

Chief Medical Officer

Candidate Information Pack

July 2026



**Nurturing
ambition.**

Welcome

Thank you for taking the time to explore this opportunity to join Gloucestershire Hospitals NHS Foundation Trust as our next Chief Medical Officer.

This is a pivotal moment for our Trust – a time of ambition, transformation and purpose. As we continue to strengthen our services and culture, we are seeking an inspirational medical leader who will provide visible and credible clinical leadership, champion quality, safety and experience and help shape the delivery of outstanding care for our communities.

As Chief Medical Officer, you will have the opportunity to influence the future of healthcare across Gloucestershire and beyond. As a member of our Executive team, you will play a central role in shaping clinical strategy, advancing innovation and research, strengthening medical leadership and creating the conditions for colleagues to thrive.

Partnership working, clinical excellence and continuous improvement are central to our approach, with a Board committed to delivering high-quality, sustainable healthcare. In this role, you will work closely with colleagues across primary care, community services and the wider health and care system to develop more integrated, neighbourhood-based models of care and support Gloucestershire's contribution to the ambitions of the NHS Long Term Plan and other major programmes that will shape healthcare for future generations.

We recognise the challenges ahead, including rising demand, workforce pressures, financial constraints and the need to modernise our ageing estate. Yet through collaboration, innovation and a focus on continuous improvement, Gloucestershire Hospitals remains dedicated to delivering the very best care every day for everyone.

We're amongst the best performers in the country in terms of elective care, and we've made significant progress in reducing patient boarding, ambulance delays and mortality. In the most recent National Oversight Framework we were ranked 22 in the country overall, but there is still more for us to do and our ambition is rooted in what difference we can make to the people we serve – our patients and our staff.

We are a Trust with a strong culture of learning, innovation and discovery. Our teams are actively involved in nationally recognised clinical research, helping to bring the treatments of tomorrow to patients today. We are equally proud of our commitment to education, training and workforce development, ensuring Gloucestershire Hospitals remains a place where talented clinicians and future leaders can flourish.

We are seeking a humble but inspirational leader and most importantly, a great team player – someone with strategic vision, emotional intelligence and the ability to inspire colleagues at every level. You will be comfortable operating at Board level, with the credibility and confidence to influence across complex systems, while also being a visible, compassionate and authentic presence for our people. You will be willing to let others take the credit and reap the benefit of the great work you do, confident in knowing you have made a real difference for the people we serve.

If this sounds like you and you would like to learn more, please contact James McLeod or Isobel Harrop at our recruitment partners, Hunter Healthcare, on iharrop@hunter-healthcare.com or 07566 766706.

Thank you for your interest,

Kevin McNamara
Chief Executive
Gloucestershire Hospitals
NHS Foundation Trust



▶ Play a video message from our Chief Executive

About Gloucestershire

Gloucestershire is nestled in the picturesque Cotswolds, offering a charming mix of rural beauty, historic towns, and a thriving community.

With its diverse range of vibrant independent shops, cultural festivals, theatres and sporting venues, including Cheltenham Racecourse, it attracts tourists from across the world. The Cotswolds Area of Outstanding Natural Beauty provides ample opportunity to explore and enjoy the great outdoors. Gloucestershire is rich in history, boasting landmarks including Gloucester Cathedral, Sudeley Castle and Westonbirt Arboretum.

Gloucestershire provides exceptional educational opportunities, making it an ideal destination for families seeking a vibrant and supportive community. The county is home to a variety of prestigious independent schools and highly regarded grammar schools.

Additionally, Gloucestershire benefits from strong ties with two renowned universities, further enhancing its appeal as a place for both academic excellence and future growth.



About us

Gloucestershire Hospitals NHS Foundation Trust is the largest employer in the county with a turnover of £830m a year.

Established in 2004 following the reconfiguration of health services across Gloucestershire, the Trust provides acute hospital services from two large district general hospitals – Cheltenham General Hospital and Gloucestershire Royal Hospital – as well as maternity services at Stroud Maternity Hospital.

In addition to its main hospital sites, the Trust delivers outpatient and surgical services from community hospitals across Gloucestershire and provides specialist oncology services from its satellite centre at Hereford County Hospital.

The Trust employs more than 9,000 colleagues representing over 95 nationalities, bringing together a rich diversity of cultures, experiences and expertise that strengthens the care provided to patients and communities.

Working closely with partners, local communities and wider health and care organisations, the Trust is committed to improving health and well-being and ensuring equitable access to high-quality services.

Like many areas across the country, Gloucestershire's population continues to evolve and faces a range of complex health challenges, many of which have been intensified by the cost-of-living crisis. Through strong partnerships and meaningful engagement with local people, the Trust continues to shape services that meet the changing needs of the communities it serves.



