

**Excellent
Care
Everywhere**



4 x Managing Directors
Candidate information pack
February 2026

Welcome from the Chief Executive

Thank you for taking the time to explore the opportunity to join University Hospitals Sussex NHS Foundation Trust as one of our four Managing Directors.

This is a pivotal moment in our journey. Following the completion of our Target Operating Model review, we have taken a deliberate decision to simplify our organisational structure and place strong, accountable leadership at the heart of delivery.

The creation of four Managing Director roles represents a significant step forward in how we lead, integrate and improve services across Sussex.

University Hospitals Sussex is one of the largest and most complex NHS organisations in the country, serving a diverse population across seven hospital sites and delivering major acute, specialist and tertiary services.

Our ambition is clear: Excellent Care Everywhere. Achieving this consistently requires senior leaders who can operate at scale, combining operational grip with strategic leadership and system influence.

Each Managing Director will lead a substantial executive-level portfolio, with responsibility for a Division typically comprising £250m–£340m annual turnover, 1,900–4,000 WTE staff and up to 330 consultants, delivering services across multiple hospital sites.

These roles offer real scope to shape cross-site integration, drive performance and lead meaningful service development within one of the NHS's most significant provider organisations.

The four Divisions are Medicine, Surgery, Specialist & Cancer Services, and Women, Children & Clinical Support Services. Together, they form the backbone of our operating model and sit at the centre of our future ambitions.

As a Managing Director, you will hold full accountability for the performance, quality, workforce and financial sustainability of your division, while also acting as a corporate leader for the Trust as a whole.

You will be a member of the Executive Management Committee, contribute to Trust-wide strategy and transformation, and attend Trust Board – ensuring decisions are made with the interests of One UHSussex at their heart.

The scale, breadth and visibility of these portfolios provide an exceptional platform for future progression. For those aspiring to Chief Delivery Officer or full board level roles, this is a rare opportunity to demonstrate executive leadership at scale, gain significant Board exposure and lead complex, multi-site services within a high-profile NHS organisation.

Our values – compassionate, inclusive and respectful – are central to how we lead and how we expect our leaders to behave. We are seeking individuals who role-model inclusive leadership, invest in developing others and are committed to advancing equality, diversity and inclusion across our workforce and communities.

The challenge is significant, but so too is the opportunity. As a Managing Director at UHSussex, you will have the chance to make a visible and lasting impact: improving outcomes for patients, strengthening services for our population and helping to shape a modern, high-performing organisation fit for the future of the NHS.

I hope this candidate pack gives you a strong sense of the ambition and opportunity these roles offer. If you are motivated by purpose, excited by complexity and ready to lead at scale, we would be delighted to hear from you.

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

With best wishes,

Dr Andy Heeps
Chief Executive
University Hospitals Sussex
NHS Foundation Trust



About the Trust

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

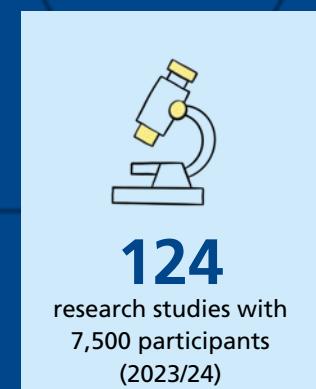
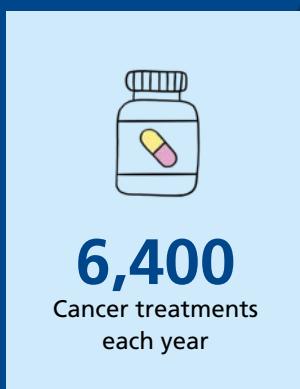
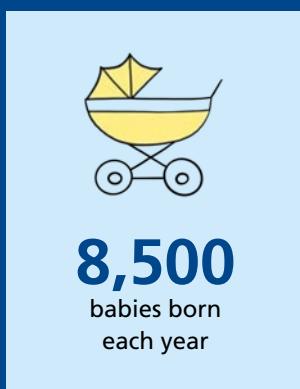
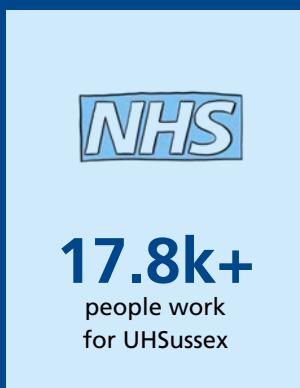
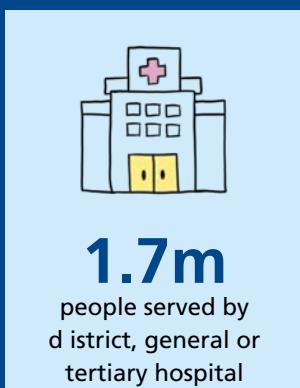
We care for more than 1.8 million people across Sussex and beyond and employ almost 20,000 people working across our hospitals, community services and support teams.

