



**Dorset County
Hospital**
NHS Foundation Trust



**Dorset HealthCare
University**
NHS Foundation Trust



**University
Hospitals Dorset**
NHS Foundation Trust

Associate Director of IT Infrastructure Programmes

Candidate briefing pack

March 2026



Welcome

Thank you for your interest in the role of Associate Director of IT Infrastructure Programmes.

This is a pivotal time to be joining our Digital Health team. Following the publication of Our Dorset Digital Strategy 2026 - 2031, we are embarking on a bold journey to transform Dorset's health and care system through digital innovation. Our vision is for Dorset to be recognised as a digital pioneer within the NHS by 2031, creating a seamless, integrated digital ecosystem that empowers staff and improves patient experiences across all settings.

As the Associate Director of IT Infrastructure Programmes, you will play a central role in making this vision a reality. Reporting into our Director of IT Infrastructure, Russell King, you will lead the delivery of aligned enterprise infrastructure across our three NHS Foundation Trusts: Dorset County Hospital (DCH), Dorset HealthCare (DHC), and University Hospitals Dorset (UHD). This role is essential to establishing the modern infrastructure foundations described in our strategy – creating a resilient, secure, and scalable digital backbone for modern healthcare.

Key priorities for this role include:

- **Leading Strategic Infrastructure:** You will ensure our technical architecture meets business needs and enables clinical transformation, moving us toward cloud solutions and away from inefficient legacy systems.
- **Enabling Clinical Innovation:** You will oversee critical Medical Devices Integration programmes, providing the underpinning technology that supports safer, more efficient care.

- **Estates and Development:** You will act as the primary interface for estates leadership, particularly supporting the New Hospitals Programme to lead all technical-enabling activities for our new builds.

Collaboration is at the heart of our success. We are moving as one 'Dorset System', where digital decisions are made "once, wisely, and together". You will work closely with clinical and operational leaders to ensure technology keeps pace with our ambitions for standardised, joined-up working.

We are looking for a values-driven leader who is committed to our Patient First improvement system and our shared priority to use every NHS pound wisely.

Beyond the professional challenge, this is an exceptional opportunity to live and work in one of the most beautiful parts of the country. From the iconic Jurassic Coast to our vibrant historic towns, Dorset offers a quality of life characterised by nature, connection, and balance.

If you are a strategic digital leader with a passion for building the foundations of future healthcare, we look forward to receiving your application.

If this sounds like you and you would like to learn more, please contact Brendan Davies at our recruitment partners Hunter Healthcare on 07585 356985 or by email: bdavies@hunter-healthcare.com.

Yours sincerely,

Beverley Bryant
Chief Digital Officer
University Hospitals Dorset
NHS Foundation Trust



About University Hospitals Dorset NHS Foundation Trust

University Hospitals Dorset (UHD) comprises three hospitals: the Royal Bournemouth, Poole and Christchurch Hospitals which provide services to around 750,000 people across Bournemouth, Poole, Christchurch, east Dorset, Purbeck and parts of the New Forest.

Beyond the walls of the hospitals we provide specialist services such as Oncology, Neurology and Cardiac across the whole of Dorset, South Wiltshire and parts of Hampshire and we also provide services in many community settings, including patients' homes. Our population is one of the oldest in the UK and there are some very significant health inequalities.

250,000
people who receive
our health and
care services



75.2%
(including Minor Injuries
Units) of A&E patients
seen within four hours



Over
9,700
staff

57,000
Day Case
Treatments



Rated as one
of the best Trusts
in the National
Inpatient Survey

524,000
outpatient
attendances



90+ %
average satisfaction with
our services on the Friends
and Family Test



Rated 'Good'
by the CQC

About Dorset County Hospital NHS Foundation Trust

Dorset County Hospital sits at the heart of the community as the main provider of acute care to around 250,000 people in the west of Dorset.

With an annual budget of £256 million, we provide a full range of district general services, including an Emergency Department, Critical Care Unit and Maternity Unit, and links with satellite units in Dorset's community hospitals.

We also provide renal services for patients throughout Dorset and South Somerset; a total population of 850,000.

We were founded on our current site in the centre of the county town of Dorchester in 1987 and achieved foundation trust status in 2007.

Our hospital has approximately 350 beds, seven main theatres and two day theatres, and has been designed with a major commitment to Public Arts in Hospital.

