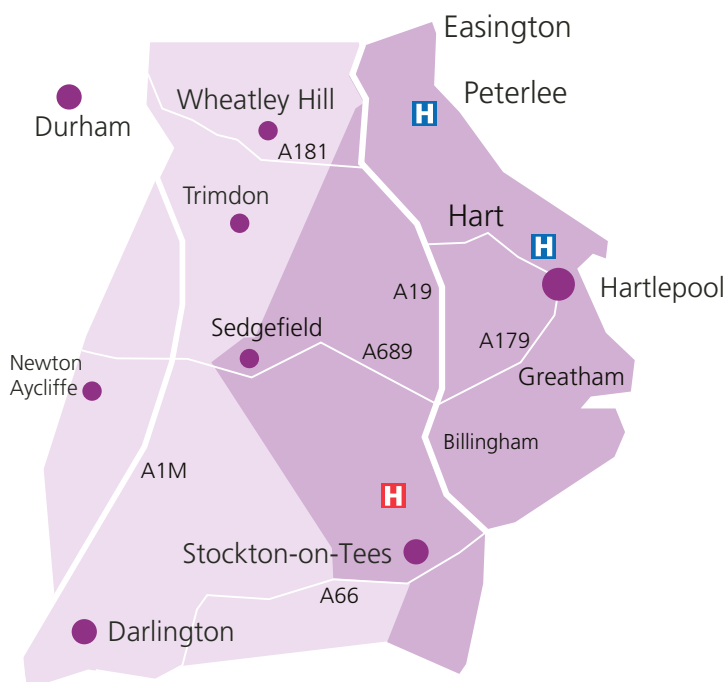
- University Hospital of Hartlepool
- University Hospital of North Tees

We are responsible for the provision of breast diagnostic services across Stockton, Hartlepool, parts of County Durham, Middlesbrough, Redcar and East Cleveland.

Our Trust is also responsible for the provision of the NHS bowel screening service for men and women across the entire Tees Valley, parts of County Durham and North Yorkshire.

Since 2008 we have delivered care for patients in the community, delivering services across multiple sites including Peterlee Community Hospital, Lawson Street Health Centre in Stockton and One Life Hartlepool – the first of the ambitious integrated care centres to be created under the Momentum: pathways to healthcare programme.

North Tees and Hartlepool NHS Foundation Trust is an 'anchor' organisation across the Stockton and Hartlepool localities, working closely with our key partners to facilitate and drive a more aspirant outlook for the population we serve.



North Tees and Hartlepool NHS Foundation Trust

Key

- General patient catchment area
- Extended patient catchment area for service developments

North Tees and Hartlepool NHS Foundation Trust

Our Journey So Far

We are an ambitious Trust, dedicated to developing an integrated health and care service in collaboration with key partners at local, regional and national level.

With the objectives of the NHS Long Term Plan at the heart of our strategy, we are fully committed to partnership working, both within the NHS and with our wider community, for a more aspirant outlook for our region.

Our ambition as an organisation is to continue to build upon our transformational work to date. Notably, we are one of the highest performing Trusts in the country for a number of our pathways.

The Trust has worked to dedicate to a strong financial performance over a number of years, working to ensure that the very best value for our patients, and our staff is our priority. We believe that through continued collaborative working, with the guidance of our integrated care board (ICB), we can support an ambitious, sustainable health and care landscape for our communities.

Our ambitious discharge work alongside our digital partner Optica, was included in the 2023/24 winter plans as an exemplar model to be rolled out across the NHS.

Our estate footprint presents one of our most significant challenges. Our hospital sites date back to the 1960s and need to change to tackle the challenges of our populations.

Our vision involves a revolution in health and care delivery including health on the high street, diagnostic hubs, investment in out-of-hospital services, admission avoidance, streamlining pathways, efficiency in clinical co-adjacencies, collaborative efficiencies with partners, centres of excellence within our communities and integrated care.

