



Chief Executive Officer

Candidate information pack

August 2026

Welcome from the Chair

Thank you for your interest in the role of Chief Executive Officer (CEO) for Lancashire and South Cumbria NHS Foundation Trust

Every day, thousands of colleagues across our Trust work with compassion, professionalism and expertise to improve the lives of the people and communities we serve. Together, we are united by a clear vision: to provide the very best mental health, learning disability, autism and community-based services for the populations we serve.

We are proud of the culture we have built. Our values of being kind, respectful, always learning and being one team – shape how we work with our service users, carers, partners and one another. They are more than words; they underpin our leadership, our decision making and our ambition to create an organisation where colleagues feel supported to thrive and where people receive safe, compassionate, high-quality care. Our strategy is guided by the Quadruple Aim: *delivering the best possible care, improving the health of our communities, creating joy and pride in work for our colleagues, and ensuring value for money for the public we serve.*

As we look to the future, we see enormous opportunity. We are continuing to transform the way services are delivered, strengthening partnerships across Lancashire and South Cumbria and working with our health and care partners to provide more integrated, locally delivered care. Through our locality management and clinical service delivery model, alongside our leadership of the provider collaborative for mental health, learning disability and autism services, we are helping to shape a more connected and sustainable health and care system that improves outcomes and reduces health inequalities.

Our next Chief Executive will inherit a strong organisation with firm foundations. Under the leadership of our current Chief Executive, Chris Oliver, the Trust has strengthened quality and safety, improved access to care closer to home and achieved an overall CQC rating of 'Good'. Chris leaves the Trust well positioned for its next chapter.

We are looking for an exceptional leader who shares our values and our ambition. Someone who can inspire our people, build trusted relationships with partners across the system and provide the strategic leadership needed to deliver excellent services in an increasingly complex environment. This is an opportunity to make a lasting difference – not only to our organisation, but to the lives of the people and communities who rely on us.

Now we are looking ahead. We believe this is a once-in-a-generation opportunity to shape the future of mental health, learning disability, autism and community health services across Lancashire and South Cumbria. We are committed to tackling health inequalities, embracing innovation, developing an inclusive and compassionate workforce, and ensuring our leadership reflects the diverse communities we serve.

If you share our ambition and are excited by the opportunity to lead a high-performing organisation with a clear sense of purpose, we would be delighted to hear from you; please contact James McLeod or Rhiannon Smith at Hunter Healthcare by **email** or by phone on **07842 424530** if you wish to learn more.

David Fillingham

Trust Chair
Lancashire and South Cumbria
NHS Foundation Trust



About us

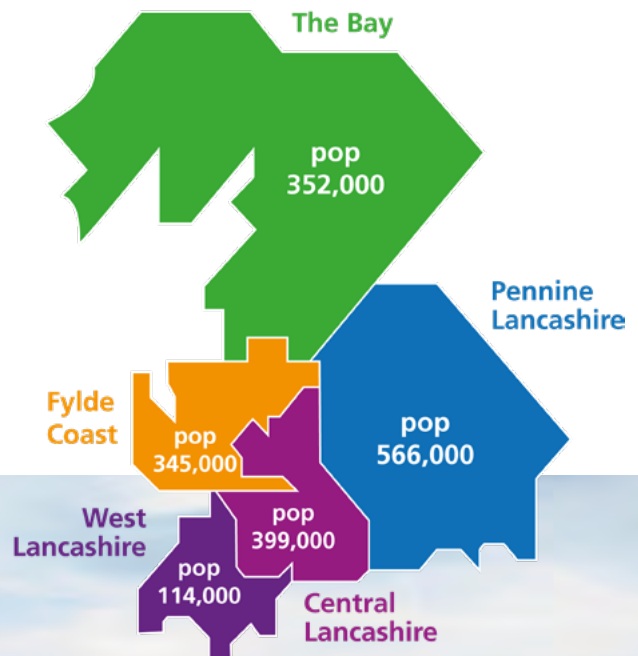
LSCFT serves a population of 1.8 million people. It operates across four networks –The Bay, Fylde, Central and West and Pennine.