Our 3,500 staff come from a wide range of backgrounds, working across GP surgeries, schools, in residential homes and in people's own homes as well as DCH and the community hospitals.

We also work closely with our health and social care partners to ensure integrated services are provided to our population.

For many of our roles, we encourage and receive applications from people across the world and are proud to employ such a large and diverse workforce.

We are a key partner in the Dorset Integrated Care System 'Our Dorset' and our own Trust Strategy aligns with the next steps for the ICS, acknowledging that it must also be unique to the needs and requirements of our patients and population.

In September 2024 we launched our joint strategy with [Dorset Healthcare University](#).

Our Shared Vision

Our shared vision is for:

-  **Healthier lives**
-  **Empowered citizens**
-  **Thriving communities**

Our Shared Mission

Our shared mission is to work in partnership to provide high quality, compassionate services and to nurture an environment where people can be their best.

Read the Joint Strategy [here](#).

About Dorset HealthCare University NHS Foundation Trust

Dorset HealthCare is the county's leading provider of integrated physical and mental health services, supporting nearly 800,000 people across urban centres, coastal towns, and rural communities.

With over 7,000 staff delivering care from 300+ sites; including community hospitals, GP surgeries, schools, and people's homes, we provide the backbone of NHS community and mental health care across the region.

We are responsible for all NHS mental health services in Dorset and offer a wide range of community-based physical health services, from district nursing and end-of-life care to sexual health, diabetes education, and safeguarding. We also run Dorset's 12 community hospitals and minor injuries units, delivering care that's close to home and shaped around what people actually need.

As a University Trust, we partner with Bournemouth University to drive innovation, promote clinical excellence, and grow the next generation of healthcare professionals. We also work closely with local universities and education providers to invest continually in our people and the quality of care they deliver.

We are proud to be rated **'Outstanding'** overall by the Care Quality Commission (CQC) following a full inspection in 2019. The Trust was praised for its strong leadership, compassionate culture, and commitment to safe, high-quality care.

This rating places Dorset HealthCare among the top-performing community and mental health providers in the country – recognising the hard work of our staff and the innovative, patient-centred approach we take to delivering services across the county.



Our Dorset Integrated Care System

A Shared Commitment

Everyone in Dorset deserves to live well. That's why our NHS organisations, councils, public services and voluntary and community partners are working together as an integrated health and care system: NHS Dorset.

We want Dorset to be a healthy place where you can live your best life. This means taking care of our bodies and minds to stay well. The way we provide services is changing to meet people's changing needs: we will still need to give medical help when its needed, but we also want to work with people to focus on preventing illness and promoting well-being.

When we improve our physical and mental health, our communities become healthier places.

Our Journey

In Dorset, a quiet but powerful transformation is underway – one rooted not in new technologies or buildings, but in collaboration. For years, healthcare providers across the county have worked tirelessly to deliver high-quality care. Yet, like many regions, Dorset has faced growing challenges: an aging population, increased demand on services, and patients with more complex, long-term health needs. These challenges are not isolated – they cross boundaries between hospitals, GP surgeries, mental health services, social care, and community support. And so, the solution must too.

That's why Dorset's healthcare providers are coming together like never before.

Across NHS trusts, primary care networks, the Integrated Care Board (ICB), local authorities, voluntary sector partners, and social care services, a new era of integrated working is taking shape.



One System. One Patient. One Record.

At the heart of Dorset's digital collaboration is a simple but transformative idea: everyone involved in a patient's care should have access to the same up-to-date information. That vision is now a reality through Dorset Care Record (DCR) – a shared digital platform connecting GPs, hospitals, community teams, social care, and mental health services.

From Silos to Systems

This collaborative model marks a shift from siloed care to a coordinated system where information flows more freely, patients experience smoother transitions, and decisions are made jointly with the person at the centre. Whether it's a patient being discharged from hospital with coordinated community support in place, or someone with mental health challenges getting seamless access to counselling and housing advice, the difference is tangible.

Weekly multidisciplinary meetings are now common practice across many parts of Dorset, where GPs, hospital consultants, mental health professionals, and social workers come together to discuss complex cases. The result: faster decisions, better planning, and a shared understanding of what each patient truly needs.

Innovation Through Collaboration

Collaboration is at the heart of our success and enables true innovation. Working within a progressive Integrated Care System (ICS), we are embracing the national Frontline Digitisation agenda and working toward a more connected and efficient digital ecosystem.

