

Director of Digital
Candidate information pack

April 2026

Welcome

Thank you for your interest in the role of Director of Digital at Homerton Healthcare.



Homerton Healthcare NHS Foundation Trust is a forward-thinking, values-driven organisation serving one of the most diverse and economically challenged populations in London. With a clear mission to improve health outcomes and reduce inequalities across City and Hackney, the Trust delivers both acute and community services and plays a central role within a highly advanced integrated care place-based system.

We are seeking an exceptional Director of Digital to join the Trust's senior leadership team and to work closely with the Executive Team and Trust Board. Reporting directly to the Deputy Chief Executive Officer, this pivotal role will lead the Trust's digital functions at a pivotal time in their development. The post holder will develop these functions in to best in class in the NHS while also delivering digital innovation and transformation as part of the Trust's wider, new strategy. The postholder will shape how the Trust identifies, designs, and implements new digital approaches, technologies, and models of care to improve outcomes and experience for patients and communities.

To improve the life chances of our diverse community, we need to move toward earlier intervention and seamless, integrated care. This requires a digital leader who looks outward – working across the organisation in a credible and trusted way with senior leaders and clinicians – to ensure technology serves the person, not just the process.

We are looking for both a strategic leader and a sophisticated manager of digital services, who is as comfortable delivering complex digital change and systems implementation as they are driving internal innovation.

You will join a senior team that is deeply committed to equity and social value, and you will have the mandate to ensure our digital infrastructure is fit to support one of the NHS's most sustainable, integrated health and care systems.

If you are an ambitious and compassionate leader who is passionate about using technology to drive social change and healthcare excellence, we would love to hear from you.

We believe that a diverse senior leadership team makes better decisions and ensures better outcomes, so we welcome people from under-represented groups to apply for this opportunity. If you're interested in an informal, confidential conversation, please contact **Brendan Davies** at Hunter Healthcare on bdavies@hunter-healthcare.com or 07585 356985.

We look forward to receiving your application.

Tom Nettel

Deputy CEO and Chief Delivery Officer

About us

We are proud to provide excellent services to the people of City and Hackney (C&H) and across North East London.

