



Director of Estates and Facilities

Candidate briefing pack

May 2026

Welcome from the CFO

Thank you for expressing an interest in the Director of Estates and Facilities post at Hampshire Hospitals NHS Foundation Trust (HHFT).

As a Trust, we are continuing to strengthen our leadership structure to ensure our estates function is well positioned to support both our immediate operational priorities and our longer term ambitions. Our Estate is aged and carries a significant critical maintenance backlog, creating operational and patient safety issues on a daily basis. Whilst our Trust is part of the New Hospital Programme, our scheme was pushed back significantly following the government review in 2025 and hence need to manage within our existing estate for the foreseeable future and need a new estates strategy to underpin this.

This is an exceptional opportunity to lead the Estates and Facilities function within a newly created strategic leadership role. The position carries a broad, critical remit, with responsibility for driving estate transformation, enhancing environmental sustainability, and building strong partnerships across clinical and corporate services to support the delivery of high-quality, safe, and sustainable care.

We are proud to have been rated “Good” overall by the Care Quality Commission (CQC) following our inspection in 2020. The inspection recognised the quality of care delivered across the Trust, alongside the commitment and dedication of our people. Like many organisations across the NHS, we face substantial challenges. Historically, our estates strategy was developed on the assumption of a new hospital, which meant we did not invest heavily in our estate.

Consequently, we are now in a challenging position. We are managing a high critical backlog and struggling infrastructure, all within the constraints of limited capital and without a fit-for-purpose estates strategy currently in place.

We remain utterly committed to continuous improvement in these areas, which is exactly why this recruitment is so pivotal.

We are seeking a leader who can successfully navigate these complexities. In this role, you will develop a robust estates strategy, whilst creating a capital plan that utilises our funds more strategically. You will build strong networks with NHP teams to maximise our chances of attracting additional funding, whilst leading the modernisation of our internal systems and processes.

Looking ahead, we are shaping our future in line with our Clinical Strategy and wider ambitions for the Trust. This role presents an opportunity not only to improve infrastructure, compliance, and resilience across the existing estate, but also to build the culture, capability, and visibility of the Estates and Facilities team across the entire organisation.

This is a rare opportunity for an experienced and forward-thinking leader to make a lasting, tangible impact within HHFT. The successful candidate will play a central role in creating an estate that supports excellent patient care, enables our staff to thrive, and provides a sustainable foundation for the future.

If you are motivated by public service, curious about community healthcare, and would like to learn more, please contact Evie Stevens by email: estevens@hunter-healthcare.com or phone: **07889804157** or Brendan Davies by email: bdavies@hunter-healthcare.com or phone: **07585 356985**

Yours sincerely,

Steve West
Chief Financial Officer
Hampshire Hospitals
NHS Foundation Trust



About HHFT

Hampshire Hospitals NHS Foundation Trust (HHFT) serves a population of approximately 600,000 people across Hampshire and parts of west Berkshire.

This includes people living in Andover, Basingstoke, Eastleigh and Winchester as well as the surrounding towns and villages across Hampshire and parts of west Berkshire including Tadley to the north; Alton to the east; Romsey and Chandlers Ford to the south, Stockbridge, Bishops Waltham and Alresford.

HHFT came into being in January 2012 as a result of the integration of Basingstoke and North Hampshire NHS Foundation Trust, which achieved Foundation Trust status in 2006, and Winchester and Eastleigh Healthcare Trust. It is an NHS provider and care is free at the point of delivery.

HHFT employs around 8,600 staff and has a turnover of over £500 million a year. There are around 15,000 public and staff members. As a Foundation Trust it has directly accountable to its members through the governors. Council of Governors represent the interests of their constituencies and influence the future plans of the Foundation Trust.



Our Vision and Values

Our Vision

We are passionate about providing outstanding care for every patient. This means not only the patients we see today, but the ones who will need us tomorrow, next month and in the years to come. It also means ensuring that patients are well cared for across the boundaries between our organisation and other providers.

In order to provide outstanding care, everything must be focused on it. We need to be responsible stewards of our financial resources, ensuring that we do not spend too much in one area and deny future patients the care they may need.

We need to be innovative and embrace new ideas. We need to look after our people who make it all come together and we need to do all of this within our inclusive CARE values, treating patients, colleagues and partners with compassion and respect.

Our Values

Everything we do is underpinned by our values.

They are the first thing we cover at induction meetings for new staff and they are the focus for appraisals and in what we do every day.

They are truly at the heart of everything.

- **Inclusive** – all of our values are encompassed by a culture of inclusivity.
- **Compassionate** – caring about our patients and each other
- **Accountable** – and responsible, always improving
- **Respectful** – of all – patients, families, staff and partners
- **Encouraging** – and challenging each other to always do our best



Inclusive



Compassionate



Accountable



Respectful



Encouraging

Our Strategy and Objectives

Our Trust strategy for 2022-2028 details how we're working towards achieving our ambitious vision.