Perhaps most importantly is a clinical estate which is purposed to act as an enabler for positive transformation.

Our health and well-being strategies are invested in resilience and recovery, and we continuously review the ways in which we enable our teams to share both their experiences and their learning.

The future of health and care provision for our region is rooted in collaboration, system working and partnerships. North Tees and Hartlepool NHS Foundation Trust demonstrates a track record of all of these ambitions in our ability to innovate and employ evolutionary new and impactful pathways to support our patients.

Our Direction

We will continue to focus on the key areas of delivery to measure our success, whilst looking to the future and exploring how we can improve what we do, and how we operate as a successful NHS Foundation Trust, and as part of UH Tees.

As a progressive and forward thinking Trust, we are dedicated in ensuring that our strategic direction, and the decisions we take to inform our future direction, are based on sound, practical evidence not only from within the Trust but also from other external sources such as strategic partners and clinical and non-clinical stakeholders.

We continue to align our supporting plans that have helped to influence and shape our direction.

South Tees Hospitals NHS Foundation Trust

About Us

South Tees Hospitals NHS Foundation Trust is a large Trust in the Tees Valley and our core purpose is to provide acute, community and tertiary services with the highest quality of patient care and experience.

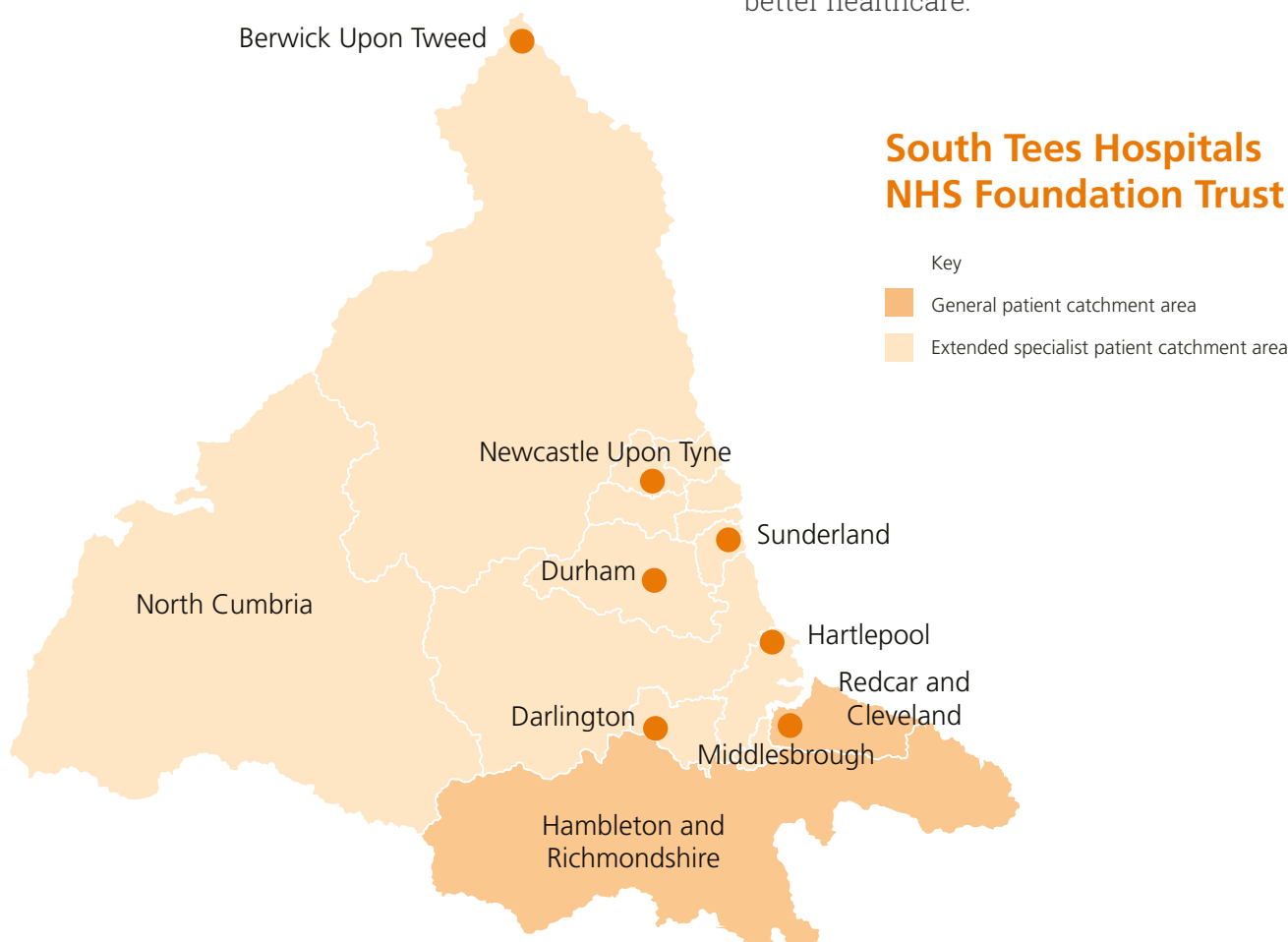
The James Cook University Hospital in Middlesbrough and the Friarage Hospital in Northallerton deliver more than 1.5m patient contacts per year, with an additional 1.2m patient contacts undertaken by our community services.