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

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



The Trust at a glance



Every day:



Our population:



Staff:

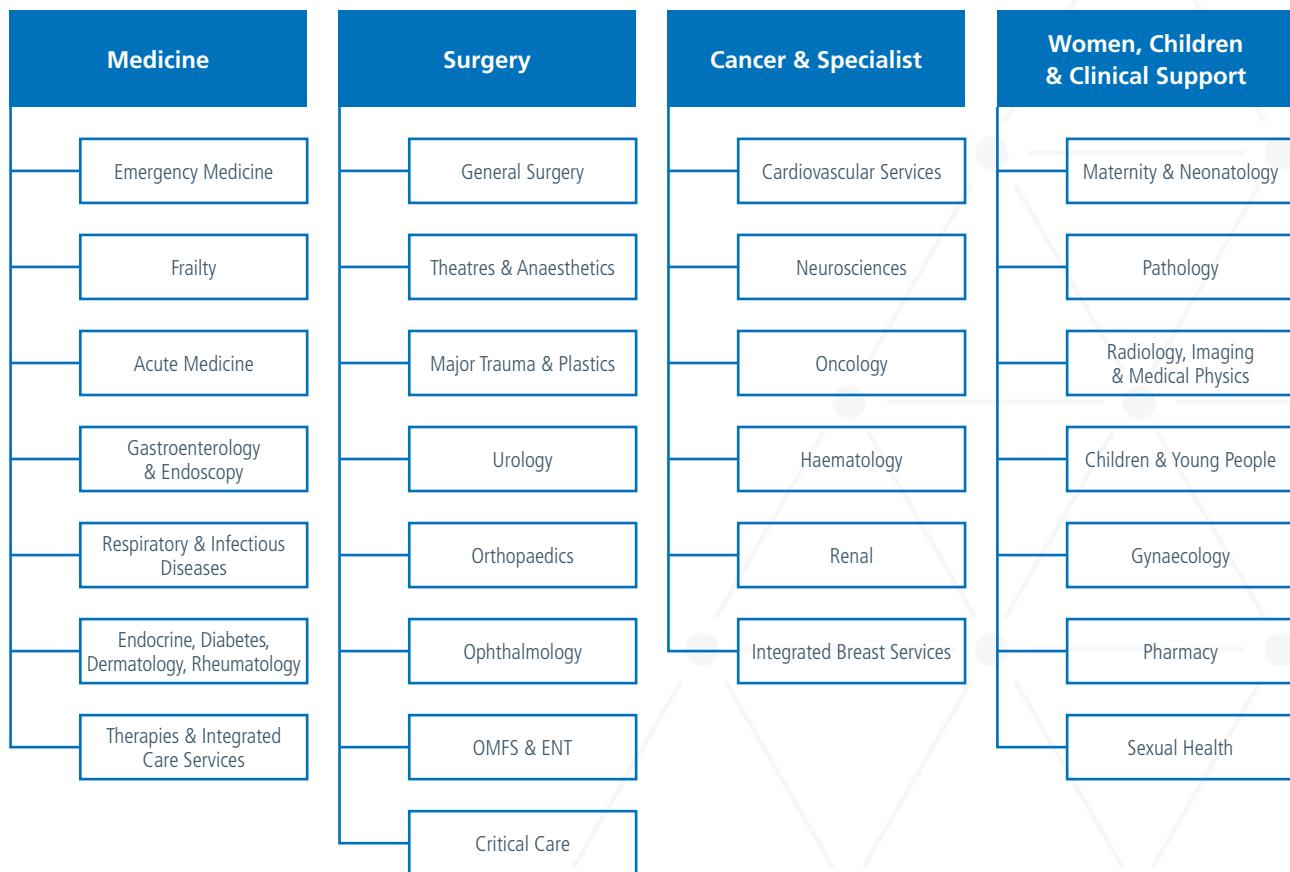


About the roles

As a Managing Director, you will hold full accountability for divisional performance, quality, workforce and finance, leading a senior triumvirate and large multidisciplinary teams. You will also

operate as a corporate leader, contributing to Trust-wide strategy, transformation and collective decision-making as a member of the Executive Management Committee, with regular attendance at Trust Board.