Our services

Our divisions



Diagnostics and Specialities



Surgery



Medicine



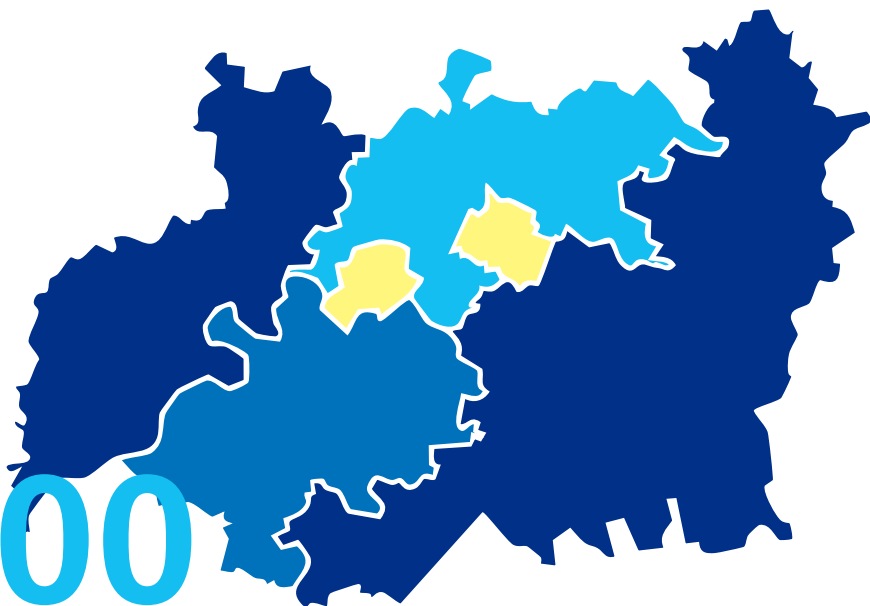
Women's and Children's



Corporate Services

We provide care for

650,000
people in the county



We support

6,000

births a year

We perform

31,025

planned operations on average a year

We have

31

theatres across three sites

We have over

960

beds

We have a

9,000+

workforce

Trust strategy 2025 – 2030

Gloucestershire Hospitals NHS Foundation Trust's five-year strategy sets out a bold vision, to deliver the best care every day for everyone.

This strategy is rooted in the Trust's core values: caring, compassionate, inclusive and accountable, and reflects our deep commitment to listening to patients, staff, and communities. It is both a promise and a challenge. We want to change and save lives, to act with integrity, and to ensure fair access to care for all to good quality and safe care.

Together we deliver safe, effective, and compassionate care, working with partners to eliminate health inequalities and co-designing services that meet our communities' needs. Our staff are at the heart of the organisation, and we are building a culture of kindness, accountability, and continuous improvement.

Understanding the changing health needs of the people we serve is critical in the way we are developing our services, delivering the right care whilst living within our means financially.

While many residents enjoy good health, significant disparities continue, with an 11-year gap in healthy life expectancy between the most and least affluent areas.

To meet this challenge in our role as an anchor institution, we must think beyond the four walls of our hospitals to address the wider determinants of health such as housing, employment, and education, and work with partners to create lasting change. The strategy also acknowledges the challenges ahead: rising demand, workforce pressures, financial constraints, and the need to modernise our ageing estate.

There has been some good progress made in our digital transformation and workforce development, but ongoing efforts are needed to go further, and to improve access, more joined-up care, and sustainability across our services.

Aligned with the national NHS 10 Year Plan, the Trust is embracing a shift toward community-based, digital, and preventative care. Through collaboration, innovation, and a focus on quality improvement, Gloucestershire Hospitals is committed to delivering the best care every day for everyone.



Our vision

Deliver the best care every day for everyone

Central to our vision is a refocus on delivery of our core services as an acute and specialist hospital provider and working as a good partner to deliver joined up care for the people of Gloucestershire. We see getting the basics right across all our services as an essential part of achieving our vision.

Our values

The way we go about our work is as important as what we do. Our values guide our behaviour, whether with our patients, with one another or with wider stakeholders.

- **We are Caring** – always showing kindness and concern for others
- **We are Compassionate** – focusing on our relationships with others by listening, respecting and valuing their experiences
- **We are Inclusive** – ensuring everyone receives the care and support they need regardless of identity or background
- **We are Accountable** – taking personal responsibility for our actions, decisions and behaviours

Our strategic framework

Strategic aims

- Patient experience and voice
- People, culture and leadership
- Quality, safety and delivery
- Digital first

Golden threads

- Health inequalities
- Continuous improvement
- Brilliant basics
- Green sustainability

Enablers of success

- Living within our means
- Estates and facilities
- Research and innovation
- Partnerships with purpose



Improvements we are proud of

We are proud of the progress our teams have made in improving care, performance and experience for patients, while recognising that there is still more to do. Gloucestershire Hospitals is a Trust with real momentum: one that is honest about its challenges, but equally clear about the improvements already being delivered through the skill, commitment and determination of our people.