LSCFT provides:

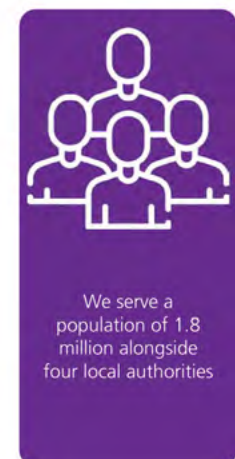
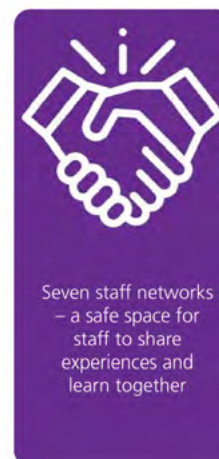
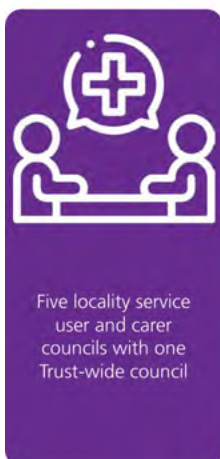
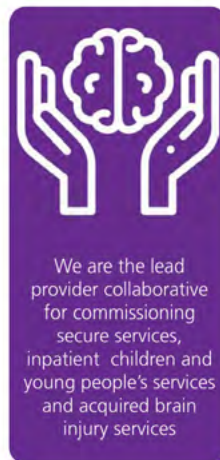
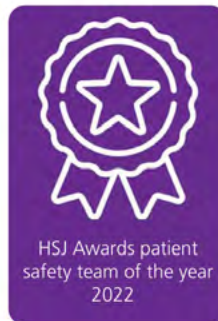
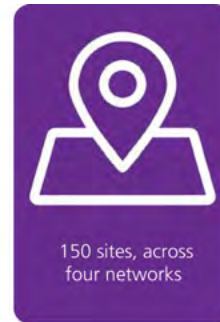
- All age Mental Health, Learning Disability & Autism Services across Lancashire & South Cumbria
- Specialist services in Low and Medium Mental Health Forensic Services, Acquired Brain Injury, and Inpatient Tier 4 Services for Children and Young People, which we both commission and provide. Specialist Perinatal Services
- Physical Health services including Community nursing, district nursing, health visiting and a range of therapy services (across two localities)
- Wellbeing services including smoking cessation and healthy lifestyle service
- LSCFT has just over 7200 staff and we deliver services from 28 CQC registered locations and have 150 locations in total.

Our main hospital sites are:

- The Harbour, Blackpool
- The Orchard, Lancaster
- Hillview/Pendleview at the Royal Blackburn Hospital
- Chorley inpatient service and Ribblesmere perinatal facility at Chorley Hospital
- Scarisbrick Unit, Ormskirk Hospital
- The Cove, Heysham
- Guild Lodge, Preston



The Trust at a glance



Meet the Board



David Fillingham
Chair



Chris Oliver
CEO (outgoing)

EXECUTIVE DIRECTORS



Dr Gareth Thomas
(voting member)
Chief Medical Officer/Deputy CEO



Oliver Soriano
Chief Nurse Officer



Donna Robinson
(voting member)
Chief Operating Officer



Dominic McKenna
(voting member)
Chief Finance Officer



Abigail Harrison
(voting member)
Chief Digital, Infrastructure
and Improvement Officer



Phil Horner
(non-voting member)
Chief Strategy and
Performance Officer



Rob Cragg
(non-voting member)
Chief People Officer



Jo Sandham
Company Secretary

NON-EXECUTIVE DIRECTORS



Steve Wilson
(voting member)
Deputy Trust Chair and Chair of
Finance and Performance Committee



Phil Huggon
(voting member)
Chair of People and
Culture Committee



Ruth Lowry
(voting member)
Chair of Audit Committee



Anika Ephraim
(voting member)
Non-Executive Director



Lucinda McArthur
(voting member)
Non-Executive Director



Gail Briers
(voting member)
Non-Executive Director



Stephen Watkins
(non-voting member)
Associate Non-Executive Director

Our vision and values

Our Vision

Our vision is to provide the best mental health, learning disability, autism and community based services for the populations we serve.

