



Applicant Information Pack

Director of Education and
Commercial Activity

A welcome from our Chief Medical Officer

As Chief Medical Officer at University Hospitals Plymouth, one of my greatest responsibilities and privileges, is helping to shape the environment in which our people learn, grow and deliver care for our population.

Education sits at the heart of everything we do. It is fundamental to patient safety, to quality improvement, and to our ability to sustain and develop our workforce in an increasingly complex and pressured NHS. Whether clinical or non-clinical, early career or senior leader, the development of our people directly influences the care our patients receive each day.

That is why I am exceptionally pleased to be leading the appointment of our new Director of Education and Commercial Activity. This is a pivotal Board-facing role, reporting directly to me, and it reflects our ambition to bring education, training and learning together within a single, coherent Trust-wide directorate with the strategic weight and visibility it deserves.

This role goes far beyond the management of education programmes. The successful candidate will shape our Education Strategy, steward a significant education and training portfolio of around £40m, and lead the ethical and sustainable growth of commercial and income-generating activity linked to education, apprenticeships, partnerships and innovation. They will play a critical part in how we attract, develop and retain talent, how we respond to workforce challenges, and how we position University Hospitals Plymouth as a leading centre for education regionally and nationally.

What I am particularly looking for is a leader who combines credibility, curiosity and compassion with strong commercial and strategic acumen. Someone who understands that education is not simply an operational function, but a powerful enabler of workforce sustainability, service transformation and organisational resilience. Someone who can work at Board level with confidence, whilst remaining deeply connected to learners, educators and clinicians across the organisation.

University Hospitals Plymouth is a large, complex and ambitious Trust, proud of its teaching heritage and its role within the wider system. This post offers a rare opportunity to shape the long-term future of education within the organisation and beyond, working with universities, regulators, system partners and colleagues across the Trust.

If you are excited by the challenge of leading education at scale, committed to public service values, and motivated by developing people as the foundation of excellent care, I would very much welcome your application.



Prof. Mark Hamilton
Chief Medical Officer
University Hospitals Plymouth

An aerial photograph of the University Hospitals Plymouth NHS Trust campus. The image shows a large, multi-story hospital building with a central courtyard, surrounded by parking lots filled with cars. In the background, there are green spaces and other buildings, with a body of water visible in the distance under a clear blue sky.

Welcome to University Hospitals Plymouth

We are rated Outstanding for Caring... and that includes caring for our staff.

When you join our #1BigTeam of more than 10,000 staff and volunteers, we are committed to helping you develop your career and enjoy a fulfilling life.

At University Hospitals Plymouth NHS Trust (UHP), we serve as the region's major trauma centre, providing care across a broad spectrum. Our services range from in-home care and collaboration with voluntary sector partners in local communities to offering the most specialised hospital care in our regional centre, including cardiothoracic surgery and kidney and bone marrow transplants. We care for a secondary care catchment population of 475,000 and offer specialist services to a wider peninsula population of nearly 2 million.

We are a teaching hospital in partnership with the University of Plymouth and Plymouth Marjon University. As hosts to the Joint Hospital Group Southwest, we integrate

nearly 200 military doctors, nurses, and allied health professionals within our facilities, reflecting the city's strong military tradition.

We understand the importance of civility and gratitude, actively encouraging patients, their families, and our colleagues to send thank you messages through various channels. By capturing episodes of excellence, we can learn from these events, improve patient safety, and spread good practices throughout the Trust. Last year, we received over 1,800 nominations for exemplary service.

UHP was chosen as one of seven trusts to participate in the national NHS Improvement Programme, aimed at fostering a culture of continuous improvement. This program empowers our staff to develop their own ideas for improvement and lead their own projects.

Our Location

Plymouth is a vibrant waterfront city packed full of attractions and with something for everyone to enjoy.