Over recent years, we have strengthened our focus on brilliant basics, operational grip and continuous improvement. This has contributed to significant improvements in key areas of performance and care, including elective recovery, ambulance handover delays, patient boarding and mortality.

We are now among the best performers nationally for elective care, and in the most recent National Oversight Framework we were ranked 22nd in the country overall – an important marker of the progress made across our services.

We are particularly proud of the way clinical and operational teams have worked together to improve flow through our hospitals, reduce avoidable delays for patients and create a stronger focus on safety, quality and timely care. These improvements have been delivered in the context of rising demand, financial pressure and estate challenges, which makes the progress even more significant.

We are also proud that we are not afraid to tackle some of the biggest and most long-standing issues facing our Trust, including those that affect the safety, dignity and experience of both our staff and patients.

This includes taking a more systematic approach to health and safety, improving the environment in which our staff work and our patients receive care, and being honest about where sustained attention and improvement are needed.

For us, improvement is not just about performance targets; it is about the everyday safety, quality and experience of people in our hospitals. There is much to do, but addressing these issues requires persistence, openness and visible leadership, and we are looking for a Chief Medical Officer who is willing to join us in that endeavour, one who brings courage, focus and compassion to the work of making lasting change.

Our achievements are also reflected in the strength of many of our clinical services. We provide high-quality specialist and acute care across areas including oncology, ophthalmology, critical care, research, maternity and paediatrics, supported by teams who are committed to learning, innovation and improvement.

For our next Chief Medical Officer, this progress provides both a strong foundation and a compelling opportunity. We are looking for a clinical leader who will build on what is working well, bring focus and pace to the areas where further improvement is needed, and help us continue to raise standards of care, safety, outcomes and experience for the people of Gloucestershire.



Our culture

We are committed to developing and maintaining a culture where everyone feels valued and a true sense of belonging, regardless of their characteristics, a place where staff are proud to work and would recommend our hospitals as a place to work.

We are ambitious about the culture we want to build at Gloucestershire Hospitals. We want this to be a Trust where colleagues feel proud to work, where we live our values out loud, where kindness and respect

are visible in everyday interactions, and where every team is supported to do its best work for patients.

That means creating conditions for people to feel safe, valued and listened to, where speaking up is encouraged, concerns are acted on, and learning is shared openly. It also means being clear about the behaviours we expect from one another, addressing inappropriate behaviour consistently, and holding ourselves and each other to account in a fair and compassionate way.



Our people

At the heart of Gloucestershire Hospitals are our people. More than 9,000 colleagues, from over 95 nationalities and across a wide range of clinical, professional and support roles, work together every day to provide safe, compassionate and high-quality care for the communities we serve.

We are proud of the skill, dedication and commitment of our teams. Our hospitals are recognised for high-quality services across a range of specialties, including oncology, ophthalmology, critical care, research, maternity and paediatrics, and this is only possible because of the expertise, professionalism and care shown by our staff.

We want Gloucestershire Hospitals to be a place where people feel proud to work, supported to grow and able to do their best work.

That means investing in education, training, leadership development and career opportunities for colleagues at every stage of their working lives, whether they are joining us at the start of their career, developing specialist expertise, or taking on senior clinical and leadership roles.

For our next Chief Medical Officer, this means playing a central role in developing and supporting our medical workforce, strengthening clinical leadership, and helping to create the conditions in which teams can thrive.

We are looking for someone who understands that great patient care depends on great staff experience: people feeling valued, listened to, supported and empowered to improve the services they provide.