Departmental Structure



Medicine

With an annual turnover of approximately £296m, a workforce of c.3,355 WTE and 188 consultants, the Medicine Division represents the operational core of the Trust. It encompasses high-volume acute and specialist services that are central to patient flow, quality and system performance. Leadership in this Division demands pace, resilience and the ability to drive improvement at scale while responding to rising demand and complexity.

Surgery

The Surgery Division is one of the Trust's largest portfolios, with c.£339m turnover, c.3,365 WTE staff and 341 consultants. It spans complex elective and emergency pathways across multiple sites, offering a significant opportunity to lead productivity, recovery and transformation programmes, modernise surgical pathways and deliver sustainable improvements in access and outcomes.

Cancer & Specialist

With c.£237m turnover, c.1,519 WTE staff and 129 consultants, this Division delivers highly specialised and often tertiary services with a strong external profile. It offers the opportunity to lead innovative, research-active services, work closely with regional and national partners, and shape the future of specialist and cancer care across Sussex and beyond.

Women, Children & Clinical Support

This Division brings together some of our most values-driven clinical services alongside the critical infrastructure that underpins care delivery across the Trust. With c.£351m turnover, c.4,194 WTE staff and 236 consultants, it offers a unique leadership challenge: integrating quality, safety and workforce development at scale, while strengthening the clinical support services that enable excellent care everywhere.

Our context

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

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

We are proud of our many strengths:

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

Our Partnerships and System Role

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



Our vision and values

Our vision

Our vision is *Excellent Care Everywhere*.

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

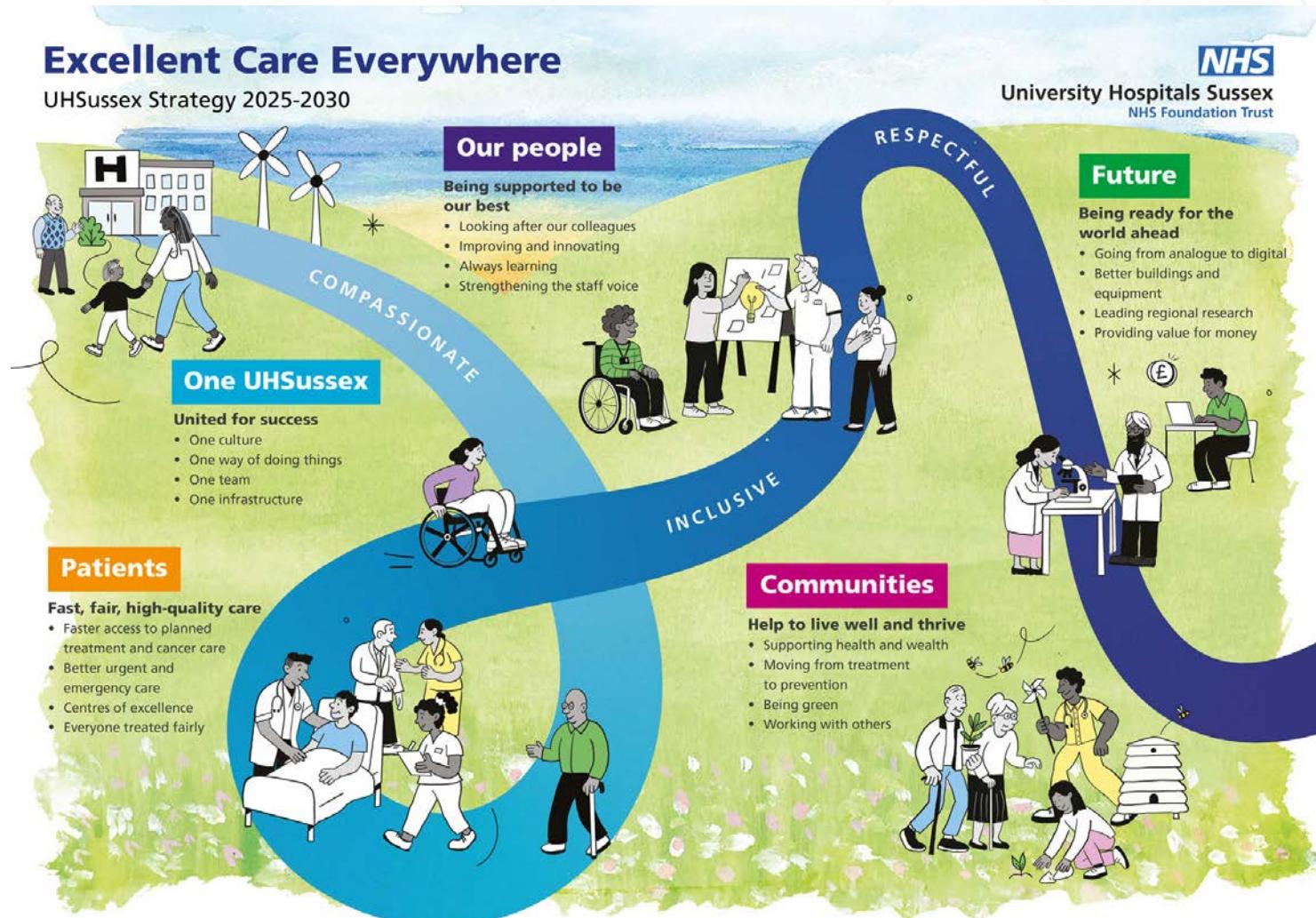
Our **2025–2030 Strategy** sets out how we will strengthen quality and safety, support and empower our people, tackle inequalities, and modernise how we work so every patient receives the best possible care, wherever they are treated.