It focuses on several strategic themes, including outstanding care, working together, and innovation, with patients and staff at the forefront. Within each of these themes is our strategic objectives. Our work to deliver these objectives is underpinned by our iCARE values.

As a crucial part of how we will provide services for you, the strategy aligns with and supports our clinical strategy.

Every year, as part of our commitment to achieving our vision, we create an annual plan setting out the actions we will take to progress our strategic themes.

Read more about our [strategy for 2022-2028](#).



Providing outstanding care for every patient	Making our Trust a great place to work	Working together for our population	Making the best use of our resources	Innovating for a sustainable future
<ul style="list-style-type: none"> We will deliver improved outcomes We will deliver our quality account priorities 	<ul style="list-style-type: none"> We will respond to our NHS Staff Survey to improve the working experience of our staff We will embed the People Promise across the Trust 	<ul style="list-style-type: none"> We will contribute to system programmes, with a focus on frailty We will make our hospital smoke-free and work with other organisations to support people to quit smoking and lead healthier lives 	<ul style="list-style-type: none"> We will deliver our Financial Recovery Programme for 25/26 We will open the Hampshire Orthopaedic Centre and the Orthopaedic Outpatients Department in Winchester 	<ul style="list-style-type: none"> We will change the way some of our services are organised, aligned to our New Hospital Programme We will deliver our Green Plan



Working Together

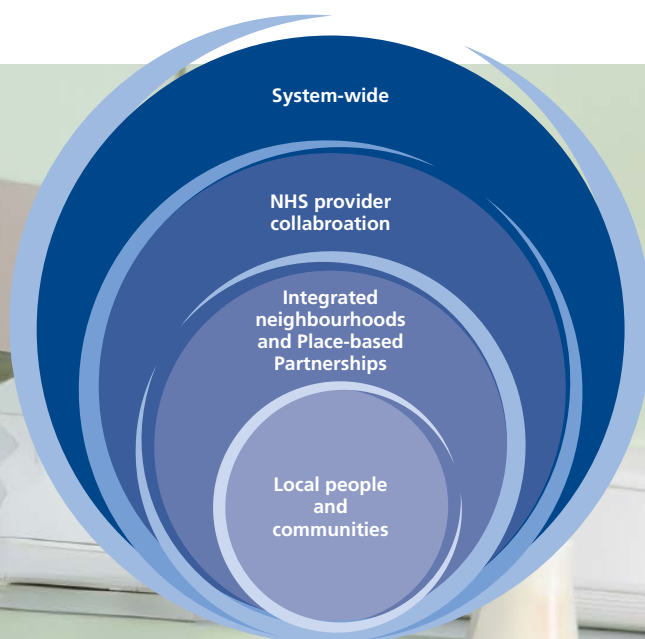
The NHS across Hampshire and the Isle of Wight has a shared ambition for the future: to support local people to live healthier lives for longer and, when they do need care, to ensure they can access the right care, in the right place, at the right time.

Central to this ambition is a shift towards more proactive, preventative and person-centred care, with a greater focus on improving long-term outcomes and the overall experience of patients and communities, rather than individual episodes of treatment alone.

Following the agreement of the system-wide Integrated Care Strategy in 2022, partners across Hampshire and the Isle of Wight have continued to work collaboratively to deliver long-term improvements in population health.

This includes programmes focused on the wider determinants of health, alongside transformation initiatives designed to improve services, strengthen sustainability and support financial recovery across NHS organisations.

Significant progress has been made across a number of strategic programmes, including improving healthcare sustainability on the Isle of Wight, integrating mental health and community services, and shaping the future of hospital services across Hampshire. However, while important steps forward have been taken, the challenges facing the NHS locally remain considerable and, in some areas, continue to intensify. As a result, there is a renewed commitment across the system to move further and faster in delivering the changes needed to create high-quality, sustainable services for the future.



Our Estate

HHFT's Estate comprises three main sites: Basingstoke and North Hampshire Hospital, Royal Hampshire County Hospital and Andover War Memorial Hospital.



BASINGSTOKE AND NORTH HAMPSHIRE HOSPITAL

This site has around 450 beds and provides a full range of planned and emergency services. These include specialist services for rare or complex illnesses for patients across the UK, including liver cancer, colorectal cancer and pseudomyxoma peritonei (a rare lower abdominal cancer).

The main hospital buildings date from the early 1970s. Additional phases have been added subsequently including the Ark (education centre) in 2002, Diagnosis and Treatment Centre in 2005 and Heart Centre in 2023.