Our Values



We are kind

- We are approachable and show compassion
- We actively listen to what people need and proactively offer our support
- We pay attention to our own wellbeing and the wellbeing of others
- We celebrate success and provide feedback that is sincere and genuine



We are respectful

- We are open and honest, ensuring people receive information in ways they can understand
- We support different perspectives and views
- We put service users at the heart of everything we do, proactively seeking feedback
- We take pride in our work, and take responsibility for our actions



We are always learning

- We seek out opportunities to learn so we are supported to reach our potential
- We set high standards, and are open and flexible to change, and improvement
- We value appraisals, supervision and learning opportunities
- We speak out if the safety of our service users is compromised



We are a team

- We take personal and team accountability, to deliver the highest standards of care
- We work in partnership with our service users to ensure co-production, engagement and learning.
- We actively build trusting relationships, and take time to celebrate success
- We work in collaboration with others outside of the Trust, ensuring excellent outcomes for service users and carers

The Quadruple Aim

Our framework for thinking and the compass to guide us

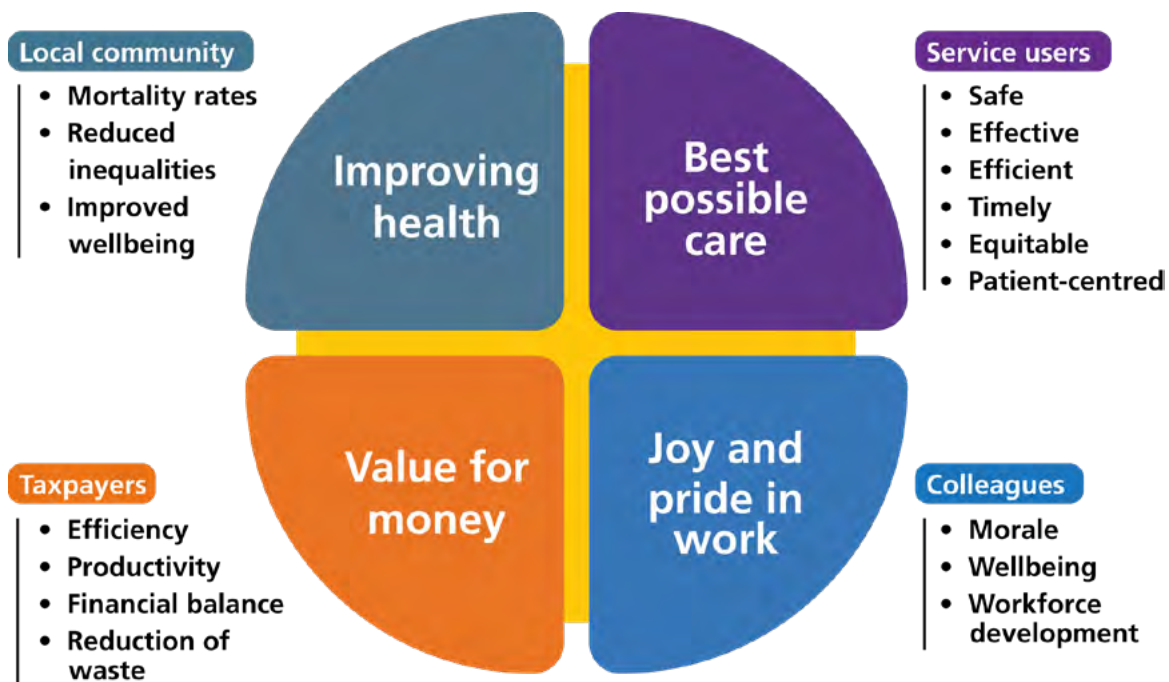
To achieve our vision we have adopted the Quadruple Aim. This sets out our four main priorities, all of which are intrinsically linked.

As an evidence-based approach, we know that it is an effective driver of improvement and quality. Not only that, it absolutely reflects the values and ambitions that we have to focus on our service users, our communities and our colleagues.

Throughout the development of our new strategy, we have constantly tested our self against the Quadruple Aim.