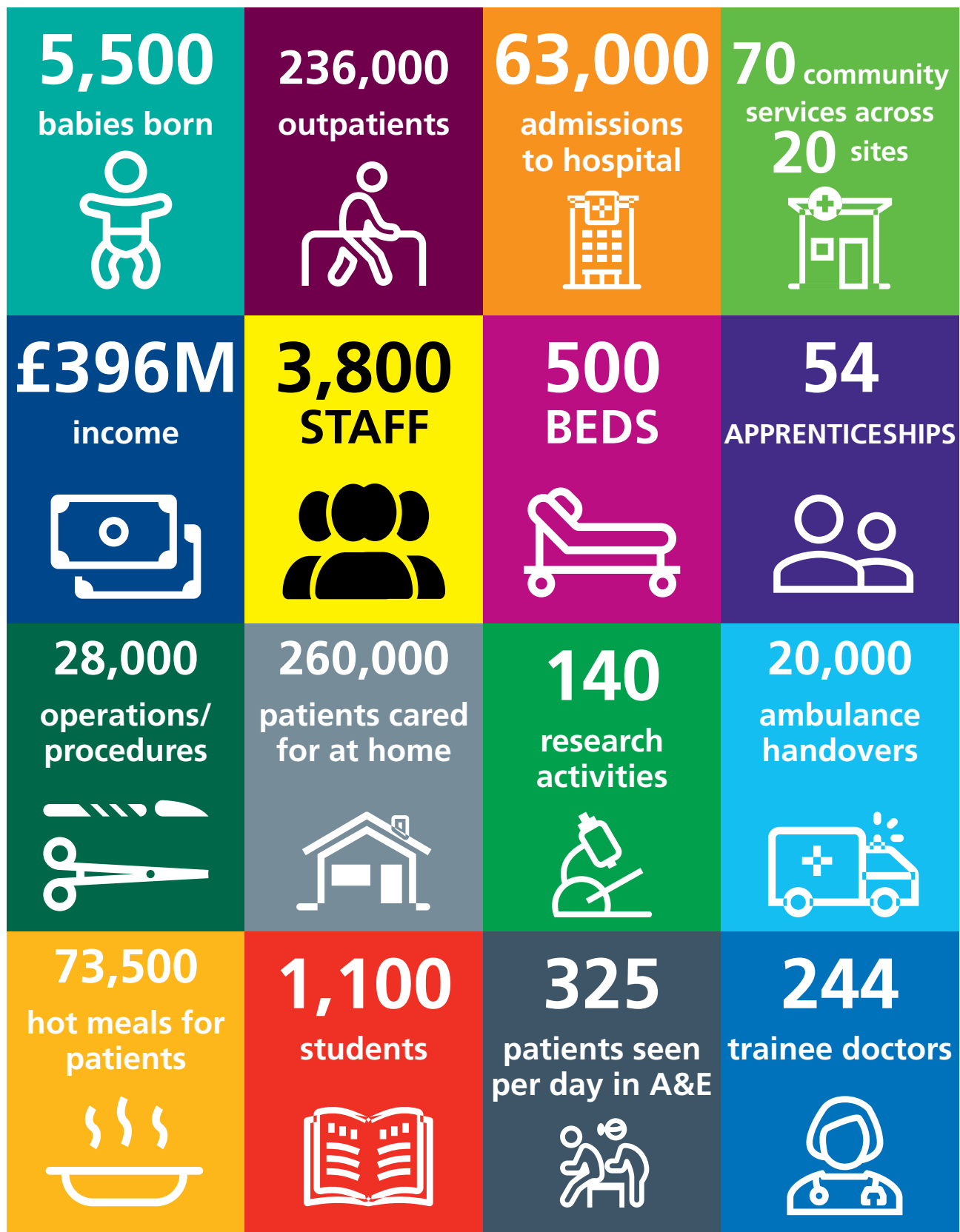
Homerton Healthcare NHS Foundation Trust delivers both hospital services from our main site in Homerton, and a full range of community services in people's homes and at locations across C&H. We provide general health services in hospital and in the community and specialist care in obstetrics and neonatology, fetal medicine, fertility, HIV and sexual health, asthma and allergies, keyhole and bariatric surgery and neuro-rehabilitation across East London and beyond.

Our 3,800 + exceptionally talented and motivated staff (our people) have built an organisation which offers outstanding care and has a reputation for kindness, safety and responsiveness.

We are known for the quality of training offered, and are recognised as one of the top recruiters to high quality research studies in the UK, with particular interest in neonatology, sexual health and respiratory medicine. We are also recognised as first adapters of methods and systems that promise better and safer integrated patient care.



The Trust in numbers



Our strategic priorities for 2026-2031

We refreshed our strategy around three clear priorities, summarised below, that translate our challenges and opportunities into action.

These three strategic priorities:

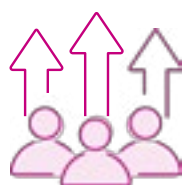
- Align organisational priorities with the needs of City and Hackney and the wider NHS
- Support the three major shifts in the NHS 10-Year Plan – prevention, hospital to community, and analogue to digital
- Set a clear direction for the Trust through to 2031



Integrated care

Delivered seamlessly across home, hospital, and community

- People experience care that feels joined-up, personal and easy to navigate, with the right care delivered in the right place at the right time.
- Care is organised around people's needs rather than organisational boundaries, reducing fragmentation across acute, community and primary care.
- More care – including outpatient and long-term condition support – is delivered in neighbourhoods, community settings or at home, with hospital care focused on the most complex needs.
- Health inequalities are reduced through targeted, proactive support for people and communities with the greatest need.