The regional haemophilia service is also based at Basingstoke and North Hampshire Hospital, and we also have links with University Hospital Southampton NHS Foundation Trust, Frimley Park Hospital NHS Foundation Trust, Royal Surrey County Hospital NHS Foundation Trust and Royal Brompton and Harefield NHS Foundation Trust for some specialised services. In 1999 it became the first hospital in Europe to perform surgery using equipment operated by voice commands.



ROYAL HAMPSHIRE COUNTY HOSPITAL

Royal Hampshire County Hospital provides a full range of general hospital services including accident and emergency, general and specialist surgery, general medicine, intensive care, rehabilitation, chemotherapy, diagnostic services, out-patient clinics and paediatric care.

The oldest part of the hospital is Victorian with newer phases being added subsequently – Florence Portal House (gynaecology and maternity) in 1974, Nightingale Wing in 1986, Brinton Wing in 1992, Burrell Wing in 2006 and the Westgate Building in 2025.



ANDOVER WAR MEMORIAL HOSPITAL

Andover War Memorial Hospital provides in-patient rehabilitation, an outpatient unit, maternity services, a day surgery unit, a minor injuries clinic and also contains a community diagnostic centre.

The original part of the hospital opened in 1926. Newer phases have been added subsequently, including the Countess of Brecknock Hospice which opened in 2020.

Our Estates Vision

HHFT recognises the critical role that the built environment plays in delivering high-quality care and a positive patient experience.

As the Trust continues to evolve, the development of a robust Estates Strategy will be central to shaping the future of its estate and physical assets, helping to guide decisions around the provision, purpose, utilisation and sustainability of space across the organisation.

A key priority for the Trust is the introduction of a strengthened leadership structure that enables the Estates and Facilities function to operate within a more strategic framework, supporting long-term planning, sustainable growth and operational excellence. This reflects HHFT's ambition to position Estates and Facilities as a key enabler of clinical delivery, organisational performance and future service development.

The Director of Estates and Facilities will play a leading role in developing and implementing this new Estates Strategy, working closely with stakeholders across the Trust and drawing on patient engagement, staff feedback and operational data to establish a clear vision for the future of the estate. Covering land, buildings and facilities across HHFT, the strategy will set the principles that guide how space is planned, used and developed to support both clinical and corporate priorities.

With significant capital investment planned across the estate, HHFT has a major opportunity to modernise infrastructure, improve compliance and resilience, and create environments that better support patients, staff and future models of care.

Alongside improving the physical estate, this investment will support the development of a modern, forward-looking Estates and Facilities function capable of meeting the evolving needs of the communities the Trust serves.

Ultimately, the Estates Strategy will provide the framework to support HHFT's wider clinical ambitions and ensure the organisation is well positioned for the future.

Innovating for a sustainable future

- We will strengthen our acute collaborations and networks to improve access, outcomes and clinical sustainability.
- We will empower our patients and staff by implementing digital solutions enabling self-management and joining up care across health and social care sectors.
- We will reduce our environmental impact and contribution to climate change and air pollution, and support the NHS carbon net zero targets.
- We will strengthen our research, innovation and improvement culture, capability and impact to ensure that both staff and patients benefit from clinical trials and access to innovative services, diagnostics and treatments.
- We will provide health promoting facilities and estates that enhance patient and staff experience and wellbeing, enabling seamless care.



Living in Hampshire

Hampshire is one of the South of England's most attractive and well-connected counties, offering an exceptional quality of life alongside easy access to London, the south coast, and surrounding countryside.

Combining vibrant cities, historic market towns, picturesque villages and stunning natural landscapes, Hampshire provides a diverse and appealing place to live and work.

Hampshire Hospitals NHS Foundation Trust serves communities across Winchester, Basingstoke and Andover, each offering their own unique character and lifestyle. Winchester is renowned for its rich history, impressive cathedral and thriving cultural scene, while Basingstoke combines excellent transport links and modern amenities with access to beautiful surrounding countryside. Andover offers a more rural setting with a strong sense of community and easy access to the North Wessex Downs and Test Valley.

The county benefits from excellent educational provision, a strong local economy and outstanding transport connections. London can be reached easily by rail or road, while Southampton, Portsmouth and the New Forest are all within close proximity.

Hampshire is home to areas of outstanding natural beauty, including the South Downs National Park and stretches of scenic coastline, making it ideal for outdoor activities and family life.

Residents enjoy a wide range of leisure and cultural opportunities, from theatres, restaurants and independent shops to sailing, cycling, walking and sports. Hampshire also boasts strong vibrant arts communities and a calendar of festivals and local events throughout the year. With its balance of professional opportunity, connectivity, natural beauty and community atmosphere, Hampshire continues to be one of the most desirable places to live in the UK.



Equality, Diversity and Inclusion

Hampshire Hospitals NHS Foundation Trust views diversity positively and we are continually reviewing our progress in advancing equality, diversity and inclusion.