We are a Major Trauma Centre, Regional Cancer Centre and a Tertiary Centre. We are registered with the Care Quality Commission with our last inspection providing a 'Good' rating. We are committed to providing patients with the very best care across all of our services.

We also provide care in our local communities and in people's homes, including community and district nursing, and services from the following hospital sites:

- Redcar Primary Care Hospital
- East Cleveland Primary Care Hospital in Brotton
- Friary Community Hospital in Richmond.

We are a major employer within our area and a key system leader within the health and social care system that serves our communities. Our Trust is a partner in the Academic Health Science Network (AHSN) and member of the Clinical Research Network for the North East and North Cumbria, which aims to recognise the ideas originating from the region's health service, turning them into treatments, accessible technologies and medicines to enable patients to benefit from better healthcare.



South Tees Hospitals NHS Foundation Trust

Our Journey So Far

Receiving good NHS services is the most important thing to more than 1.5 million patients, carers and families in the Tees Valley, North Yorkshire and beyond who depend and rely on them. It is the driver for everyone who works at South Tees Hospitals NHS Foundation Trust too.

Since the autumn of 2019, we've been empowering our clinicians to take the decisions about how we manage our resources and deliver care across our hospitals and services – supported by our amazing scientific teams, administrative, support staff and volunteers.

This is important – not just for our communities in Teesside and North Yorkshire but for patients across the North East and beyond who rely on us as a specialist centre and regional major trauma centre.

We are an anchor tertiary provider – delivering world-class cancer, cardiothoracic, spinal, cochlear implant, neurosciences, gynaecology

and urology care for patients across the region – and one of only three hospital trusts in the UK operating three robotic surgical systems. Our major trauma centre sees half of all trauma cases in the North East and Cumbria.

Our role as an anchor tertiary provider is also crucial in ensuring that specialist care is available to patients across our region and that health inequalities are not exacerbated in our patient populations.

In 2023, we became one of the first hospital trusts in the country to achieve a CQC rating increase to 'Good' since the start of the COVID-19 pandemic in 2020. Our Leadership Improvement and Safety Academy (LISA) has been recognised as 'Outstanding' by the CQC.

Alongside our commitment to research and education, our position as one of the country's highest ranked medical training organisations, and as a dedicated apprenticeship employer, characterises our commitment to our people and communities.