Pilot projects across the county – like virtual wards, digital health monitoring, and mobile mental health crisis teams – are showing promising results. These initiatives wouldn't be possible without the alignment of multiple organisations, sharing not just data but also trust.

Dorset's digital infrastructure, backed by shared records and a system-wide analytics platform, is turning data into insight. Leaders across the system now meet regularly to review outcomes, spot trends, and allocate resources proactively.

Their work here helps ensure our digital capabilities meet the evolving needs of modern healthcare.

Looking Forward, Together

This journey isn't without its challenges. True collaboration requires time, mutual understanding, and the willingness to change long-held ways of working. But the collective determination across Dorset's health and care landscape is stronger than ever.

As Dorset's Integrated Care System matures, one thing is clear: the future of healthcare lies not in any single organisation, but in the strength of collaborative working. By working together - with patients, not just for them - Dorset is laying the foundation for a healthier, more connected future.

Our Dorset Goals

Our Dorset Goals are to:

- improve outcomes in population health and healthcare
- tackle inequalities in outcome and access
- enhance productivity and value for money
- help the NHS deliver broader social and economic development



Our Dorset Digital Strategy

Our Digital Strategy is a comprehensive blueprint designed to transform the region's health and care system through digital innovation over the next five years.

It aims to move away from historically fragmented, organisation-specific IT setups toward a unified, integrated digital ecosystem.

By focusing on interoperability, the strategy seeks to empower staff, improve patient experiences, and leverage emerging technologies to deliver equitable and efficient care across all settings.

Our vision is to build an environment where people, data, and technology work harmoniously together to deliver outstanding care.

Digital technology is positioned not as an optional add-on, but as an essential foundation for a resilient and future-proof health and care system.

The four strategic objectives:

Through engagement across Dorset's health and care system, the four strategic **objectives** below define our journey to 2031.



STRATEGIC OBJECTIVE 1: PEOPLE & CAPABILITY – CREATING A DIGITAL CENTRE OF GRAVITY FOR DORSET

Objective: Build a sustainable digital workforce pipeline by forging deep partnerships with regional education providers with regional education providers, creating training pathways, and becoming a national exemplar in digital healthcare skills, capacity development, and mentorship. This will ensure that Dorset not only attracts but retains the best digital, data, and technology talent in the healthcare sector.



STRATEGIC OBJECTIVE 2: IMPROVING PATIENT ACCESS AND EXPERIENCE

Objective: Transform how Dorset patients access and engage with their healthcare by delivering intuitive, inclusive digital channels-including a fully integrated patient portal. This will improve access to information, appointments, and clinical advice, driving self-management and service efficiency.



STRATEGIC OBJECTIVE 3: INTELLIGENT, INSIGHT-DRIVEN HEALTHCARE

Objective: Build an ecosystem where data drives decision-from frontline care to strategic planning. By delivering integrated data platforms, AI-enablement, and advanced analytics, Dorset will move toward predictive, personalised, and preventative care models.



STRATEGIC OBJECTIVE 4: DIGITAL CLINICAL PIONEERS

Objective: Pioneer new digital roles, training and development to create a culture of continuous learning. Embedding digital skills into every clinical pathway. Dorset will stand at the forefront of the UK's digital health transformation.

The four digital strategy themes:

These themes are the big ideas that shape our digital plans. They give clear direction and help everyone in Dorset work in a joined-up way to deliver the strategy. For more information, please download [Our Dorset Digital Strategy 2026-2031](#)



Job Description

Job Title:	Associate Director of IT Infrastructure Programmes
Band:	Agenda for Change – AFC Band 8d
Directorate/Department:	Corporate – Joint Chief Digital Officer's Directorate*
Base:	Bournemouth, Poole or Dorchester with travel across the county
Reports to:	Deputy Chief Digital Officer – IT Operations and Infrastructure

NB: This post is subject to the policies, procedures and rules approved by the Trust and as varied from time to time. All staff are required to familiarise themselves with, and comply with the Trust's policies, procedures, rules or statements of practice. These can be accessed through the Intranet, your department manager, or through Human Resources.

* Spans three NHS Foundation Trusts: Dorset County Hospital (DCH), Dorset Healthcare (DHC) and University Hospitals Dorset (UHD).