The Foundation Trust's commitment may be summarised by our diversity statement, as follows: 'At Hampshire Hospitals NHS Foundation Trust we are committed to providing the highest quality clinical and working environment where all staff, patients, visitors and contractors can be employed, cared for, welcomed, respected and treated in a consistent and non-discriminatory manner. This approach will be applied irrespective of age, disability, gender re-assignment, race, religion or belief, gender, sexual orientation, marriage and civil partnership and pregnancy and maternity. We will underpin our commitment by ensuring our current and future clinical services, policies, procedures, recruitment and development programmes are all fairly and consistently applied, and regularly assessed and monitored.'

The current team working with managers, staff, patients, volunteers, governors and other organisations to promote equality, diversity and inclusivity consists of:

- **Tiana Scott**, Equality, diversity and inclusion lead
- **Jane Davies**, Patient experience and volunteer manager
- The Board Executive Director with lead responsibility for equality, diversity and inclusion is our Director of People.

Accountability for achieving equality, diversity and inclusion performance rests with the Foundation Trust's executive directors and senior managers, and collective accountability with the Foundation Trust's Divisional Boards and Executive Committee.



Job Description

Job title:	Director of Estates and Facilities
Department:	Estates and Facilities
Division:	Corporate
Salary band:	9
Accountable to:	Chief Financial Officer

Job Summary

The Director of Estates & Facilities provides strategic, professional and operational leadership for the Trust's estates, facilities and infrastructure functions. The role ensures that the built environment, engineering systems and soft FM services are safe, compliant, resilient, future-proofed and capable of supporting high-quality patient care, staff wellbeing and operational performance across all Trust sites.

The post holder holds corporate accountability for:

- Estates strategy, master planning and long-term development
- Capital investment delivery, major redevelopment and development control
- Hard and soft FM service delivery
- Outsourced contract governance and commercial management
- Statutory compliance, engineering safety and risk management
- Sustainability, Net Zero commitments and Green Plan delivery relating to area of responsibility
- Digital estates systems, including CAFM, BMS, BIM, asset registers and data quality

As the Trust's subject matter expert for estates and facilities, the Director ensures alignment with clinical strategy, workforce needs, corporate objectives, and contributes to system-wide planning and collaboration at ICS level.

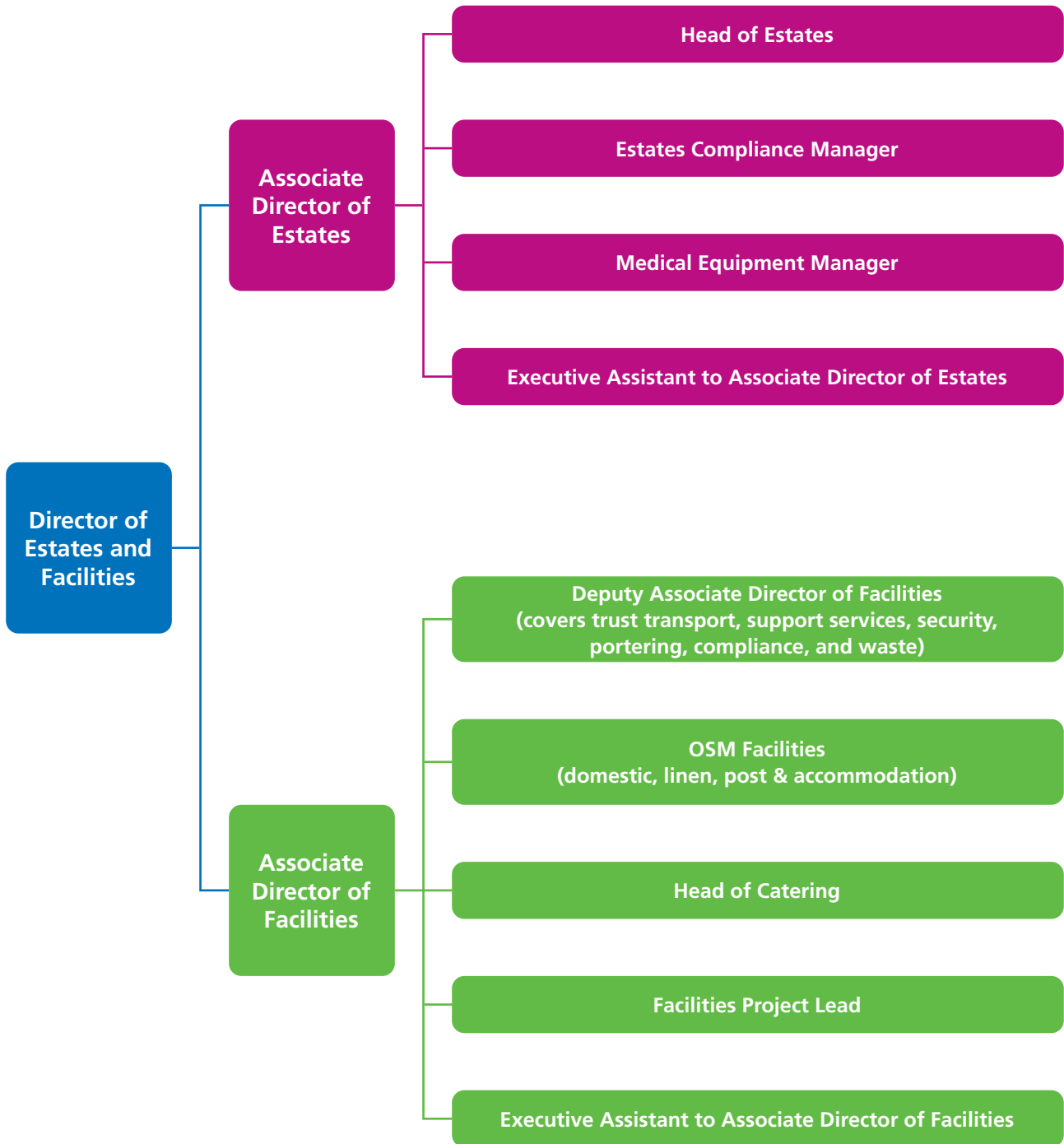
The Director of Estates & Facilities is responsible for setting and maintaining estates and facilities standards, governance, policies and financial management, and for providing assurance to the Trust Board and its Committees that statutory duties, regulatory requirements and safety standards are met.