[DOWNLOAD OUR STRATEGY FOR 2024-27](#)

- **Best possible care** – demand for our services has grown, we are working much more closely with our partners in Lancashire and South Cumbria to transform our services to ensure we can provide the best possible care for our patients. This means safe, timely, accessible care for all.
- **Joy and pride in work** – we need to ensure that as one of the largest employers in the region we support, retain and grow our workforce, striving to be the employer of choice where colleagues experience joy and pride in their work. Our colleagues are our most important asset.
- **Improving health** – we are working to improve health within our communities and with that address health inequalities, so that those who need our services most can access them, supporting them in whatever stage of their mental and physical health journey.
- **Value for money** – whilst delivering high quality care, and becoming the best place to work, we need to stay within our budget and provide the most efficient and effective care that we can, demonstrating value for money at all times.



Equality, diversity & inclusion

At Lancashire and South Cumbria NHS Foundation Trust we are committed to ensuring that everyone involved in the Trust, including staff, service users and carers are treated equitably and with dignity and respect.

We are working hard to ensure our workforce reflects the diversity within Lancashire and South Cumbria and that our services meet the needs of our local communities. Trust employees have collaborated to define what equality, diversity and inclusion mean to them.

Inclusion

We believe that a more diverse workforce brings diversity of thought, which will drive success, and we want to ensure every individual is comfortable being themselves and is respected. We want to show that everyone can thrive, develop and succeed in our Trust based on their talent, regardless of ethnicity, gender, sexual orientation, or any other dimension that can be used to differentiate people from one another.

We are developing a workforce strategy to help everyone at Lancashire and South Cumbria NHS Foundation Trust think about their personal responsibility to treat people with respect and to judge others on the value of what they do and what they can bring. Our aim is to equip our managers, supervisors and those with caring responsibilities for NHS people to confidently hold supportive and compassionate conversations, and lead by example.

Staff networks

Lancashire and South Cumbria NHS Foundation Trust has four diversity networks to connect people who share experiences such as gender, race/religion, sexual orientation, disability and parenting/caring responsibilities. These networks play a vital role in fostering a culture of inclusion, and an environment where we all feel safe and look out for one another. They engage staff from across the Trust to provide support and a shared sense of belonging to our people, influence and assist in shaping and delivering organisational strategy and policy and help improve staff experience.



Equality standards

To support our Public Sector Equality Duty, we participate in external monitoring standards which hold us accountable for improving workforce diversity and equality. These are the Workforce Race Equality Standard, and the Workforce Disability Equality Standard. Our organisational accreditations include Disability Confident Employer, which commits us to a wide range of actions to attract, recruit, retain and support staff who are disabled and differently-abled.

Reasonable adjustments

We understand our legal duty to provide adjustments on request for employees with long term conditions, impairments, disabilities and caring responsibilities. We are committed to ensuring there are no barriers in the way of colleagues carrying out their duties. We know our colleagues thrive when they have the necessary support in place.

Disability Confident employer scheme

In 2016, the government launched the Disability Confident Scheme, which aims to help employers successfully employ and retain people with disabilities and other health conditions.

This replaced the Disability Equality 'Two ticks' Scheme awarded by Jobcentre Plus, which Lancashire and South Cumbria NHS Foundation Trust was previously accredited for. The new scheme consists of three levels for organisations to complete before moving on to the next. Lancashire and South Cumbria NHS Foundation Trust has been accredited at Level 2: Disability Confident Employer. Accredited employers can use the above certification on recruitment materials and correspondence.

We are focused on ensuring that we have an inclusive culture, underpinned at all times by respect – we firmly believe that diversity is simply not possible without this foundation.

Agile working

Lancashire and South Cumbria NHS Foundation Trust is committed to developing working practices through a combination of formal and informal arrangements, that support agility in terms of where, when and how we work. With the right consideration given to individual needs, those of the team and the nature of the work. Our approach helps our people manage the balance between personal and professional priorities.



About the area

LSCFT services are within easy reach of the Lake District, Forest of Bowland, Blackpool, Southport and the Yorkshire Moors, as well as the historic cities of Lancaster, Manchester, Preston, Liverpool and the market towns of Garstang, Chorley and Bury. The M6, M60, M61, M65 and M55 motorways bring 50% of the UK's population within a two hour drive. Manchester and Liverpool airports are all within easy reach.