Better value: better care

Through our people and our resources

- Staff work in an inclusive, high-performing culture grounded in mutual accountability, wellbeing and respect.
- People are trusted to lead, improve how they work and make decisions within their areas of responsibility.
- Every pound we spend and every hour our staff give is focused on what matters most – delivering safe, high-quality care and improving outcomes.
- Waste and duplication are reduced through better productivity, smarter use of resources and redesigned care.
- The Trust delivers financial sustainability over the life of the strategy, enabling long-term investment in care, people and innovation.



Innovation

That transforms care and improves lives

- Innovation and improvement are embedded as everyday ways of working across the Trust.
- Digital, data and AI are used safely and effectively to support redesigned pathways, improve productivity and enhance patient and staff experience.
- Patients benefit from easier access, more personalised care and better use of technology across their care journey.
- Staff have the skills, confidence and support to adopt new ideas, share learning and scale what works.

Our vision and values

Our values: The Trust Values define the way we want to work, the way we want to treat each other and the people we support. They are:

- **Personal** – We will give compassionate care that addresses individual needs and is responsive to our patients, service users, their families and carers, and our people.
- **Safe** – We will do everything we can to make our services as safe as possible and constantly seek to learn and improve.
- **Respectful** – We will treat others as we would expect ourselves or our families to be treated and cared for.
- **Inclusive** – We will respect and value the diversity of our patients and people so everyone can thrive, feel a sense of belonging and can be their authentic self.
- **Responsible** – We will take responsibility for our actions and any problems that we come across – we will lead by example.



Our vision: Everyone we serve will experience high-quality, equitable and connected care – shaped by innovation, delivered with compassion and creating a healthier future for all.



Our partnerships

Alongside the excellent reputation for the quality of care we deliver, we are also proud to be known for our wider contribution to the health and well-being of the populations we serve.

We work in a place, City and Hackney (C&H), that has strong identities and vibrant communities. We work in partnership with many public and voluntary organisations.

Our Chief Executive, as well as being the leader of Homerton Healthcare, is place-based leader for C&H. This means that she has responsibility for bringing together people to build an integrated partnership of all health and social care providers, to improve the health and well-being of local people.

The focus on collaboration across public services will make it even easier for us to join with our partners, embed a shared approach to change and improvement, and work together to enable the residents we serve to live longer, healthier lives.

Despite many initiatives, we know inequities persist in people's health, well-being and life expectancy. We believe that only by working together with residents, can we effectively address these, and achieve greater equity of access and outcomes.

We also recognise the importance of supporting the delivery of healthcare across the North East London (NEL) Integrated Care System, and will continue to work in collaboration with all our NEL partners to improve health outcomes for residents across NEL.



Job description

Job Title	Director of Digital
Organisation	Homerton Healthcare NHS Foundation Trust
Grade / Banding	AfC B9
Reports to	Deputy CEO & Chief Delivery Officer
Accountable to	Deputy CEO & Chief Delivery Officer

Member of the Senior Leadership with regular reporting to Foundation Trust Board for functional accountability

Role purpose

As a member of the Trust's senior leadership community, the Director of Digital will lead, inform, and influence highly complex transformation and continuous improvement working with stakeholders internally and externally, including for example, NHS and other public sector executives, NHS England regional leads and leaders of education, voluntary, community and private sector organisations.

They will play a leading role, on behalf of the organisation, in managing relationships with stakeholders across the Integrated Care System, working collaboratively to cultivate a partnership and person-centred co-designed approach which supports impactful change and improves health equity for the populations Homerton Healthcare NHS Foundation Trust serves.

They will influence the agenda of both the organisation and the system to support the long-term ambition to move the focus more heavily towards prevention and earlier intervention, influencing the complex system change that will be required to impact on the wider determinants of health and to support a more sustainable health and care system.