The post holder provides strategic direction and professional advice to ensure the estate is managed effectively and efficiently, remains fit for purpose, adapts to changing healthcare needs, and supports the delivery of safe, sustainable and high-quality healthcare services.

The Director of Estates & Facilities is required to lead by example, consistently demonstrating and championing the organisation's core values in everything they do.



Organisational structure



Key Responsibilities

STRATEGIC LEADERSHIP

- Lead and maintain a Trust-wide Estates Strategy, Development Control Plan, infrastructure strategy and long-term investment plans (5–10+ years), aligned to clinical and corporate strategies.
- Provide expert advice on transformation, site optimisation, backlog maintenance, space utilisation and future service modelling.
- Provide senior leadership for major capital redevelopment and investment programmes, ensuring alignment with clinical strategy and stakeholder requirements.
- Act as the informed client for outsourced service arrangements and external contracts.
- Proactively support the Trust's sustainability agenda, including Net Zero delivery, Green Plan implementation, environmental management and waste reduction.
- Contribute to system-wide planning and collaboration, ensuring estates strategy supports service transformation and organisational performance.

OPERATIONAL LEADERSHIP

- Provide professional and operational leadership for all Estates and Facilities services, ensuring the built environment is safe, compliant, resilient, future-proofed and high quality.
- Oversee hard FM services including engineering, mechanical and electrical systems, medical gases, water safety, ventilation, building fabric, utilities, lifts and pressure systems.
- Oversee soft FM services including cleaning, catering, portering, security, waste, car parking, logistics and staff accommodation.
- Ensure the safe, reliable operation of all critical infrastructure supporting clinical services.
- Lead contract performance management, SLA governance, supply chain management and technical assurance for internal and external service providers.
- Maintain effective business continuity and emergency response arrangements for facilities, estates and infrastructure incidents.
- The postholder will be required to be available to provide on-call cover outside of normal working hours.

CAPITAL PROGRAMME & PROPERTY MANAGEMENT

- Lead the planning, procurement and delivery of capital programmes, including backlog maintenance, redevelopment and major infrastructure projects, from feasibility through to post-completion review.
- Ensure compliance with corporate investment processes, Standing Financial Instructions, procurement regulations and relevant legislation.
- Lead estate master planning, space management, utilisation reviews and property portfolio management.
- Maintain accurate asset registers, property terrier and estates data to support decision-making and investment planning.

GOVERNANCE, ASSURANCE & RISK

- Hold corporate responsibility for statutory compliance, assurance, governance and risk management for the built environment.
- Ensure compliance with HTMs, HBNs, CDM Regulations, fire safety, asbestos management, water safety (legionella), infection prevention and environmental legislation.
- Maintain assurance frameworks including PAM, ERIC returns, PLACE assessments, compliance reporting and engineering audit programmes.
- Own and manage the Trust's fire safety strategy and fire risk management arrangements.
- Ensure estates and facilities risks are identified, recorded on the risk register, reviewed regularly and effectively mitigated.
- Act as Responsible Person or Authorised Person (e.g. Fire, Water, Electrical, Ventilation) as required and ensure these roles are effectively provisioned.