Job summary

- As a professional role model, demonstrate behaviours and practice which are consistent with the NHS leadership model and organisational values.
- The Associate Director – IT Infrastructure Programmes is a pivotal role in the Joint Chief Digital Officer's team, leading delivery of aligned enterprise infrastructure for Dorset as described in the Dorset Digital Strategy – **Our Dorset Digital Strategy 2026 -2031**.
- The postholder ensures that the digital and clinical systems architecture meets business needs and enables clinical and operational transformation initiatives.
- The postholder will lead all essential technical infrastructure programmes across the three organisations.
- The postholder will play a key role in the high profile, multi-year joint Dorset and Somerset Electronic Health Record programme, HealthSet, leading for Dorset on all technical readiness activities.
- The postholder provides leadership of the Medical Devices Integration programmes, a key underpinning enabler to HealthSet.
- The Programme Director will ensure the strategic alignment, execution, and delivery of digital transformation initiatives, fostering innovation, ensuring technical assurance, and championing a data-driven culture across the organisations.
- The estates responsibilities of the postholder will include being the primary interface to estates leadership teams in UHD, DCH and DHC, particularly working with the New Hospitals Programme Teams at UHD to lead all technical-enabling activities for the new build, including support for ongoing moves and changes.

Main responsibilities

1. STRATEGIC LEADERSHIP & ALIGNMENT

- 1.1 In collaboration with the Joint Chief Digital Officer and the Deputy Chief Digital Officers, continue to refine and champion the Dorset Digital Strategy, ensuring alignment with broader organisational goals.
- 1.2 Drive the strategic direction of digital projects, including influencing and supporting the EHR system implementation, ensuring these initiatives support the ambition to enhance operational efficiency and patient outcomes.
- 1.3 Promote a unified digital strategy that encompasses technology adoption, digital product development, and innovation.
- 1.4 Evaluate, interpret and locally implement best practice in digital services.
- 1.5 Lead delivery of the strategic goals which form Chapter 5 of the Dorset Digital Strategy.

2. STAKEHOLDER ENGAGEMENT AND COMMUNICATION

- 2.1 Engage with clinical leaders, department heads, and frontline staff to ensure digital initiatives meet the needs of both patients and healthcare providers.
- 2.2 Facilitate stakeholder workshops and forums to gather input, manage expectations, and foster organisational buy-in for the digital transformation agenda.
- 2.3 Promote a culture of collaboration and innovation.
- 2.4 Ensure that public engagement informs the planning and delivery of digital projects and programmes.
- 2.5 Represent the Digital Service at identified national, regional, and local committees and forums, providing professional/technical input.
- 2.6 Communicate, negotiate and influence effective change management with stakeholders at all levels (including senior management) who may hold differing and contentious views.
- 2.7 Work with multidisciplinary teams across the entire health and social care spectrum and the informatics services of partner organisations.
- 2.8 Support effective matrix working with all Dorset and Somerset partners.

3. PROGRAMME LEADERSHIP

- 3.1 Ensure effective and comprehensive programme plans are in place for all significant programmes of work within the postholder's remit.
- 3.2 Ensure on-going oversight of all programme work streams and projects and work with key stakeholders to overcome challenges to delivery within projects. Ensure alignment of the work streams to each other, to other local plans ongoing within the provider footprints.
- 3.3 Work with the Estates teams as required to ensure that the digital plans are informed and driven by the local and national requirements where appropriate, ensure a clear clinical brief for digital schemes are prepared and form the basis of the individual projects taken forward.
- 3.4 Facilitate the timely resolution of 'bottlenecks' in the critical pathways of the programme, working with internal and external stakeholders as necessary.
- 3.5 Prepare programme updates to the relevant governance meetings and committees as required, setting out progress of each scheme and any emerging risks/issues.
- 3.6 Provide appropriate assurance to the SROs and the steering groups.
- 3.7 Identify and manage risks relating to the digital programmes, ensuring that appropriate mitigations are in place and that risks are escalated as appropriate.
- 3.8 Develop key performance indicators and determine criteria to assess the benefits of the technology programmes and to determine the additional value that is being offered.
- 3.9 Oversee the tracking of progress against plans and transition milestones, ensuring appropriate processes are in place to flag issues, risks and concerns with the relevant stakeholders.
- 3.10 Develop and implement qualitative and quantitative measures to assess progress and optimum delivery of programmes. Report progress against the programme objectives through personal representation at senior management forums and by written reports to appropriate boards and colleagues.