Digital health services are pivotal to the ambitious transformation agenda of Homerton Healthcare NHS FT. Our Digital directorate will provide the foundations to enable this to happen.

Working closely with the Board, the role will ensure that the vision, direction, and Trust strategy is fully enabled by digital change and innovation including artificial intelligence, automation and new ways of working.

The post holder will work closely with all key stakeholders and play an influential role with respect to developing the health and care economy digital agenda in partnership with other organisations.

The post holder will lead all the required option appraisal, business case, procurement, implementation, and benefits realisation of new systems for the Trust.

The post holder will work closely with the Trust SIRO.

KEY ACTIVITIES AND RESPONSIBILITIES

Digital Transformation

- To be the lead director responsible for Digital delivery and transformation.
- To work closely with the Chief Medical Officer and Chief Nursing Officer (and their teams) to ensure our Digital approach puts service users first and promotes quality, safety and improves patient outcomes, their well-being and patient experience.
- To ensure that Digital plays a major role in developing integrated services with Health and Social Care partners and contributes to the overall aims of the Integrated Care System.
- To take overall responsibility for the portfolio of Digital programmes and budgets and ensure that the programmes support the Trust's strategic objectives and can respond to future demand and change.
- With reference to national strategy and standards, provide guidance and advice to the Trust Board on long-term digital direction and innovations.
- To work closely with the Chief Finance Officer to set and ring fence the budget for investment in digital technology and infrastructure to support delivery of Trust priorities.
- Ensure all Digital services are provided in the most cost effective and efficient way.
- Identify opportunities for additional external funding and lead the production of digital business cases and applications for funding.
- Build positive relationships with the key stakeholders in the Trust and partner organisations, and in particular work closely with the lead director for the Integrated Care Board Digital agenda.
- Lead on and drive the implementation of the Digital programmes, ensuring effective controls and reporting of risks and issues.
- Horizon scanning for new digital opportunities, which will support the Trust's transformation agenda.

Operational Digital Delivery

- Responsible for the delivery of all Digital services that meet or exceed user expectations, whether provided in-house or by a third-party vendor. This will include data centre services, applications, desktop services, networks, cyber security, software licencing and service desk.
- Set the strategic approach, policy, and standards for Digital, ensuring excellent digital governance throughout the organisation.
- Implement effective voice and mobile technologies ensuring service users and our communities have easy access to online services.
- Maintain and enforce standards and policies for the use of information and communication technologies.
- Responsible for the Trust's information security, ensuring that the Trust meets its statutory requirements.
- Monitor and manage the performance of Digital systems and services, in respect of their contribution to business performance. Provide effective scrutiny of financial and performance data. Ensure continuous improvement in the services delivered, applying risk management principles in relation to all the Digital contracts.

Artificial intelligence

- Lead on the development of new ways of working through artificial intelligence and automation.
- Provide visible leadership as a hands-on subject matter expert, architecting and crafting scalable solutions, and driving digital excellence across the organisation.
- Provide collaborative leadership to appraise and then build out the AI lifecycle including the required functions for AI, machine learning and automation.
- Work closely with the senior clinical leadership community (including CCIO and CNIO) on the appraisal and advice regarding AI and the ethical considerations of its use.
- Support the wider organisational understanding and provided briefings and training to allow for greater understanding of the role of AI in current operating models and future transformation.