Lancashire

Although we don't just provide services within Lancashire it is our main footprint. Lancashire itself is a fantastic place to live and work. We have the Lake District, the Yorkshire Dales, and the Ribble Valley on our doorstep. We're within easy reach of the vibrant cities of Manchester and Liverpool and 2 ½ hours from London by rail.

We have excellent schools and affordable rural or city living. We take an innovative and flexible approach to planning your job with you, focusing on work life balance to enable you to make the most of all that living and working in Lancashire has to offer. We'll support you with relocating and settling in to your new post.



Useful websites

- [Visit Lancashire](#)
- [Visit North West](#)

South Cumbria

The south of Cumbria borders with Lancashire and North Yorkshire. The western part is dominated by Barrow-in-Furness, and the Furness Peninsula. The centre is dominated by Kendal, and the eastern part of south Cumbria contains part of the Yorkshire Dales National Park, and borders with North Yorkshire.

Combined, both the main areas we provide services to are some of the most varied counties in the UK offering beautiful countryside with scenic landscapes, picturesque villages and charming stately homes. It's a fantastic place to bring up children. The West Coast Main line keeps us easily connected with both London and Scotland.



Useful websites

- [Cumbria Tourism](#)
- [Visit Cumbria](#)
- [The Lake District](#)

Survey and listening sessions

Word cloud – leadership qualities staff want



Word cloud – what colleagues value



The role

Job Title:	Chief Executive Officer
Band:	VSM
Base:	Sceptre Point, Sceptre Way, Walton Summit, Bamber Bridge, Preston, PR5 6AW.
Accountable to:	Trust Board

About the role

The Chief Executive will provide outstanding leadership to the Trust, working with the Chair, Board, Executive Team, colleagues, patients, families, carers, partners and communities to deliver the Trust's vision and strategic priorities.

This is a pivotal leadership role at a time of significant opportunity and transformation across health and social care. The successful candidate will bring a strong commitment to improving the lives of people who use mental health, learning disability, autism and physical health services, tackling health inequalities and ensuring that people receive safe, compassionate, high-quality care.

We are seeking a values-driven, inclusive and inspirational leader who can combine strategic ambition with a highly visible and authentic leadership style.

You will be someone who develops people, builds strong teams and creates the conditions in which colleagues can thrive, innovate and deliver their very best work.

You will lead the Trust's transformation towards a new model of care, embedding a culture of continuous learning and improvement and ensuring that our resources, systems and ways of working are aligned to our Quadruple Aim mission.



As a senior leader within the NHS and wider health and care system, you will also play a significant role in shaping integrated approaches to improving health and wellbeing across our communities. You will build trusted relationships across organisational boundaries and use your influence, judgement and political acumen to achieve better outcomes for patients and communities.

1. Purpose of the role

The Chief Executive will:

- Provide inspirational, strategic and values-led leadership to the Trust.
- Work with the Chair and Board to set and deliver the Trust's vision, strategy and objectives.
- Ensure the Trust consistently delivers high-quality, safe, effective, compassionate and equitable care.
- Lead the organisation's transformation and improvement agenda, creating a culture in which learning, innovation and continuous improvement are embedded in everyday practice.
- Develop an inclusive, high-performing Executive Team and leadership community.
- Create an organisational culture in which people feel valued, respected, listened to and empowered to contribute.
- Ensure patients, families, carers and communities are active partners in shaping and improving services.
- Provide effective stewardship of the Trust's resources and ensure long-term financial and operational sustainability.
- Build strong and productive relationships across the NHS, local government, social care, voluntary and community sectors and other partners.
- Act as an influential advocate for people who use mental health, learning disability, autism and physical health services.
- Ensure the Trust fulfils its statutory, regulatory and governance responsibilities and maintains the confidence of its Board, workforce, patients, partners, regulators and communities.