Our Values

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

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

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



Our future

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

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

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



**Excellent
Care
Everywhere**



Staff survey: insights

Leadership qualities staff want to see:



Key challenges and priorities:



Role description

Job Title	Managing Director
Band	VSM
Hours	37.5
Division	Medicine/Surgery/Cancer and Specialist/Women, Children and Clinical Support Services
Location / Hospital Site	As required across Trust sites
Responsible to	Chief Delivery Officer
Accountable to	Chief Delivery Officer

The Managing Director (MD) is a senior Trust leader with both corporate and divisional accountability, responsible for the delivery of high-quality, patient-centred services across all sites within their Division, and for contributing to the overall performance and leadership of University Hospitals Sussex.

The MD is accountable for divisional performance across quality, safety, access, people and finance, and is expected to operate as a corporate leader of the Trust, holding collective responsibility for Trust-wide delivery, transformation and improvement in line with the strategy *Excellent Care Everywhere*.

The MD leads the divisional leadership team and works in close partnership with the Divisional Medical Director, Divisional Director of Nursing and Divisional Director of Operations, who report to the MD. Together, the divisional triumvirate is responsible for delivering agreed outcomes, fostering a culture of accountability, inclusion and continuous improvement, and ensuring consistent standards across all sites.

The MD is a member of the Executive Management Committee, attends the Trust Board and relevant Board Assurance Committees as a non-voting member, and is expected to contribute at Board level to assurance, grip and delivery, operating to the standards expected of senior executive leaders.

Key Working Relationships

Internal

- Chief Delivery Officer
- Executive Directors
- Board members
- Managing Directors
- Divisional Medical Directors
- Divisional Directors of Nursing
- Divisional Directors of Operations
- Clinical Directors
- Directorate Leadership Teams
- Corporate Business Partners (Finance, HR, Digital, Quality & Safety)

External

- CQC
- NHS England
- ICB / Commissioners / GPs
- Local Trusts within the ICS
- Local Authorities
- Healthwatch
- Voluntary and Patient Groups
- Safeguarding Boards

Main Duties and Responsibilities

Leadership

- Set clear direction for the Division aligned to the Trust's strategy and operating model, ensuring that divisional priorities support Trust-wide objectives and agreed delivery plans.
- Provide visible, inclusive and credible leadership, modelling the Trust's values and expected behaviours, and fostering a culture of accountability, collaboration and continuous improvement.
- Lead the development and delivery of divisional plans, translating Trust strategy and operational priorities into clear objectives, measurable outcomes and sustained improvement.
- Act as a corporate leader, contributing to Trust-wide strategy, transformation and delivery, and placing the interests of One UHSussex ahead of individual divisional preference where required.
- Work collaboratively with fellow Managing Directors and executive colleagues to lead cross-divisional and cross-site delivery, including standardisation of pathways, service transformation and reduction of unwarranted variation.
- Build strong, effective relationships with clinical leaders, corporate colleagues, partners and regulators, demonstrating political awareness, sound judgement and professional credibility.

Operational Performance

- Be accountable for divisional performance across quality, safety, access, workforce and finance, ensuring robust governance, risk management and regulatory compliance.
- Deliver agreed operational, quality, workforce and financial targets, including performance against constitutional standards and delivery within financial control totals.
- Ensure effective use of resources, delivering value for money, productivity improvement and long-term sustainability.
- Lead timely and decisive action where performance is off-track, including formal recovery arrangements where required, and intervene appropriately in services or leadership where standards are not met.
- Maintain strong operational grip through regular review of performance data, triangulated with direct engagement with services, staff and patients.
- Participate in the director on call rota.