Digital Programme Delivery

- Demonstrate an in-depth knowledge of both the business and Digital strategies and what objectives and business benefit must be fulfilled. Ensure that the Digital programme design aligns with the Trust's business strategy and contributes, enables the Trust strategic goals and targets.
- Take overall responsibility and accountability for the portfolio of programmes delivering in the digital strategy, assuring key outcomes for customers, managing dependencies, budget and benefits tracking, communications and engagement, strategic Digital framework specification, development and compliance.
- Working with the Procurement team, lead on Digital strategic sourcing and procurements to ensure a value for money, sustainable, fit-for-purpose service through a set of cost-effective external service contracts and, where necessary, that transitions are managed successfully.
- Manage and assure the programme and project management and governance of all Digital programmes and projects and maintain consistency of approach and working relationships with the Trust Programme Management office.
- Actively prioritise competing programmes and projects and allocate available resources effectively to drive greatest return on investment.
- Set the leadership conditions for effective resource management to respond to business priorities cost-effectively. Authorise the allocation of resources for the planning, development, and delivery, as appropriate, of all Digital services and products. Set and maintain a portfolio management approach across digital projects and/or the digital elements of major programmes.
- Monitor and review the economics of programme processes, and ensure effective governance arrangements, supported by comprehensive reporting, are in place.
- Establish a benefits realisation methodology suitable for all digital projects, and robustly monitor all projects in line with this.
- Formulate and gain acceptance through the agreed governance structures for business cases for Digital programmes.
- Support improvement of the financial position of the Trust, including participation in Cost Improvement Plans and other financial transformation projects.

Digital security

- Ensure all appropriate measures are taken to secure the Digital services and the confidentiality of the information held and processed in delivering those services.
- Accountable for monitoring and vigilance of all issues relating to cyber security.
- Ensure environmental and virtual security of the servers and network.
- Ensure access security, managing a range of access controls to the network, devices, applications and data.
- Monitor, test and report on the security of the Trust's digital security measures.
- Maintain effective disaster recovery procedures and policies.
- Ensure staff are well informed and trained on digital security and confidentiality and understand the value of the data they access and process.
- Work with the relevant executives to ensure that all operational services relying on IT have robust business continuity plans in place.

Director on-call

- Participate in the Director on-call rota and support and advise services appropriately.

FREEDOM TO ACT

Trust Leadership Community: All members of the Trust's senior leadership community are required to lead and inform complex transformation and improvement, through collaboration and mature partnership working, and to work beyond their immediate functional responsibilities. This calls for individuals to use the power of influence and humility, rather than positional authority to engage and align people, focus their teams, sustain momentum, and ensure success. Effective collaborative and connected leadership requires the full commitment and ability of senior leaders to create an environment of trust, inclusion, mutual respect, and shared aspiration, in which all can contribute fully and openly to achieving collective goals.

STAFF RESPONSIBILITIES

In order for those providing the Foundation Trust's services to treat patients and service users with respect, care and compassion, all members of the workforce must be treated in the same manner. Therefore, senior leaders are expected to advocate and uphold a values-driven culture in which equality, diversity, inclusion, and allyship are actively promoted across the organisation, and where all members of the workforce are fully supported to perform their roles to the best of their abilities, encouraged to innovate and continuously improve, and given every opportunity to develop. In particular, it is vital that proactive talent management and development of clinical and care professional leaders is embedded at all levels of the organisation.

FINANCIAL RESPONSIBILITIES

The post holder will have ownership and management of an allocated budget, be a budget signatory, have ordering responsibilities, and responsibility for the safe use of equipment used by others.

PHYSICAL, MENTAL AND EMOTIONAL EFFORT

As described above, the nature of the role will require significant mental and some emotional effort, the post holder will require significant tenacity, and resilience, with an ability to 'bounce back' quickly from setbacks.

WORKING CONDITIONS

- Protect the environment by reducing waste and unnecessary travel whilst at work
- Ability to travel
- Often office and desk based with minimal exposure to patient areas

PROFESSIONAL STANDARDS

All colleagues employed by the Foundation Trust in recognised professions are required to ensure they work to the appropriate professional standards and/or Codes of Practice and all managers are expected to abide by the Code of Conduct for NHS Managers. All employees of the Trust have a responsibility to:

- participate in continuous personal and professional development, including, statutory and mandatory training, as appropriate for the post
- maintain consistently high personal and professional standards
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues

MANAGEMENT OF RISK

All employees of the Foundation Trust have a responsibility to themselves and others in relation to managing risk and will be provided with the necessary training and support to enable them to meet this responsibility.