WORKFORCE LEADERSHIP

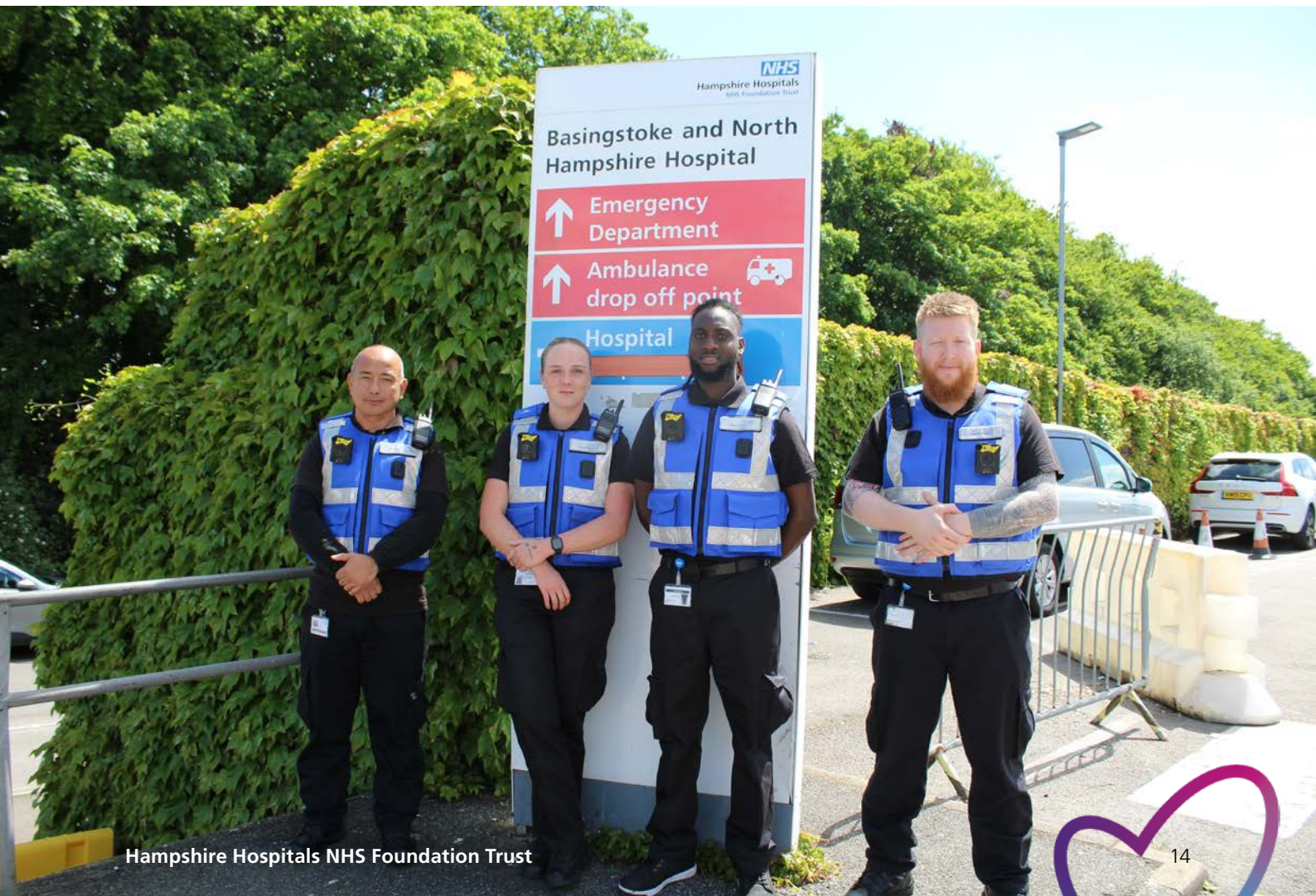
- Provide professional leadership for Estates and Facilities staff and services across the Trust.
- Lead, motivate and develop multidisciplinary teams including engineering, clinical engineering, technical, soft FM and professional services staff.
- Oversee workforce planning, succession planning and the development of specialist and professional competencies.
- Manage TUPE transfers, change management (insourcing/outsourcing) programmes and cultural transformation initiatives.
- Ensure effective people management, including performance management, development, wellbeing and disciplinary processes.

FINANCIAL MANAGEMENT & INFORMATION

- Hold responsibility for capital and revenue budgets for Estates and Facilities, ensuring best value, financial control and delivery of efficiencies.
- Ensure robust estates information, reporting and data quality to support governance, assurance and strategic decision-making.