Equality, diversity and inclusion

Making inclusion real

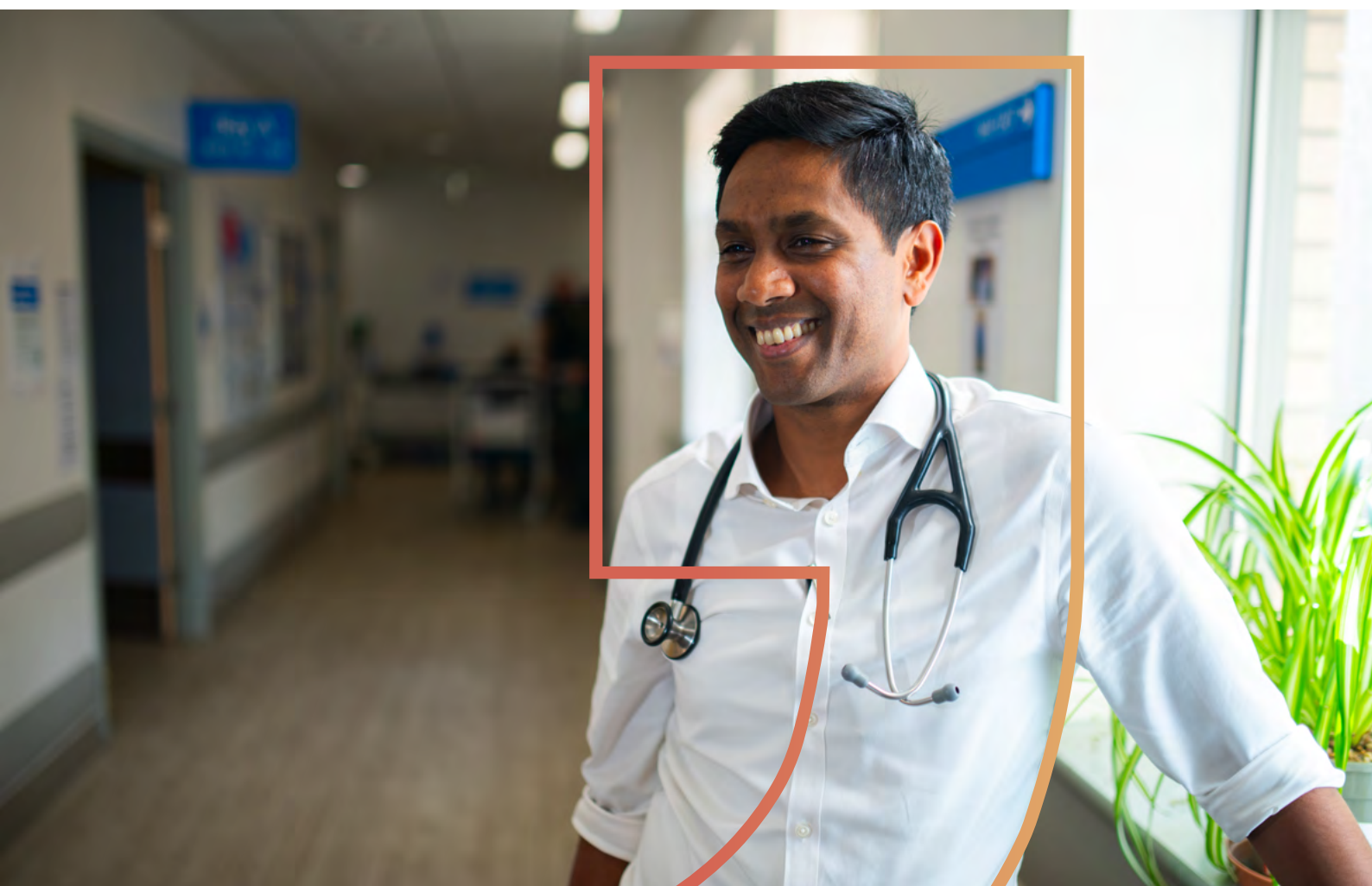
Equality, diversity and inclusion are central to our ambition to deliver the best care every day for everyone. For us, this means going beyond representation alone and focusing on fairness, belonging and equity in the experiences of our patients, communities and colleagues. We want to understand and address the barriers that people face, whether in accessing care, progressing in their careers, or feeling safe and respected at work.

Our Trust Inclusion Network, together with our Ethnic Minority, LGBTQ+ and Disability Networks, plays an important role in helping us listen, learn and act. These networks provide safe spaces for colleagues, support allyship, inform organisational priorities and help us challenge the behaviours, systems and decisions that can unintentionally exclude people.



We are also committed to tackling health inequalities and working with our communities to ensure our services are accessible, inclusive and responsive to different needs. Our community outreach work, which has engaged more than 17,000 residents over the past year, is helping us understand barriers to care, provide information in different languages, support health and well-being checks, and guide people to the right services.

For our next Chief Medical Officer, this will mean providing visible leadership on inclusion within the medical workforce and across clinical services. It will also mean working beyond the four walls of our hospital to work closely with partners to make a difference to health inequalities and the wider determinants of health. We are looking for someone who will champion equity, listen to lived experience, challenge discrimination and help ensure that inclusive practice is reflected in the way we lead teams, design services, make decisions and care for patients.



"I've been continually impressed by the opportunities for growth and development here. Becoming a consultant feels less like the end of training and more like the start of an exciting new chapter, with countless opportunities to shape and advance your career."