- 3.11 Personally lead, support and contribute to formal negotiations with senior level colleagues from external stakeholders, providing a high level of negotiating expertise to secure the most advantageous arrangements.
- 3.12 Devise, develop and implement appropriate information sharing systems to facilitate effective working practices for the programme delivery and ensure accurate analysis of management information.
- 3.13 Manage and integrate multiple information systems and gather and manipulate complex information (business, application, data, and infrastructure related) to prepare written and visual information regarding enterprise architecture; use that information to influence decision making and approach.

4. SOLUTION ARCHITECTURE

- 4.1 Envisage, design, and oversee the implementation of complex and complicated system solutions; collaborating with clinicians, staff, and citizens to validate business requirements, challenge ambiguity, and develop capability vision and system solutions that can adapt to their environment, meet service needs and are represented across the business, data, application, and infrastructure architecture domains for assurance.
- 4.2 Support the elicitation and discovery of broad technical requirements from multiple levels of stakeholders, working with other architects to elaborate on specific programme or project-shaped requirements for subsequent delivery.
- 4.3 Coordinate and manage architecture change across multiple programmes, projects, or initiatives, maintaining a stable manner and delivering viable architecture solutions with consistency of design and adherence to appropriate standards.
- 4.4 Be capable of operating across the business, data, application, and infrastructure architecture domains, advocating integration, and interoperability standards, amongst others, in support of the digital transformation principles.

5. RESOURCE MANAGEMENT

- 5.1 Oversee the financial management of digital programmes, ensuring strategic allocation of budgets and resources. Support the EHR Programme Director to do the same for the combined EHR programme budget.
- 5.2 Conduct cost-benefit analyses for proposed projects/programmes, monitor expenditures, and reported on financial performance to senior leadership.
- 5.3 Secure funding and resources necessary to achieve ambitious digital goals, maximising the return on investment.
- 5.4 Comply with Standing Orders and Standing Financial Instructions.
- 5.5 Strive for value for money and greater efficiency in the use of budgets and ensure that they operate in recurrent financial balance year on year.
- 5.6 Commission resource management support as required, e.g. financial analysis, workforce planning, digital linkages, design and development input and facilities management.

6. POLICY AND SERVICE DEVELOPMENT

- 6.1 Lead the development of policies and procedures for a major area of activity; contributing to and ensuring compliance with corporate policies.
- 6.2 Act as an ambassador for the service and the EHR programme by developing and maintain excellent working relationships, to deliver a high quality, standard digital culture to achieve local, programme, and national targets.
- 6.3 Lead the development and maintenance of a culture of effective service provision and continuous improvement across areas of responsibility.

7. PEOPLE MANAGEMENT

- 7.1 Line manage team members in services within portfolio of responsibility, including planning the workforce, recruiting and selecting, inducting, objective-setting, appraisal and planning and supporting team members' development.
- 7.2 The postholder may be required to ensure that rostering arrangements provide a consistent and accessible service across defined business hours and out-of-hours.
- 7.3 Provide matrix leadership to cross-functional project/programme/operational teams which span organisational boundaries as required.
- 7.4 Network management working with multidisciplinary teams across health and social care.

8. RESEARCH AND DEVELOPMENT

- 8.1 Undertake surveys/audits for own work/ designs and conduct complex audits to improve Digital services as necessary.
- 8.2 Research new approaches that will help to deliver programme and strategic objectives, including options which may be unique.
- 8.3 Be familiar with emerging evidence on practice in change management, quality improvement, technology and innovation, ensuring this information is well communicated and built into delivery plans.
- 8.4 Ensure that benefits from research and development and from innovation are realised by stakeholder organisations.

9. FREEDOM TO ACT

- 9.1 This a senior role with significant autonomy and the requirement to make decisions, within appropriate governance frameworks.
- 9.2 The postholder is required to interpret national, regional, and local strategies and guidelines with respect to business, in partnership with clinicians, about clinical services, to make recommendations and decisions.
- 9.3 This will occasionally require thinking outside the confines of current policy and strategy and agreeing on a new direction with stakeholders.
- 9.4 The postholder will have a senior leadership role in the HealthSet and New Hospital programmes, acting and making decisions with limited supervision.