Right on the doorstep of Dartmoor National Park and within touching distance of Cornwall, Plymouth offers incredible attractions from the UK's largest aquarium to exciting museums, galleries, cinemas, and theatres. Alongside great waterfront eateries and nightlife to suit every taste, Plymouth boasts a rich and eclectic history with fascinating local sights to explore and discover.

Whether you're in the city or the surrounding countryside, you can enjoy some of the most spectacular and breathtaking views. For the more active, there are endless walking and cycling routes, on-water and in-water adventures, and even a ski and snowboarding centre. For armchair sports enthusiasts, Plymouth is home to Plymouth Argyle Football Club, Plymouth Albion Rugby Club, and the Plymouth Patriots Basketball Team.

The southwest generally enjoys better weather than most of the UK. Our westerly location means we usually see milder winters and warmer summers. This unique location also provides an abundance of high-quality, locally sourced fresh meat, seafood, and delicious produce. And, of course, we're famous for our cream teas and food festivals.

Children in the southwest benefit from excellent education and the opportunity to spend quality time outdoors. Plymouth has three grammar schools and a medical and healthcare college for those wishing to pursue careers in these sectors. Additionally, there are many great schools to suit students of all ages and abilities, including those with special educational needs. Plymouth also boasts two award-winning universities.



Great opportunities for great people



Our People - #1BigTeam

We are proud to have an amazing team of staff who support each other and deliver exceptional patient care. The diversity of our people and their roles strengthens our one big team. We warmly welcome all staff to join any of our staff networks and actively promote inclusivity in the workplace. We encourage every team member to speak up and contribute to our shared mission.

Acute Trauma centre, multiple specialties and skill mix

At University Hospitals Plymouth NHS Trust (UHP), we are proud to be the region's major trauma centre, delivering comprehensive care across a broad spectrum. Our services extend from providing in-home care and working closely with voluntary sector partners within local communities to offering the most specialized hospital care at our regional centre.

Research and Training Opportunities

As a teaching hospital, we are the primary site for educating students from Plymouth University's Faculty of Health and the Peninsula Medical School. All senior clinicians at UHP are expected to serve as advocates for our students and to enthusiastically engage in providing educational opportunities as an integral part of their professional responsibilities.

We're committed to supporting a great work life balance for you and welcome discussions about less than full time or flexible working arrangements



Our Future Hospital

Building tomorrow's care, together

Emergency Care Building

A state of the art facility to improve care for those people who need urgent and emergency treatment, creating more space and reducing waiting times.

Building for the Future

The Future Hospital Programme aims to transform how care is delivered and improve lives across Plymouth, Devon and Cornwall through investment in the most up-to-date healthcare environment.

We are creating buildings and services to provide high-quality care and better health outcomes for people and their families, through every stage of life.

Our latest developments



**Bigbury Orthopaedic
Surgical Suite**



**Chestnut Urology
Investigation Unit**



Dartmoor Building

The Urgent Treatment Centre at Derriford Hospital is in the Dartmoor building. It is open every day to treat you if you have an injury which is not life-threatening, but still requires urgent treatment.



Plymouth Community Diagnostic Centre

The new Diagnostic Centre will be located in Plymouth's West End, helping regenerate the city centre and provide wider access to critical diagnostic tests.



Royal Eye Infirmary (REI)

Located on William Prance Road, the new three-floor facility brings together the outpatient and surgical eye treatments that are currently provided at Derriford Hospital.



Education

We pride ourselves on working hand-in-hand with our #1BigTeam to ensure that you can develop to your full potential.

We love to learn and are a teaching hospital in partnership with the University of Plymouth, the Peninsula Medical School and South Devon College.

People First

Our Trust was chosen as one of seven NHS Trusts to take part in the national NHS Improvement Programme, the aim of which is to create a culture of continuous improvement by empowering staff to develop their own improvement ideas and lead on their own projects.