– Matthew,
Radiology Consultant



The opportunity

Division:	Executive
Remuneration/Band:	Very Senior Manager (VSM)
Reporting to:	Chief Executive
Location:	Cheltenham General Hospital and Gloucestershire Royal Hospital

Job summary

This is a critical Executive Director role at Gloucestershire Hospitals NHS Foundation Trust at a time of significant change for the NHS and our organisation.

As Chief Medical Officer (CMO), you will play a central role in:

- Delivering safe, high-quality care
- Improving operational performance at scale
- Shaping and delivering the Trust's clinical strategy as part of a wider provider partnership
- Providing clinical leadership not just at organisational level but also at place and system level
- Developing new models of care for our workforce and patient pathways to enable the Trust to deliver against the ambitions of the NHS NHS 10 Year Plan

This is a high-profile, career-defining opportunity, offering significant influence across the organisation and wider Gloucestershire system.

This is not a traditional Medical Director role. Working closely with Executive colleagues you will have a key leadership role to play in driving improvements across:

- Quality, safety and governance working
- Operational performance and productivity
- Workforce redesign, training and clinical engagement
- Digital and data transformation
- Research and innovation
- System leadership and partnerships

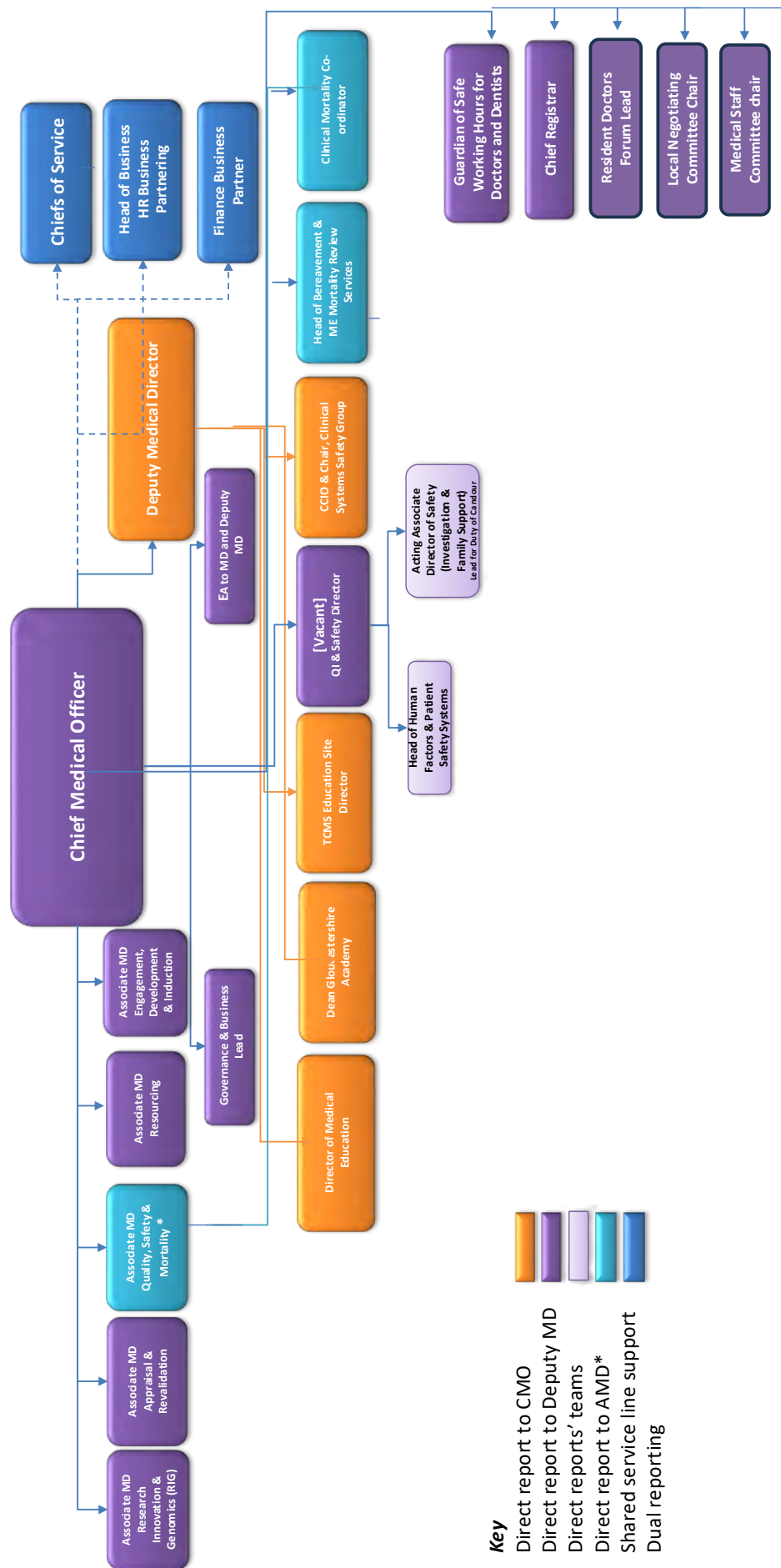
The Chief Medical Officer is the Trust's principal clinical medical advisor to the Chief Executive and Board and a full voting Executive Director.