ANY OTHER TASKS REQUIRED

This job description is intended as an outline of areas of activity and will be amended in the light of changing service needs. This job description will be reviewed in conjunction with the postholder on an annual basis at appraisal.

CONDITIONS OF SERVICE

Posts in the Dorset Digital Service may be on the employment terms and conditions of either Dorset County Hospital, Dorset Healthcare or University Hospitals Dorset NHS Foundation Trust.

Smoking

The Trust has a responsibility to provide a safe and healthy environment for everyone who is working, visiting or living on hospital premises. Smoking is NOT allowed on site except for within the designated smoking areas and shelters for staff and patients. The Trust will not tolerate smoking in undesignated areas and there is a zero-tolerance approach to all staff who continue to do so.

We will continue to provide support to staff, patients and visitors who want to give up smoking. In the interests of promoting responsible healthcare all staff should refrain from smoking when off-site in uniform or wearing an identifying NHS badge in any public place.

Data Protection

All staff are required to comply with the Data Protection Act and the Trust's Data Protection Policy. Staff are responsible for ensuring that any personal data which they hold is kept securely; that personal information is not disclosed either orally or in writing to any unauthorised third party; that personal data is only accessed where there is a legitimate business need and only where such processing is consistent with the purposes for which the data was collected.

Equality and Diversity

The Trust is positively committed to the promotion and management of diversity and equality of opportunity. Equality and diversity are related to the actions and responsibilities of everyone – users of services including patients, clients and carers; work colleagues; employees; people in other organisations; the public in general.

All employees have a responsibility to ensure that they act in ways that support equality and value diversity and must comply with the responsibilities placed upon them by employment legislation and the equality duties.

Health and Safety at Work

Everybody within the Trust has a legal responsibility for the health, safety and welfare of themselves and others at work. These duties are set out within the Health and Safety at Work etc. Act (HASAWA) 1974, the Management of Health and Safety at Work Regulations (MHSAWR) 1999, and in other relevant regulations and guidance notes.

All Staff: In accordance with HASAWA and the Trust Health & Safety policy, all staff have legal responsibilities:

- to take reasonable care for themselves and others that may be affected by their acts/ omissions
- to co-operate with their manager/ supervisor to enable them to carry out their legal duties e.g.
 - ▶ shall report all hazards and defects to their line manager/ supervisor
 - ▶ shall report all accidents, incidents, near-miss events to their manager/ supervisor and via an adverse incident report (AIR) form (Trust policy)
- to use all work equipment, materials and substances in accordance with any training and instruction provided (e.g. medical devices, chemicals, mechanical aids, machinery, plants, vehicles, and personal protective equipment).
- to ensure they attend all annual mandatory training and attend health and safety training as required for the post.
- to comply with Trust and department health, safety & risk policies and procedures.
- not to interfere with or misuse anything provided to secure health and safety e.g. wedge fire doors open, remove first aid equipment, break locks off systems.

All Managers/ Heads of Department and Clinical Leaders: In accordance with the Trust's risk assessment policy and risk management strategy, all managers/heads of department and clinical leaders are responsible for ensuring that they and their staff, comply with all Trust and department health and safety policies and procedures.

Safeguarding

The University Hospitals Dorset NHS Foundation Trust is fully committed to safeguarding the welfare of all children and young people, and vulnerable adults by taking all reasonable steps

to protect them from harm. All staff will receive appropriate training and induction so that they understand their roles and responsibilities and are confident about carrying them out.

Infection prevention and control

The prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients, and to the safety of visitors and members of staff. It is the responsibility of all staff to be aware of, assess and minimise these risks and comply fully with Infection Prevention and Control Policies.

The Health Act 2008 establishes a Code of Practice for the Prevention and Control of Health Care Associated Infections. It sets out criteria by which NHS managers ensure that patients are cared for in a clean environment, with a safe water supply, where the risk of Healthcare Associated Infections (HCAI) is kept as low as possible.

Managers, heads of departments and clinical leaders are responsible for ensuring that:

- the necessary equipment and mechanisms are in place to support infection prevention.
- healthcare workers are free of and are protected from exposure to communicable infections during the course of their work, and that all staff are suitably educated in the prevention and control of HCAI.

Carbon sustainability

The Trust is committed to continual improvement in minimising the impact of its activities on the environment and expects all members of staff to play their part in achieving this goal and in particular to work towards a 28% reduction in carbon emissions by the end of 2020/21 (based on a 2013 baseline).