2. A values-driven leader

The Chief Executive will be a highly visible and authentic embodiment of the Trust's values:

- **We are kind**
- **We are respectful**
- **We are a team**
- **We are always learning**

You will:

- Demonstrate consistently high standards of integrity, compassion, openness and personal accountability.
- Be visible and approachable across the organisation and actively engage with colleagues at all levels.
- Build trust through listening, transparency and honest communication.
- Model the behaviours and leadership standards expected throughout the Trust.
- Ensure that organisational decisions are rooted in the Trust's values and focused on the experience and outcomes of patients, families, carers and communities.
- Create an environment in which people feel safe to speak up, challenge constructively, learn from experience and raise concerns.
- Promote a culture of psychological safety, inclusion and mutual respect.
- Ensure that the Trust's values are translated into everyday behaviours, leadership practice, recruitment, development and performance management.

3. A developer of people and culture

The Chief Executive will place people and culture at the heart of organisational performance. You will:

- Lead and develop a high-performing Executive Team, creating collective accountability, trust and clarity of purpose.
- Identify, nurture and liberate talent at every level of the organisation.
- Develop a strong and diverse leadership and management pipeline for the future.
- Create the conditions in which colleagues are empowered to make decisions, innovate and improve services.
- Ensure that leadership development is accessible across professional groups and organisational levels.
- Champion equality, diversity and inclusion and ensure that these principles are reflected in organisational culture, decision-making and outcomes.
- Address health inequalities experienced by patients, communities and colleagues.
- Build an inclusive culture in which difference is valued and people are able to bring their whole selves to work.
- Ensure that workforce planning, education, development and organisational design support the Trust's strategic ambitions.
- Foster a culture of co-production, ensuring patients, families, carers and communities have a meaningful role in designing and improving services.
- Ensure the Trust listens and responds to the experience and voice of its workforce and service users.
- Shape the culture, leadership and organisational systems required to deliver the Trust's Quadruple Aim mission.

4. An improvement enthusiast

The Chief Executive will be a passionate advocate for learning, improvement and transformation. You will:

- Lead the development of an organisational culture in which improvement is everyone's responsibility.
- Embed systematic improvement approaches into clinical, operational and corporate services.
- Ensure that evidence, data, patient experience and professional expertise inform decision-making.
- Lead the Trust's programme of transformation.
- Ensure transformation is focused on improved outcomes, experience, access, productivity and health equity.
- Encourage innovation, experimentation and responsible risk-taking where this can improve care.
- Ensure that the Trust learns systematically from incidents, complaints, successes, failures and variation in outcomes.
- Build improvement capability throughout the workforce rather than relying solely on specialist improvement teams.
- Ensure that improvement is sustained through effective systems, processes, governance and accountability.
- Champion approaches that enable services to become more preventative, personalised, integrated and community-focused.
- Maintain a relentless focus on measurable improvement in outcomes for people using Trust services.

5. A strategic thinker

The Chief Executive will provide clarity, ambition and strategic direction in a complex and rapidly changing health and social care environment.

You will:

- Have a sophisticated understanding of the NHS and the wider health and social care landscape.
- Bring substantial understanding of mental health, learning disability and autism services and the particular opportunities and challenges facing these populations.
- Translate national and system priorities into a clear and compelling strategy for the Trust.
- Anticipate future challenges and opportunities and position the Trust accordingly.
- Ensure the Trust's strategy is ambitious, deliverable, financially sustainable and focused on outcomes.
- Balance immediate operational requirements with longer-term transformation.
- Champion prevention, early intervention, personalised care and approaches that address the wider determinants of health.
- Ensure that health inequalities and inequalities in access, experience and outcomes are central to strategic decision-making.
- Create alignment between strategy, culture, workforce, finance, estates, digital capability and service transformation.
- Ensure the Trust remains focused on the needs of future generations as well as current service demands.