Working across the breadth of the Executive Team you will:

- Lead the quality, safety and experience of care
- Drive operational performance, flow and productivity
- Shape and deliver the Trust's clinical and service strategy, helping define and deliver new models of care in line with the NHS 10 Year Plan
- Be an active partner in system-level leadership across the ICS working with peer Chief Medical Officers
- Build a high-performing, engaged medical workforce

You will operate as part of the executive triumvirate (CNO–COO–CMO), ensuring the Trust delivers on quality, performance commitments ensuring the Trust is able to deliver against this agenda and live within our means.

Organisational structure



Knowledge, skills and experience

The successful candidate will be a GMC-registered medical practitioner on the Specialist Register, with a demonstrable commitment to ongoing professional, clinical and leadership development.

They will bring substantial Board-level leadership experience as a Medical Director, Deputy Medical Director or equivalent, with a proven track record of delivering improvements in clinical quality, patient safety, operational performance and productivity at scale.

The postholder will have significant experience leading complex organisational transformation within highly regulated healthcare environments, working effectively across organisational and system boundaries to drive clinical engagement, workforce modernisation and financial sustainability.

They will possess the strategic capability to set clear direction and deliver measurable outcomes, coupled with the resilience and judgement to lead through complexity, ambiguity and system change.

Highly developed influencing, negotiation and stakeholder management skills are essential, with the credibility to engage effectively with clinicians, executive colleagues, regulators and system partners.

The successful candidate will demonstrate strong data literacy, using insight and evidence to drive performance improvement, alongside a deep understanding of the NHS regulatory framework, including Care Quality Commission requirements, and the relationship between quality, operational delivery and financial performance.

Experience of leading digital transformation, including Electronic Patient Record-enabled change, research leadership, academic partnerships and public engagement on complex service change would be advantageous.

All candidates must meet the Care Quality Commission's Fit and Proper Person Requirements as a condition of appointment.



Main duties and responsibilities

1. Key responsibilities

The Chief Medical Officer holds executive accountability for the domains set out below, operating within the Trust's governance and assurance framework and working collaboratively with other Executive Directors where responsibilities are shared.

Clinical Leadership, Quality and Governance – Joint Leadership of Quality with the Chief Nursing Officer

Working in partnership with the Chief Nursing Officer, the Chief Medical Officer provides collective Board leadership for quality, ensuring that patient experience, clinical effectiveness and patient safety are integrated within a coherent framework of assurance, improvement and culture.

Together, they provide visible professional and executive leadership across the organisation, helping to ensure that care is safe, evidence-based, person-centred and continuously improving, and that learning from outcomes, feedback, incidents and improvement activity is translated into better care, stronger organisational performance and delivery of the Trust's priorities.

The Chief Medical Officer has executive accountability for:

Clinical effectiveness, improvement and outcomes

- Oversight of clinical effectiveness and outcomes across all services, including assurance against national standards and systematic scrutiny of key clinical indicators and outcome measures.
- Leadership of mortality governance, including Learning from Deaths, ensuring robust review, organisational learning and Board assurance.
- Leadership of national clinical audit, implementation of recommendations, and organisational compliance with NICE guidance and other evidence-based standards.

- Leadership of clinically-led transformation and service redesign, including delivery of Getting It Right First Time (GIRFT), reduction of unwarranted clinical variation, translation of research, innovation and evidence into practice, and strategic clinical input to the delivery of the Trust's priorities.
- Executive responsibility for medicines optimisation and safety, including controlled drugs and pharmacy governance.
- Assurance of high-risk clinical services and systems, including transfusion, resuscitation, medical devices, bereavement/mortuary services and safe working arrangements.