DBS/Disclosure and Barring Service (CRB)

As part of our recruitment procedure this post will be subject to a Criminal Record Disclosure. A Disclosure is a document containing information held by the police and government departments. Disclosures provide details of a person's criminal record including convictions, cautions, reprimands and warnings held on the Police National Computer. Where the position involves working with children, Disclosures will also contain details from lists held by the Department of Health and Social Care and the Department for Education and Skills (DfE) of those considered unsuitable for this type of work.

Person Specification

Qualifications
Essential
<ul style="list-style-type: none"> • Master's degree or relevant specialist experience gained over a significant period • Project management qualification such as PRINCE 2 or Managing Successful Programmes (MSP) • Post Graduate Diploma in Management, Level 7 Apprenticeship in Management and/or Leadership, or other professional management qualification • Recognised industry qualification in a key architectural area such as TOGAF or demonstratable experience bridging clinical and IT domains to facilitate business and clinical systems design and implementation
Desirable
<ul style="list-style-type: none"> • Significant experience in NHS / healthcare settings
Analytical and judgement skills
Essential
<ul style="list-style-type: none"> • Ability to consider differences in organisational culture and legacy and be adaptive in style to enable 'bringing people along' • Apply specialist knowledge and expertise in the design, development, implementation, and regular review of digital initiatives/work programmes • Confident, collaborative, open, transparent, and innovative, capable of being a role model • Ability to work within a team, both as a team member and as a leader • Ability to work autonomously and prioritise own workload • Ability to understand, evaluate, and present highly complex data • Able to explain complex project/programme matters to other professionals within own and other organisations • Ability to write and lead on complex procedural documents and policies that affect service development and delivery • Ability to influence and persuade colleagues, including very senior managers, from multiple organisations to achieve deadlines and provide necessary information • Ability to develop collaborative working relationships within and across organisational, professional, and cultural boundaries whilst cultivating respect from peers • Advanced troubleshooting and analytical skills • Advanced motivational skills with an ability to build high performing teams. Able to plan and lead the work of a team to achieve objectives and performance standards • Excellent networking, influencing, and negotiation skills • Excellent organisational and planning skills with the ability to work to tight timelines • Excellent communication and presentational skills, both orally and in writing • Excellent interpersonal skills and ability to work closely and effectively with different disciplines • Advanced computing skills, with the ability to design and document technical and business solutions
Desirable
<ul style="list-style-type: none"> • Can analyse and apply advanced levels of specialist knowledge and skills in undertaking option appraisals and risk assessments

Planning and organisational skills and experience

Essential

- A dynamic and strategic leader who is experienced in managing complex, multi-faceted digital healthcare projects and programmes
- Ability to manage concurrently a wide range of activities and prioritise/adjust plans and activities in response to operational pressures or conflicting concurrent request
- Significant experience and proven leadership of successful digital transformation and/or implementation programmes, preferably related to Electronic Patient or Health Records
- Knowledge of NHS IT and Digital strategies, developments, and mandatory standards
- Knowledge of NHS operational and business processes
- Practical knowledge of a range of acute clinical systems and other digital & information systems in the NHS
- Knowledge of risk management techniques
- Knowledge of NHS procurement and business case guidelines, preferably related to digital business cases
- Leadership experience working at senior management level
- Experience of developing and implementing a digital strategy to transform improvements in service delivery
- Experience of fully integrating digital initiatives with the strategic planning process, including resource allocation
- Experience of supplier and contract management in accordance with procurement guidelines
- Experience of developing and delivering formal, complex and at times contentious information, reports, and presentations in an atmosphere of proposed major change
- Experience of translating business needs into architecture solutions

Desirable

- Advanced programme management skills

Patient/Client Care, treatment and therapy

Essential

- Shows kindness when in incidental contact with patients
- Helps patients when necessary

Desirable

- Skills to give advice on potential impacts on patient care

Responsibility for financial and physical resources

Essential

- Skills to identify governance related efficiency schemes
- Business planning knowledge and skills
- Skills to monitor and implement programmes, measuring and evaluating whilst weighing up risk and adjusting plans to ensure benefits identified are achieved
- Aware of financial limits and ensures consideration of resources available, always seeking to maximise productivity, reduce costs and identify savings whilst maintain high standards of delivery
- Understands Standing Orders and Standing Financial Instructions