Employees should be familiar with and understand their role within relevant organisation policies and procedures, including those relating to information governance, and major incident, in addition to any local response plans.

Managers are responsible for implementing and monitoring identified risk management control measures within their designated scope of responsibility and for escalating these as appropriate in line with local procedures.

Person specification

Qualifications

- MSc level of professional qualification, commensurate with the nature of the role and any mandated requirements associated with it, or equivalent demonstrable experience.
- Recognised qualification in leadership and management, at post graduate level, or equivalent leadership experience.

Experience needed – general or specific

- Significant knowledge of current NHS national and regional health policy in relation to the digital agenda.
- Evidence of having held one or more senior leader roles in a health and care organisation or equivalent experience.
- Track record of delivering digital transformation with demonstrable outputs and outcomes.
- Demonstrate significant digital service knowledge and extensive experience acquired through training and experience at a senior level.
- Commercial experience with different IT delivery models (e.g., avoiding big upfront investments, making suppliers co-invest, pay-for-use models, not owning technical infrastructure, i.e. cloud, etc.)
- Demonstrable success in managing highly complex large technology/software programmes with budgets of >£10m.
- Experience of developing and implementing digital strategy within a large organisation.
- Demonstrable experience of implementing and delivering benefits realisation.
- Excellent technology knowledge of systems and applications in healthcare.
- Knowledge of artificial intelligence and automation.
- Detailed knowledge of programme methodologies.
- Specialist knowledge of digital risks and issues within large complex organisations.
- Comfortable and adept in leading with humility, recognising that this is an essential characteristic for every leader.
- Exceptional communication skills which engender community confidence, strong collaborations, and excellent partnership working.
- Well-developed critical thinking and strategic problem-solving skills - the ability to contribute to a joint strategic plan and undertake problem resolution and action.
- Analytical rigour and numerical competence.
- Sophisticated influencing and negotiating skills.
- Ability to promote compassionate and inclusive working practices and cultures that encourage and enable individuals and teams to thrive at organisation, partnership, and system levels.
- Ability to work at pace and consistently deliver in a demanding and high-profile role.
- Demonstrable commitment to collaborative leadership practices, with a track record of improvements in equality, diversity, inclusion, and social justice.
- Proven practical experience with implementation of EPR/EHR solutions. (desirable)

Personal values

- Committed to creating an environment of trust, mutual respect, and shared aspiration in which everyone can contribute fully and openly to achieving collective goals.
- Lives by the values of openness and integrity and has created cultures where this thrives.
- Values and promotes continuing professional and personal development.

Personal attributes

- Excellent personal integrity.
- Highly developed communication and listening skills.
- Significant tenacity, and resilience, with an ability to 'bounce back' quickly from setbacks.
- Comfortable and adept at living with and leading and managing through ambiguity and great levels of complexity.
- Through personal influence and credibility, able to gain and maintain the trust and confidence of others.
- Able to assess highly complex situations and issues quickly and accurately.
- Politically sensitive.
- Financially and commercially astute.
- Outcomes-driven.
- A strong desire to make a full and effective contribution as a member of a high performing team.

What our services users expect of this post holder

- Personally committed to the values of the NHS Long-Term Plan, the NHS People Plan, the NHS Constitution, the Nolan Principles, and the Fit and Proper Persons regime.
- Strong commitment to the NHS and its values and principles.
- Authenticity - a high level of self-awareness, empathy, and emotional intelligence, with an understanding of own strengths and limitations.

How to apply

The closing date for applications is **17 May 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: **HOMERTON/DOD/0426**

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	17 May 2026
Shortlisting	19 May 2026
Selection events	w/c 25 May or w/c 1 June 2026





Homerton Healthcare

NHS Foundation Trust



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

T: 020 7935 4570
E: enquiries@hunter-healthcare.com