CUSTOMER CARE FOR PATIENTS AND/OR SERVICE USERS

- Ensure patient and staff environments are safe, clean, functional, well-maintained and compliant with all statutory and regulatory requirements.
- Work closely with clinical teams to ensure Estates and Facilities solutions support clinical service needs, infection control, patient flow, safety and outcomes.
- Lead service-user and patient-environment improvement programmes, including PLACE assessments, access and wayfinding, refurbishment and environmental enhancements.
- Lead Estates and Facilities related patient and staff engagement and feedback processes, translating insight into improvement action plans.
- Manage estates-related incidents and investigations, contributing to patient safety, complaints handling, organisational learning and continuous improvement.



COMMUNICATION

- Communicate highly complex, sensitive and technical estates, engineering and commercial information clearly and effectively to the Board, Executive Team, clinicians, regulators (including CQC and NHSE), system partners, local authorities and non-technical audiences.
- Provide Board-level reports, assurance updates, policy briefings and strategic recommendations.
- Represent the Trust at regional and national level, acting as an ambassador through ICS workstreams, national forums and professional networks.
- Lead effective two-way communication across Estates and Facilities teams and the wider organisation.
- Lead transparent and timely engagement with staff, trade unions, service users and external stakeholders during major service changes, capital programmes or incidents.

BUDGETARY AND RESOURCE MANAGEMENT

- Manage large capital and revenue budgets, ensuring financial control, value for money, compliance with Standing Financial Instructions, and cost optimisation.
- Deliver cost improvement programmes, efficiency initiatives and benchmarking improvements while maintaining service quality.
- Oversee procurement, tendering, contract management, supplier governance and commercial negotiations.
- Ensure effective lifecycle planning, maintenance and stewardship of high-value plant, equipment, building systems and digital estates assets.
- Ensure accurate estates data reporting (e.g., ERIC, Model Hospital) and efficient use of digital systems (CAFM, BIM, CAD) to support financial and operational decision-making.



PLANNING AND ORGANISATION

- Formulate, implement and champion long-term strategic plans for estates, facilities, sustainability, medical equipment and retail services to meet organisational, clinical and system-wide objectives.
- Lead the development and delivery of the Trust's key Estates and Facilities priorities, ensuring alignment with corporate objectives, clinical strategy, service developments and emerging requirements.
- Own and maintain the Trust's strategic master plans, incorporating dependencies, interfaces and infrastructure requirements across multiple sites and capital programmes.
- Prioritise competing demands across multiple sites, services and development programmes, balancing operational needs, capital delivery and resource constraints.
- Lead complex planning and delivery for major redevelopment schemes, capital programmes, backlog maintenance, estate rationalisation, plant replacement, fire safety remediation and emergency planning.
- Coordinate multidisciplinary teams, external advisors and system partners to deliver complex programmes on time, on budget, and to required standards.
- Develop robust contingency arrangements for critical infrastructure, utilities, estates emergencies and business continuity.
- Work collaboratively to develop, champion and deliver the Trust's sustainability and carbon reduction strategies, collaborating with local and national initiatives and other public sector organisations to maximise environmental outcomes.

TRAINING & COMPETENCY

- Ensure all Estates & Facilities staff complete mandatory training, professional competency assessments, and CPD relevant to their discipline.
- Lead estates-related training programmes, including technical, operational, procedural, and safety training.
- Maintain compliance with authorised person regimes for water, fire, HV/LV electrical systems, MGPS, ventilation, gas, and mechanical plant.

HEALTH, SAFETY & REGULATORY COMPLIANCE

- Implement and monitor Health & Safety, Risk Management, and Infection Control policies across the directorate.
- Ensure statutory responsibilities are met for fire, water, asbestos, gas, electrical, and mechanical safety.
- Promote adherence to Health & Safety at Work legislation, CDM regulations, infection prevention obligations, and organisational safety policies.
- Ensure systematic incident reporting, investigation, and organisational learning from estates-related events.

WORKPLACE CULTURE & WELLBEING

- Foster a culture of wellbeing, safe working practices, and compliance with regulatory requirements (HSE, CQC, NHSE).
- Encourage proactive incident reporting and continuous improvement in operational safety.



Additional information

CONFIDENTIALITY

- During your employment, you may see, hear, or have access to information on affairs of patients and staff. Post holders may only use such information as appropriate to carry out their normal duties.
- Post holders must not disclose personal, clinical, or commercial information to any unauthorised third party; any such disclosure will be investigated and may lead to disciplinary action and possible dismissal.
- These obligations are in line with common law duty, the Caldicott principles on patient data, the Data Protection Act, the Freedom of Information Act, and other legislation which apply both during employment and after the termination of employment.

EQUALITY AND DIVERSITY

- The post holder must comply with all Trust policies and procedures designed to ensure equality of employment and that services are delivered in ways that meet the individual needs of patients and their families.
- The post holder must promote equality, diversity, and human rights for all and treat others with dignity and respect. No person whether they are staff, patient or visitor should receive less favourable treatment because of their gender, ethnic origin, age, disability, sexual orientation, religion etc.