Clinical safety

- Joint executive leadership of the Patient Safety Incident Response Framework (PSIRF), ensuring effective implementation, oversight, and organisational compliance with national patient safety requirements.
- Leadership of a safety culture that promotes inquisitiveness, compassionate response, restorative practice, and systematic organisational learning from incidents and patient safety events.
- Joint accountability for Maternity and Neonatal Services: Shares executive accountability with the Chief Nursing Officer for the quality, safety, experience, governance and performance of maternity and neonatal services, ensuring delivery of safe, personalised and compassionate care, regulatory compliance, continuous improvement, and effective engagement with women, families and staff.
- Oversight of clinical safety in diagnosis, treatment and procedural care, including governance of surgical, interventional and invasive procedures.
- Medical leadership of learning from patient safety incidents, Never Events and other significant safety events where these relate to clinical practice, clinical decision-making and medical leadership.
- Oversight of clinical risk reduction programmes relating to medical practice, clinical decision-making and procedural safety, ensuring implementation of learning and measurable improvement in patient safety.

Quality governance and assurance

- Medical leadership of the Trust's quality governance framework, includes systems for monitoring, review and continuous improvement of clinical quality.
- Provision of Board assurance on clinical effectiveness, outcomes and professional standards.
- Executive oversight of specialist clinical governance domains, including medicines safety, radiation safety, blood transfusion, mortality governance, Medical Examiner arrangements, organ and tissue donation, mortuary services, Human Tissue Authority compliance, and external clinical peer review.
- The Chief Medical Officer will operate within the Trust's Accountability Framework, ensuring clear alignment of delegated responsibilities, decision-making and assurance; and will support executive leadership for clinical risk management, including active participation in the Risk Management Group to ensure effective oversight, escalation and mitigation of principal risks.
- Oversight of the organisational response to recommendations arising from national clinical audits, Royal College reviews, external clinical peer review and other independent clinical quality assessments.

2. Professional development, research, education and training

Research, innovation and education

- Lead development of medical education and training positioning the Trust as a great place to train.
- Position the Trust as a research-active organisation with national ambition.
- Grow:
 - NIHR and commercial research
 - Academic partnerships
- Use research and innovation to:
 - Improve outcomes
 - Support workforce recruitment and retention

3. Management and leadership

Financial sustainability and productivity

- Delivery of financial sustainability through clinically-led transformation leading specific programmes of work.
- Ensure alignment between quality, operational performance and financial delivery.
- Lead clinical contribution to:
 - Financial Savings / Cost Improvement programmes
 - Productivity improvement
 - Resource prioritisation

Workforce, culture and clinical engagement

- Act as professional lead for all medical, dental and scientific staff.
- Lead:
 - Consultant job planning and productivity
 - Medical workforce transformation (including SAS and LED workforce)
- Strengthen:
 - Clinical engagement in decision-making
 - Inclusive and psychologically safe culture
- Responsible Officer for medical workforce professional and behavioral standards, overseeing appraisal, revalidation and fitness to practice, Managing High Professional Standards (MHPS).
- Working with other Executives, deliver on the workforce redesign agenda as it relates to changing models of care.
- Ensure effective clinical leadership and accountability within divisions, with clear delegation aligned to the Trust's governance and performance framework.
- Promote equality, diversity and inclusion in leadership and workforce policies and practices.
- Lead the Trust approach to improving the working lives of doctors as part of a wider strategy to improve the working lives of all staff.
- Provide executive leadership for the Trust's GIRFT programme and clinical productivity agenda, driving evidence-based service improvement, reduction in unwarranted variation, optimal use of resources, and delivery of sustainable productivity gains that improve patient outcomes and value.

4. Operational, planning and organisation

Operational performance and flow

Working in partnership with the Deputy CEO/ Chief Operating Officer, the Chief Medical Officer shares executive accountability for delivery of performance standards through clinically-led ownership of pathways and flow.

- Provide clinical leadership for:
 - Urgent and emergency care flow
 - Elective recovery and waiting list performance
 - Outpatient transformation
- Improve:
 - Theatre utilisation and productivity
 - Clinical pathways and efficiency
- Ensure clinical ownership of delivery against performance standards.

Digital, data and clinical informatics

- Provide executive clinical leadership for:
 - EPR optimisation working closely with the CDIO and CCIO
 - Digital transformation programmes
- Act as the Trust's Caldicott Guardian ensuring appropriate oversight of information governance, confidentiality, and the safe and lawful use of patient information.
- Work with CCIO/CIO to:
 - Improve data quality and clinical documentation
 - Use data and analytics to drive improvement
- Champion digital innovation to improve outcomes and productivity.

Strategy and transformation

- Lead the Trust's clinical services strategy working closely with the Director of Improvement and Partnership.
- Drive transformation across:
 - Urgent care
 - Elective care
 - Complex and frailty pathways
 - Align clinical priorities with:
 - Workforce
 - Digital
 - Financial plans

5. Communications and working relationships

System leadership and partnerships

- Lead the Trust's clinical role within Gloucestershire and the wider ICS.
- Contribute to the development and delivery of Neighbourhood-based and integrated care models as part of the Provider Partnership.
- Build strong partnerships across:
 - Primary care
 - Community providers
 - Local authority
 - VCSE
- Influence system decision-making in a more provider-led landscape.