The Role

Job title	Chief Operating Officer
Accountable for	Deputy Chief Operating Officers
Salary	Very Senior Manager (VSM)
Location	Across all UHT sites, with a base at North Tees Hospital and James Cook Hospital and visible presence at Hartlepool Hospital and the Friarage Hospital
On Call	Member of strategic on call

Job summary

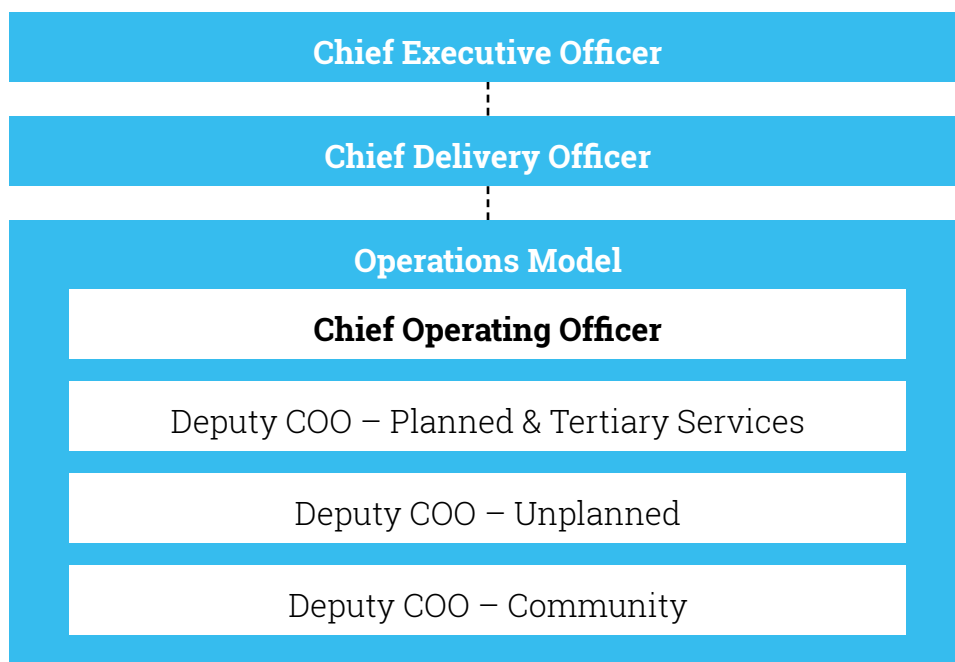
This is a key leadership role in University Hospitals Tees, with responsibility in conjunction with other executive director colleagues to lead teams to support UHT to deliver improved quality, productivity and performance for the Tees Valley and North Yorkshire's population, in line with our strategic objectives and ICB priorities.

The Chief Operating Officer has shared corporate responsibility for the overall strategic direction, performance and success of the UHT. The post holder will share overall responsibility for ensuring effective performance and organisation of all clinical and operational services for UHT.

The primary focus will be to ensure that the Trusts provides high quality, safe patient services that meet the needs of our patients.

This will be achieved through the engagement, influence, development, support and performance management of the Clinical Service Units and to ensure the strategic requirements will result in the sustainability of UHT along with the development and implementation of integrated health and social care provision for the population of the Tees Valley and North East and Cumbria region.