Desirable

- Advanced skills in all aspects of resource management in the NHS

Responsibility for Human Resources

Essential

- Skills and experience to manage people
- Skills to provide coaching
- Skills to recruit, develop and motivate staff ensuring the effective management and training of any direct reports
- Skills to manage sickness absence, conduct appraisals, performance management and disciplinary proceedings in line with policy

Desirable

- Advanced leadership skills, able to role model leadership

Effort

- Ability to cope with highly sensitive, emotional, distressing and contentious information and decision making and occasional intense concentration will be required on a wide variety of complex issues throughout the day
- Ability to adapt to interruptions, changing priorities and re-focus the work of self and others
- Ability to chair and facilitate meetings which require a high level of concentration on a wide range of topics, with a variety of audiences and mixture of attendees
- Ability to deal positively and promptly with staff concerns and personal problems, challenging staff on any inappropriate behaviour or poor performance in accordance with Trust policy
- Ability to concentrate for analysis and writing reports and frequent prolonged use of DSE
- Significant operational challenges and demands can make for a pressurised environment

Other specifications

Essential

- Required to work across all sites on a frequent basis and to attend off-site meetings, using own or public transport

Desirable

- Aware of issues in the broader health economy and within the NHS in Dorset

Living in Dorset

Nestled on England's stunning south coast, Dorset is more than just a beautiful place to visit – it's a truly special place to live.

With its sweeping coastline, historic towns, vibrant communities, and peaceful countryside, Dorset offers a way of life that feels grounded, connected, and refreshingly balanced.

From the golden cliffs of West Bay to the rolling hills of the Dorset Downs, nature is never far away.

The iconic Jurassic Coast – England's only natural World Heritage Site – offers miles of walking paths, fossil-filled beaches, and views that lift the soul. Inland, winding country lanes lead to thatched cottages, market towns, and some of the best pubs in the country.

Whether you're watching the sunrise over Durdle Door or strolling through Sherborne's historic streets, Dorset has a way of making you feel at home. But life in Dorset isn't just scenic – it's smart, connected, and full of opportunity.



The county is investing in its future, with modern healthcare, strong schools, and growing digital infrastructure. Dorset is home to thriving creative and tech industries, innovative sustainability projects, and a healthcare system that's pioneering new ways of working collaboratively across the region. For families, it's a place where children can grow up safely with access to excellent education and boundless outdoor adventure. For professionals, it's a place where careers can flourish without the stress of the big city. For many, it's the community that truly sets Dorset apart.

In towns like Bridport, Dorchester, and Wareham, neighbours know each other by name. Farmers' markets, local festivals, and community groups bring people together in ways that feel genuine.

There's a slower pace here, but it's never dull. Live music, theatre, coastal dining, and a deep appreciation for arts and heritage give Dorset a cultural richness that surprises and delights.

Whether you're relocating for work, raising a family, or looking for a new chapter later in life, Dorset offers a lifestyle rooted in well-being, nature, and connection. It's a place where people smile more, breathe deeper, and take time for what matters.

Dorset isn't just a postcode – it's a promise. A promise of better balance, brighter days, and a quality of life you'll find hard to match anywhere else.



How to apply

The closing date for applications is **10 April 2026**.

Applications should include:

- A **covering letter** explaining why the appointment interests you, how you meet the appointment criteria and what you specifically would bring to the post (**no more than two pages**).
- A **Curriculum Vitae (CV)** with education and professional qualifications and full employment history. Please include daytime and evening telephone contact numbers and email addresses. The CV should include names and contact details of three referees. References will not be taken without your permission (**no more than three pages**).
- You will need the following reference code: **DORSET/ADIT/0326**

All applications will be acknowledged.

For an informal conversation about the post please contact Brendan Davies at our recruitment partners, Hunter Healthcare by email: bdavies@hunter-healthcare.com or phone: **07585 356985**

[CLICK HERE TO APPLY ONLINE](#) ➔

KEY DATES:

Application Deadline	10 April 2026
Shortlisting	w/c 13 April 2026
Selection events	w/c 20 April 2026





**Dorset County
Hospital**

NHS Foundation Trust



**Dorset HealthCare
University**

NHS Foundation Trust



**University
Hospitals Dorset**

NHS Foundation Trust



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