People Management

- Lead, develop and support the Divisional Leadership Team, with a strong focus on capability, succession planning and leadership development.
- Create an inclusive, supportive and high-performing culture where staff feel valued, engaged and empowered to improve care.
- Take prompt, proportionate and effective action to address poor performance, under-achievement, conduct or risk, ensuring consistency with Trust expectations and values.
- Champion equality, diversity and inclusion, ensuring leadership practice reflects the communities served by the Trust.

Stakeholder Engagement

- Attend the Trust Board and relevant Board Assurance Committees as a non-voting member, providing clear, accurate and timely assurance on divisional performance and delivery.
- Represent the Trust and the division in internal and external forums, contributing to system-wide working and partnership arrangements within the ICS.
- Work with partners to address interdependencies across services, pathways and sites, ensuring alignment and continuity of care.
- Present complex and sensitive information clearly and confidently to a wide range of audiences, adapting style and approach as required.

Learning and Development

- Attend mandatory training updates as required.
- Undertake training as necessary in line with the development of the post and as agreed with the line manager as part of the personal development process.
- Achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- Identify own learning needs and jointly plan training requirements with their line manager.
- Participate in the Trust's appraisal process to discuss how the role will help deliver the best possible care to our patients and help to deliver any changes in service.
- Promote services and the Trust by taking part in regional and national conferences and forums.

This job description is an outline of the role and responsibilities. From time to time, due to the needs of the service or the organisation, we may ask you to undertake other duties that are consistent with your role and seniority, including project work, internal job rotation and absence cover.

The job description and person specification may be reviewed on an ongoing basis in accordance with the changing needs of the division and the organisation.

Person Specification

KNOWLEDGE & SKILLS
<ul style="list-style-type: none"> • Educated to degree level or equivalent professional level in any relevant discipline • Ability to gain credibility amongst senior clinical, and operational colleagues • Master's degree or equivalent knowledge/experience (Desirable) • MBA or Doctorate (Desirable)
EXPERIENCE
<ul style="list-style-type: none"> • Extensive senior management experience in a complex healthcare organisation; Experience of managing very large, multi-professional teams; Proven track record of delivering results and targets; Experience of multi-agency planning and service delivery • Experience in leading major transformation programmes (Desirable)
COMMUNICATION SKILLS
<ul style="list-style-type: none"> • Highly developed communication, negotiation, and influencing skills • Ability to present complex information to a range of audiences • Skilled in conflict resolution and partnership working • Experience of media engagement (Desirable)
PEOPLE MANAGEMENT AND DEVELOPMENT
<ul style="list-style-type: none"> • Highly developed leadership skills • Ability to inspire, motivate and hold others to account; Experience of managing performance, change, and complex people issues • Ability to balance decisiveness with engagement • Ability to manage 'up' as well as through line management and colleagues • Coaching or mentoring qualification (Desirable)
EQUALITY, DIVERSITY, AND INCLUSION
<ul style="list-style-type: none"> • Evidence of championing diversity and inclusion in previous roles
ANALYTICAL AND JUDGEMENT SKILLS
<ul style="list-style-type: none"> • Highly developed analytical and judgement skills • Ability to interpret complex data and make sound decisions
PLANNING AND ORGANISING SKILLS
<ul style="list-style-type: none"> • Strategic thinker • Ability to plan over short, medium, and long-term timescales • Ability to manage competing priorities
FREEDOM TO ACT
<ul style="list-style-type: none"> • Ability to make autonomous decisions on complex issues, often under pressure

How to apply

All applications must be received by 8 March 2026

All applications must quote the reference UHSX_MD and include:

- A full curriculum vitae
- A covering letter (no more than two pages) indicating how you meet the selection criteria and articulating why you are interested in the role
- Contact details for referees covering the last six years (who will not be contacted without your permission)
- A contact email address and telephone no.
- A completed **Diversity Monitoring Form** and **Fit and Proper Person Monitoring Form**.

For an initial conversation about this role please contact our partners at Hunter Healthcare: Finn McNulty at our recruitment partners, Hunter Healthcare, on fmcnulty@hunter-healthcare.com or 07966 006091

Please send all documentation by email to our applications inbox at Hunter Healthcare on: apply@hunter-healthcare.com

KEY DATES:

Application Deadline	8 March 2026
Shortlisting	13 March 2026
Stakeholder sessions	w/c 23 March 2026
Interviews	30 March 2026





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