Organisational chart



Main Duties

- As required, attend and chair meetings and lead strategic programmes on behalf of the Chief Delivery Officer, representing UHT as appropriate.
- Support the Chief Delivery Officer to lead and develop the Clinical Service Unit triumvirate/quadrumvirate teams to be effective and productive, ensuring that each member is held to account, and that collectively it is a high performing team.
- The Chief Operating Officer will ensure high calibre, professional leadership in the Clinical Service Units, working with the Chief Medical Officer, Chief Nurse, Chief Delivery Officer and Accountable Clinical Leads and their Deputies to develop and implement strategic and operational plans aligned to the overall UHT strategy.
- A strong communicator and change agent the Chief Operating Officer will be very present and will demonstrate strong personal leadership and direction whilst at the same time building an effective leadership and management team to ensure organisation sustainability.
- Engender a culture of learning and improvement from inquiries including positive encouragement of staff to raise concerns and welcoming constructive challenge at all levels in the organisation.
- Ensure that effective information systems and controls are in place through oversight of business planning and budgeting processes, to assure the Board that all agreed performance and operational standards and targets will be met.
- Ensure that effective monitoring systems are in place to detect and address any sub-optimal performance, including participation in leadership walkabouts to engage with patients and staff.
- Play an active role in contributing to the overall development and implementation of UHT's Trust's long-term vision, strategic direction and governance arrangements.
- To ensure the Clinical Service Units are developing a clear workforce plan and people plan which will provide clear leadership to all staff in the Clinical Service Units and ensure proactive performance management of our people.
- To ensure the Clinical Service Units are developing responsive cost plans for pay and non-pay budget management and monitoring and reviewing implementation to ensure cost improvement plans are achieved.
- Deputise for the Chief Delivery Officer or other members of the Executive Team as appropriate.
- Participate in the Gold on-call rotation.

Partnerships

Internal	External
<ul style="list-style-type: none"> • Chief Delivery Officer, Chief Nursing Officer and Chief Medical Officer • Deputy Chief Nurse, Medical Director • Executive Team • Non-Executive Directors • Operations Directors for the Clinical Service Units • Operational Management Teams 	<ul style="list-style-type: none"> • ICB • NHS England • Provider Collaboratives • Voluntary, community and social enterprise sector • Regulator Bodies such as CQC

- Work in partnership with key colleagues and stakeholders (e.g. ICB, DHSC, NHSE, other NHS bodies, local government, universities, suppliers, etc.) to develop new models of delivery to ensure future provision of sustainable integrated health and social care services for the local population, with the aim of improved outcomes and improved population health.
- Support, identify, develop and strengthen strategic alliances across the region and national networks to create opportunities to enhance and improve the health of the communities we serve.
- Take an active lead for University Hospitals Tees for the development of collaborative working across the North East, including working closely with partners to help shape, develop and implement closer working.
- To keep abreast and have a point of view on emerging national and local policy initiatives and ensure that the Clinical Service Units respond in a timely and appropriate way that supports the UHT's strategic direction.
- Act on behalf of the Chief Delivery Officer at external meetings with responsibility for briefing on UHT's performance as well as contributing to strategic level developments across the wider health community.

Service Improvement and Transformation

- Ensure appropriate performance management systems are in place which monitor activity, review service provision and ensure continuous quality improvement; working collaboratively with the Accountable Clinical Lead and Director of Nursing to ensure performance improvement and assurance is provided and reported appropriately to the Board.
- To support the embedding of continuous quality improvement across the Clinical Service Units, ensuring alignment systems and policies to the strategic direction of UHT and the ICB.

Transformation and Improvement

- Contribute to the continued development and implementation of the internal clinical service redesign and improvement, ensuring the Trusts remain at the forefront of service delivery and clinical service innovation in line with any potential changes to the external environment.
- Contribute to the development of University Hospitals Tees through the leadership of key areas of work agreed with the Chief Executive.
- Work closely within the triumvirate to identify the implications of proposed service changes and make real change that leads to the delivery of new and improved systems and ways of working.

- Lead the development, implementation and embedding of the University Hospitals Tees continuous development model.
- Ensure there is a continuing programme of quality and efficiency improvement that delivers transformation change across UHT.
- Drive, shape and deliver behaviours by actively promoting a culture of responsibility, accountability, innovation, teamwork and improvement.
- Establish strong working relationships, alongside the Medical Director and Director of Nursing, with service providers beyond University Hospitals Tees to create shared and/or complementary approaches to service delivery where appropriate. This includes regulators, commissioners and other legal or statutory requirements.
- Put patient experience at the forefront, leading operational performance management and service delivery balancing meeting key operational and national standards.
- Work closely with the Medical Director and Director of Nursing to ensure the embedding of strong clinical governance systems which promote consistent high standards of safe care based on best practice.