Learning from excellence is a way for our patients and staff to say thank you to staff members and let them know that they are appreciated for things like being kind and caring, going the extra mile or for more specific events. By capturing episodes of excellence we can learn from these events, improve practice and safety and spread the good practice throughout the Trust. Last year over 1,800 nominations were received.

As an organisation we are proud to be able to support lifelong learning for all our staff and offer opportunities to apply for degree and masters level studies.

We are committed to developing our workforce to reach their full potential by investing time and funding into continuous professional development (CPD).

We have dedicated staff development 'charitable funds' available to all staff for courses or programmes that will have a positive impact on patient care and develop staff in their professional 'field'.

Undergraduate and Postgraduate Teaching & Supervision

The Trust has a commitment to a significant part of the clinical undergraduate teaching programme as well as postgraduate teaching and supervision. The post holder will be expected to participate in teaching activities and educational supervision and will be provided with protected job planned time for this. Such arrangements will be mutually agreed with the Service Line Director in accordance with the Trusts' annual job planning and medical staff appraisal processes.

A wealth of opportunities

- Well-established medical and nursing training
- Strong links with Deanery, University of Plymouth and SWAHSN
- Award-winning Research and Development
- Protected CMR training time
- Support for Continued Professional Development
- Medical education supervisors
- Preceptorship Programme
- Return to Nursing Programme
- Student support and placement programme
- HCA training
- Care Certificate programme
- Apprenticeships
- Charitable Funds support for career development
- Personal development and leadership training
- Clinical skills training
- University-led modules for clinical staff
- South West Leadership Academy master classes and programmes
- Partner local school: Scott Health and Medical
- Graduate training scheme
- Nursing Associate pilot
- Assistant Practitioner roles
- Clinical School with visiting Professor two days a week

We provide comprehensive training and education for a wide range of healthcare professionals. The Trust works in partnership with both Plymouth University Peninsula Medical School of Medicine and Dentistry and the University of Exeter Medical School.

We also support the Universities of Plymouth and Exeter in the delivery of courses for the Faculty of Health and Social Work. With university campuses in Plymouth, Exeter, Truro and Taunton, along with teaching facilities in Bristol, the Faculty of Health and Social Work is one of the largest providers of nursing, midwifery, social work and health professional education and training in the South West.



Care at UHP is "Outstanding"

SOURCE: CQC Report 2022

Our #1 BigTeam rate us as a good place to work (56%), as somewhere where patient care is the number 1 priority (73%) and somewhere staff feel supported by their line manager (70%)

We care about your wellbeing and are in the top 20% of Trusts for investing in the health and wellbeing of our staff and we're offering more and more opportunities for flexible working.

We're proud to deliver a full range of general hospital services to a diverse population of around 475,000 and specialist hospital services to a wider population of nearly 2 million.

We offer the widest range of hospital-based services in the peninsula, are the Major Trauma Centre for the region and a centre for many specialist services.

We are a centre of research excellence and have strong relationships with national and regional research networks. In 2018/19 we recruited 4,800 patients into research trials. As host for the Defence Medical Group South West we have 200+ military doctors, nurses and allied health professionals fully integrated within the hospital workplace.



Your Health and Wellbeing matters

At our main site, Derriford Hospital, we have the Derriford Centre for Health and Wellbeing. Home to a gym, virtual studio, group exercise studio, squash and badminton courts as well as The Lounge café.

There are a wide range of options to support your Health and Wellbeing at UHP including:

- Mentoring, supporting and shadowing opportunities within departments
- International recruitment and orientation package
- Mediation to help when things don't go so well
- Accredited by the national Workplace Wellbeing Charter
- Flexible working opportunities
- Opportunities to purchase additional annual leave
- A coaching approach to appraisal
- Recognition – from a Thank You card to our Learning from Excellence Awards
- Staff engagement via our Learning and Organisational Development team
- Our own Quality Academy, driving improvement across the organisation
- Supporting people with learning disabilities into work
- Working with local charities such as Shekinah Mission
- Supporting Masanga Hospital in Sierra Leone
- We are the medical unit for the British Antarctic Survey





Research and Innovation

Improving the health and wellbeing of our local population through pioneering research.