6. Board and corporate responsibilities

- Contribute to collective Executive accountability for organisational performance, risk management and regulatory compliance, ensuring strong alignment between clinical priorities and corporate objectives.
- As an Executive Director, the Chief Medical Officer will play a key role in Group-wide leadership, supporting effective governance, quality assurance and safety oversight across services delivered by subsidiary and associated organisations.
- Fulfil all duties associated with Executive Director responsibilities, including participation in the on-call rota as required.
- Provide authoritative clinical leadership and expert advice to the Board to inform strategic decision-making.
- Contribute actively to corporate leadership, strategy development, and organisational transformation.
- As a member of the Board of Directors, support the Trust's responsibilities as Corporate Trustee, ensuring that charitable activities are aligned with strategic and clinical priorities and that high standards of governance, quality and stewardship are maintained.
- Discharge any additional statutory responsibilities required to meet the Trust's legal and regulatory obligations, including those relating to human tissue, pharmacy, radiation safety, medical gases and other applicable statutory frameworks.

Additional information

Safeguarding children and vulnerable adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Committed to supporting service personnel

As part of our commitment to support Service Personnel in collaboration with the Career Transition Partnership, offer a Guaranteed Interview Scheme for all qualifying Service and Ex-Service Personnel. To qualify for a guaranteed interview, candidates must meet the essential criteria for the post and be either a current member of the Armed Forces, or be within the two-year period of resettlement.

Terms and conditions of service

1a. Executives

The principal terms and conditions of your appointment will be those set out in the Very Senior Manager (VSM) agreement as amended from time to time by local agreement.

Confidentiality and information governance

All postholders must comply with all relevant legislation including the Data Protection Act (2018) ensuring that no information obtained through work is communicated to any persons other than those requiring it to complete their duties.



Person specification

Key to terms: E: Essential, D: Desirable.
How is it assessed? I: Interview, A: Application

	E/D	I/A
QUALIFICATIONS AND TRAINING		
- Full GMC registration (with licence to practise and on Specialist Register) - Evidence of ongoing professional and leadership development - Postgraduate management qualification or equivalent experience	E E E	A A A
KNOWLEDGE AND SKILLS		
- Ability to set strategic direction and deliver measurable outcomes - Ability to lead through complexity, ambiguity and system change - Highly developed influencing and negotiation skills - Highly developed stakeholder engagement at executive and system level - Strong data literacy and ability to use insight to drive performance - Deep understanding of NHS regulatory framework (including CQC) - Deep understanding of performance and financial management in healthcare - Credibility with clinicians, executives and regulators and system partners	E E E E E E E E	I I I I I A&I A&I I
EXPERIENCE		
- Board-level experience as a Medical Director, Deputy Medical Director or equivalent - All Board members are required to meet the Care Quality Commission's Fit and Proper Person Requirements, demonstrating appropriate character, competence, and integrity as a condition of holding office. - Proven track record of delivering clinical quality and safety improvement - Proven track record of delivering operational performance improvement at scale (flow, waiting lists, productivity) - Leading large-scale organisational transformation in a highly regulated environment - Working across organisational and system boundaries - Driving clinical engagement and workforce change - Experience driving financial sustainability and cost improvement - Experience leading digital/EPR-enabled transformation - Experience in research leadership or academic partnerships - Experience of public-facing engagement on complex service change	E E E E E E E E D D D	A A A&I A&I I I A&I A&I A&I I I
PERSONAL ATTRIBUTES		
- Visible, credible and values-driven leader - A genuine team player - High levels of resilience and integrity - Commitment to patient-centered care, equality, diversity and inclusion and continuous improvement - Ability to lead in a highly scrutinised and complex environment - Ability to balance quality, performance and financial priorities - Ability to intervene and challenge where behaviour falls below the expected standards,, for example on issues such as sexual safety, racism or discrimination	E E E E E E E	I I I I I I I

How to apply

The closing date for applications is **13 August 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: **GLOS-CMO-0626**

All applications will be acknowledged.

For an informal conversation about the post, please contact James McLeod or Isobel Harrop at our recruitment partners, Hunter Healthcare, on iharrop@hunter-healthcare.com or 07566 766706.

[CLICK HERE TO APPLY ONLINE](#) ➔

KEY DATES:

EVENT	DATE
Application closing date	13 August 2026
Stakeholder sessions & interviews	29 & 30 Sept 2026





Gloucestershire Hospitals

NHS Foundation Trust



**Nurturing
ambition.**



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

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