Strategic Delivery

- Work with the Chief Delivery Officer, Director of Nursing and Medical Director to bring an operational perspective to the development of the UHT's strategic direction.
- Contribute to the delivery of UHT Business Plans, internally and externally, ensuring that UHT's reputation for innovation continues to grow and translates into growth.
- Work collaboratively with colleagues across the organisation to ensure effective clinical governance and risk management are in place to underpin the delivery of high quality, safe services.
- Be a visible, strong leadership presence across UHT sites, inspiring teams with clear communication, strategic vision and setting clear direction for operational performance and service delivery in line with the UHT's values.
- Ensure that all staff and patients have equal opportunities and access to services, working pro-actively to eliminate any inequalities or unfair discrimination.
- Provide leadership on operational matters across UHT, ensuring key matters are raised to the Executive Team, providing them with appropriate analysis, information and advice to assist in the mitigation of operational risks.

Continuous Improvement

- The Chief Operating Officer will champion and embed a culture of continuous improvement across University Hospitals Tees, ensuring that quality, safety, productivity and patient experience are continually enhanced.
- This will include leading the systematic use of improvement methodologies, data and insight to identify variation, address inefficiencies and drive sustainable change at scale.
- The post holder will work closely with clinical and operational leaders to build improvement capability at all levels, translating learning from performance data, patient feedback, incidents and external reviews into tangible service improvements.
- Through visible leadership, coaching and accountability, the COO will ensure continuous improvement is integral to day-to-day operations, long-term transformation programmes and the delivery of UHT's strategic objectives.

Quality and Performance Standards

- Establish, champion and uphold the highest standards for clinical quality, patient safety and experience across University Hospitals Tees.
- Ensure Robust UHT level governance systems monitor, assure and drive improvement against all key national and local performance standards.
- Lead and encourage Operational teams to proactively identify and mitigate strategic and systemic risks to quality, performance and reputation across University Hospitals Tees.
- Translate complex performance data into reporting to be presented to Board for assurance purposes.
- Oversee the development of long-term strategies in transformation across University Hospitals Tees that deliver an improved, more efficient service.

Professional Leadership

- Provide strategic leadership and empower Clinical Service Unit leaders to transform services, with particular emphasis on implementing revised pathways and new models of care aligned to improving patient safety, experience and outcomes; this will include co-production with service users wherever possible.
- Identify, nurture and develop high-potential senior leaders across University Hospitals Tees building a strong talent pipeline.
- Bring outstanding communication, interpersonal and influencing skills to the role enabling the COO to build consensus and manage complex stakeholder relationships across multiple areas internally and externally to University Hospitals Tees.
- Set and uphold the highest standards of personal integrity, probity and accountability.

Corporate Responsibilities

- The postholder will ensure that University Hospitals Tees, and its constituent Trusts meet all statutory, regulatory and governance requirements and reporting standards.
- Represent University Hospitals Tees authoritatively at system and, where required, national levels influencing policy and securing resources through the building of strategic partnership-based relationships.
- Lead the development of Strategic and Transformational operational programmes across University Hospitals Tees.

Clinical Leadership

- Build and maintain highly effective working relationships with the Executive Team and Medical Director, Director of Nursing and clinical leaders to embed UHT working and engagement in strategic development
- Work in triumvirate with the Medical Director and Director of Nursing to develop cohesive strategy, aligning the Clinical Service Units where beneficial, across University Hospitals Tees.
- Ensure arrangements are in place to provide the necessary leadership oversight of governance and performance issues across the identified clinical pathways and where required line management arrangements.
- Ensure robust integrated clinical governance frameworks are effective across University Hospitals Tees through leading a culture of continuous improvement and evidence-based practice delivered through cross-function information sharing.