University Hospitals Plymouth NHS Trust has a well established reputation for high quality research and a strong record of participation in commercial and non-commercial clinical trials. Our vision is to improve the health and wellbeing of our local population by conducting high quality, well run research which is relevant to their needs by embedding research as part of our core business.

The Research and Development team (R&D) is made up of dedicated clinical and non-clinical staff. We aim to provide on-going support and advice throughout the research process to ensure the development of high quality research. Whether you are new to the field or

completing on-going research, the R&D team are here to support you throughout your research projects. From guidance on research protocols to advice on applying for funding, the R&D team are happy to help.

**Discover more about
our research and
development activity**



Job description

Director of Education and Commercial Activity

University Hospitals Plymouth NHS Trust | Band 9

Leading education, growing capability, shaping the future workforce

University Hospitals Plymouth NHS Trust (UHP) is seeking an exceptional senior leader to take on a trustwide executive role at the forefront of education, workforce development and commercial growth.

This is a high-impact opportunity to shape how education supports service excellence, workforce sustainability and financial resilience—positioning UHP as a leading education provider regionally and nationally.

The opportunity

As Director of Education and Commercial Activity, you will provide visionary leadership for a single integrated Education Directorate, bringing together clinical and non-clinical education, apprenticeships, professional development and innovation.

Reporting directly to the Chief Medical Officer, you will operate autonomously at executive level, influencing strategy, advising the Board and Executive Team, and translating ambition into measurable impact.

You will hold responsibility for a c.£40m education portfolio, spanning commissioned education, placements, apprenticeships and commercial income—ensuring high quality delivery, strong governance and long-term sustainability.

Why this role matters

Education as a strategic enabler

You will embed education as a core driver of workforce capability, retention and service transformation across the Trust.

Ethical commercial leadership

You will grow education related income in a way that is values-led, transparent and trusted, balancing commercial success with learner experience and staff wellbeing.

System and national impact

You will strengthen partnerships with universities, NHS organisations and system partners, enhancing UHP's reputation and influence across the wider NHS.

Innovation and future focus

You will champion modern learning approaches, including digital platforms, simulation and blended models, alongside opportunities for research, evaluation and international collaboration.

In this role, you will:

- Set and deliver a long term Trust Education Strategy aligned to workforce plans and service priorities
- Lead sustainable commercial growth across education and training portfolios
- Safeguard quality, governance and regulatory compliance across all education provision
- Build a high-performing, inclusive leadership and education culture
- Act as a visible senior leader within the Trust and across regional and national forums

Who we're looking for

This role suits a credible, values driven senior leader with:

- A strong track record in education, workforce or commercial leadership
- Financial and commercial acumen, including management of large, complex budgets
- The ability to influence confidently at executive, system and external partner level
- An appetite for innovation, responsible risktaking and long term impact

Experience within the NHS or public sector education is welcome, but we are equally interested in leaders who bring strategic depth, fresh thinking and commercial insight.

Join us

This is a rare opportunity to shape the future of education and workforce development in one of the South West's largest Trusts—creating impact for staff, services and patients, now and for the future.



"I love working in Plymouth because of its fantastic location in the South West of England. Being close to both Cornwall and Dartmoor National Park offers a perfect balance of coastal beauty and stunning natural landscapes."



How to apply

The closing date for applications is **16 August 2026**.

All applications will be acknowledged.

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:
UHP-DECA-0726

For an informal conversation about the post, please contact Evie Stevens at our recruitment partners, Hunter Healthcare by email: estevens@hunter-healthcare.com or phone: **07889 804157** or James McLeod on **07842 424530** or jmcLeod@hunter-healthcare.com

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