VETTING AND BARRING SCHEME

- The Vetting and Barring Scheme was created to ensure that the Trust has the most robust system possible for preventing those who seek to harm children, or vulnerable adults, from gaining access to them through work or volunteering.
- It is a criminal offense for someone Barred from regulated activity working with vulnerable adults or children to seek this employment. Any employer who knowingly pursues the employment of someone Barred from working with vulnerable adults or children are liable for prosecution.

SAFEGUARDING

- Employees must always treat all patients with dignity and respect and ensure that vulnerable adults and children are safeguarded from abuse and neglect within the provisions of the Trust's Policies.

QUALITY AND SAFETY

- Patient, service/facility user and staff safety are paramount at Hampshire Hospitals NHS Foundation Trust. The post holder will promote a just and open culture to reporting of incidents and adverse events. To ensure the practice of self and others is always compliant with both the safeguarding children's policy and guidance and vulnerable adult's policy.
- The post holder should be aware of current health and safety policies of the Trust. They must attend all mandatory health and safety training. They are also required to maintain a safe working environment for patients, visitors and employees and report any accidents or dangerous incidents promptly. They should use protective clothing and equipment where provided.

INFECTION CONTROL

- To ensure the practice of self and others is always compliant with infection control policy and procedures. Hand hygiene must be performed before and after contact with patients and their environment.

GOVERNANCE AND RISK

- Adhere to all Trust policies, procedures, and guidelines. Follow professional and managerial codes of conduct as applicable to the role. Take active steps to prevent theft or fraud in the workplace.



TRAINING AND PERSONAL DEVELOPMENT – CONTINUOUS PROFESSIONAL DEVELOPMENT

- There is a requirement for all Trust Employees to take part in the annual appraisal process; this can be in the capacity of facilitating staff appraisals and participating in their own appraisal and development plan.
- The post holder must take responsibility in agreement with his/her line manager for his/her own personal development this includes attending all Trust Statutory and Mandatory training allocated for the role.
- In addition, the post holder must be aware of their education responsibilities within their area of work. All Healthcare Professionals have a responsibility to support and educate students / trainees and other learners in practice.

DUTY OF CANDOUR

- The post holder is also required to ensure compliance with the statutory 'duty of candour'. This is a legal duty to inform and apologise to patients if there have been mistakes in their care that have led to significant harm. It is aimed at helping patients receive accurate, truthful information from health providers achieving a wholly transparent culture.

SUSTAINABILITY AND CARBON REDUCTION

- Every member of staff is encouraged to take responsibility for energy consumption and carbon reduction and is expected to incorporate the agenda of sustainability, carbon, and health in their daily work.



Person specification

Training and qualifications

ESSENTIAL

- Master's degree (or equivalent experience) in estates management, engineering, facilities management or a related discipline.
- Chartered membership of a relevant professional body (e.g., RICS, IHEEM, CIBSE, CIOB, RIBA, IWFM).
- Evidence of continuous professional development.
- Specialist technical training across multiple estates and engineering domains (e.g., HTMs, HBNs, safety systems, project management).

DESIRABLE

- MBA or recognised leadership qualification.
- LEAN or similar improvement methodology certification.

Experience and knowledge

ESSENTIAL

- Significant senior leadership experience in estates and facilities within a large, complex organisation (NHS preferred).
- Leading major capital projects and estate redevelopment schemes.
- Managing outsourced services and complex commercial contracts.
- Extensive experience of statutory compliance across estates and engineering systems.
- Leading multidisciplinary and multi-trade teams, including change management and workforce transformation.
- Experience in risk management, incident response, business continuity and emergency planning.
- Experience preparing business cases, reports and presenting at Board or Committee level.
- Strong understanding of NHS estates policy, governance frameworks, compliance standards and system collaborations.
- Deep knowledge of commercial, financial, procurement and contract-law requirements relevant to estates and facilities.
- Advanced knowledge of CAFM, BMS, BIM, CAD, asset management systems and digital estates tools.
- Sustainability, carbon reduction, environmental legislation and Green Plan requirements.

DESIRABLE

- Knowledge of RAAC management and mitigation requirements.
- Detailed knowledge of property law, land management and contract law.



How to apply

The closing date for applications is **14 June 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: **HHFT/DOE/0526**

All applications will be acknowledged.

For an informal conversation about the post please contact Evie Stevens by email: estevens@hunter-healthcare.com or phone: **07889 804157** or Brendan Davies by email: bdavies@hunter-healthcare.com or phone: **07585 356985**

[CLICK HERE TO APPLY ONLINE](#) →

KEY DATES

Application closing date Sunday 14 June 2026

Shortlisting 16 June 2026

Interviews w/c 29 June 2026





Hampshire Hospitals

NHS Foundation Trust



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