Person Specification

Attributes	Essential Requirements
Qualifications/ Professional Registration	<ul style="list-style-type: none"> • Educated to Master's degree level or equivalent senior executive leadership qualification. • Substantial, demonstrable evidence of continuous professional and personal development at Board level. • Proven, substantial executive Board-level leadership experience within a large, complex NHS acute healthcare organisation (e.g., Chief Executive, Managing Director, or equivalent accountable role). • Extensive experience operating at system level (e.g., within an Integrated Care System (ICS) or Sustainability and Transformation Partnership e.g. (STP), demonstrating deep understanding of integrated care and partnership working. • Eligibility for an Enhanced Disclosure and Barring Service (DBS) check. (This post is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975).
Knowledge and Experience	<ul style="list-style-type: none"> • Substantial Strategic Leadership: Proven track record of successfully developing, gaining Board approval for, and delivering major strategic transformation programmes across multiple complex organisations or systems within the NHS. • NHS Acute Sector Expertise: Deep understanding of the policy context, operational challenges, financial frameworks, regulatory requirements (CQC, NHS England), and cultural dynamics specific to NHS acute trusts. • Clinical Quality & Performance: Significant experience leading complex clinical quality improvement initiatives and performance delivery at scale, including setting high standards for patient safety and experience, and utilising data for assurance and improvement. • Financial Acumen: Proven experience managing very large, complex budgets (£500m+) within the NHS, developing long-term financial strategies, and ensuring transformation delivers efficiency and sustainability. • System Working: Demonstrable experience in building effective, high-trust strategic partnerships across organisational boundaries (e.g., with other NHS providers, commissioners, local authorities, voluntary sector) within an ICS context. • Clinical Engagement & Workforce: Extensive experience building highly credible relationships with senior clinical leaders (e.g., Medical Directors, Chief Nurses, Consultant body) and successfully engaging them in strategy and transformation. Experience overseeing the development of clinical workforce strategies. • Influencing Policy: Track record of effectively influencing regional and national NHS policy agendas relevant to acute care and system working

Skills and Abilities	<ul style="list-style-type: none"> ● Visionary Strategist: Exceptional ability to develop, articulate, and inspire commitment to a compelling, unified strategic vision for the future of healthcare across UHT and wider system. Ability to translate complex strategy into clear, actionable plans. ● Transformational Leader: Outstanding ability to lead, inspire, and motivate large, diverse teams and organisations through significant, complex, and often ambiguous change. Demonstrates high resilience and tenacity. ● System Leadership & Influencer: Highly developed political astuteness and exceptional skills in building consensus, navigating complexity, brokering solutions, and influencing senior stakeholders (internal and external) across organisational and system boundaries, often where significant opposition exists. ● Outstanding Communicator: Superior communication, interpersonal, and presentational skills across all levels and mediums (written, verbal, formal, informal). Able to convey highly complex information clearly and persuasively, and to listen actively and empathetically. ● Clinical Credibility: Ability to command the respect of senior clinical leaders, engage meaningfully on clinical strategy, quality, and safety, and champion evidence-based practice and continuous improvement. ● Relationship Builder & Collaborator: Proven ability to build and sustain high-trust, credible relationships with a very wide range of stakeholders, including Board Chairs and members, executives, clinicians, staff, governors, patients, public, politicians, and system partners. ● Accountability & Judgement: Unquestionable personal integrity, probity, and commitment to the values of the NHS. Demonstrates sound, independent judgement under pressure and takes ownership for decisions and outcomes. Upholds the highest standards of corporate and clinical governance. ● Developing Talent: Commitment to identifying, nurturing, and developing high-potential senior leadership talent across UHT to build future capability.
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How to Apply

The closing date for applications is 25 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. 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
- A completed **Diversity 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 Finn McNulty at our recruitment partners, Hunter Healthcare by email: fmcnulty@hunter-healthcare.com or phone: **07966 006091**

KEY DATES:

Application Deadline	25 January 2026
Shortlisting	w/c 26 January 2026
Interviews and assessment	18 February 2026





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