6. An experienced system partner

The Chief Executive will be an influential and collaborative leader across the wider health and care system. You will:

- Build trusted and purposeful relationships with NHS organisations, local authorities, social care providers, primary care, voluntary and community organisations, universities and other partners.
- Work effectively across organisational and professional boundaries to improve population health and wellbeing.
- Bring credibility, gravitas and sound political judgement to complex system discussions.
- Understand and positively navigate competing priorities, interests and perspectives.
- Influence without relying solely on formal authority.
- Build coalitions around shared objectives and maintain productive relationships during periods of disagreement or challenge.
- Advocate strongly for the needs of people who use mental health, learning disability and autism services.
- Ensure the Trust is an active and constructive partner in developing integrated models of care.
- Identify opportunities for collaboration, innovation and shared approaches across organisational boundaries.
- Represent the Trust confidently and effectively with regional and national stakeholders, regulators, politicians and the public.
- Use system leadership to secure better outcomes and address inequalities across the communities served by the Trust.

7. Board, governance and accountability

The Chief Executive will:

- Work in partnership with the Chair and Board to ensure effective governance, accountability and stewardship.
- Provide the Board with timely, accurate and transparent information to support effective decision-making.
- Ensure the Trust complies with its statutory, regulatory and constitutional responsibilities.
- Maintain effective systems for managing clinical, operational, financial, workforce and reputational risk.
- Ensure that quality, safety and patient experience remain central to Board and Executive decision-making.
- Foster an open and constructive relationship between the Board and Executive Team.
- Ensure that the Trust responds effectively to regulatory requirements and external scrutiny.
- Maintain the confidence of the Board, regulators, staff, patients, partners and communities.

8. Quality, safety and patient experience

The Chief Executive will have overall responsibility for ensuring that the Trust delivers safe, effective, compassionate and high-quality services. This will include:

- Maintaining an uncompromising focus on patient safety and quality.
- Ensuring that people receive care that is personalised, dignified, inclusive and responsive to their needs.
- Ensuring learning from patient experience, complaints, incidents and safeguarding concerns is acted upon.
- Promoting meaningful involvement of patients, families and carers in service development.
- Ensuring that clinical leadership is integral to strategic and operational decision-making.
- Maintaining strong professional standards and accountability.
- Using quality and outcomes data to identify variation and drive improvement.

9. Financial and operational leadership

The Chief Executive will provide effective stewardship of the Trust's resources and ensure financial and operational sustainability. You will:

- Lead delivery of the Trust's financial and operational objectives.
- Ensure resources are aligned to strategic priorities and deliver value for money.
- Promote a culture of productivity, efficiency and responsible resource use.
- Ensure robust financial, workforce and operational planning.
- Balance financial sustainability with quality, safety and access to care.
- Oversee effective management of significant organisational risks.
- Ensure investment decisions are evidence-based and focused on long-term value.
- Support the development of innovative models of service delivery that improve outcomes and sustainability.

Person specification

DESCRIPTION	ESSENTIAL CRITERIA
LEADERSHIP AND VALUES	● Board-level role in a complex NHS or health and care organisation. ● A visible, authentic and values-led leadership style. ● Demonstrable ability to inspire confidence, create followership and lead through complexity and change. ● High levels of emotional intelligence, self-awareness and personal integrity. ● Evidence of leading with compassion while maintaining clear accountability and high performance. ● Demonstrable commitment to equality, diversity, inclusion and social justice. ● Ability to build a culture of openness, trust, learning and psychological safety.
PEOPLE AND CULTURE	● Proven track record of developing high-performing Executive Teams and senior leadership teams. ● Evidence of developing leadership capability and succession across an organisation. ● Experience of successfully leading cultural change. ● Demonstrable commitment to talent development and creating opportunities for people from diverse backgrounds. ● Experience of engaging and empowering staff to contribute to organisational improvement. ● Understanding of effective co-production and meaningful involvement of patients, families, carers and communities.
TRANSFORMATION AND IMPROVEMENT	● Significant experience of leading large-scale organisational transformation and improvement. ● A strong understanding of improvement science, quality improvement or comparable systematic approaches to organisational learning. ● Demonstrable evidence of delivering sustained improvements in quality, outcomes, productivity or patient experience. ● Experience of creating an improvement culture in which staff are empowered to identify and solve problems. ● Ability to translate strategic ambition into practical programmes of change with measurable outcomes. ● Experience of leading transformation while maintaining safe and effective day-to-day services.

DESCRIPTION	ESSENTIAL CRITERIA
STRATEGIC LEADERSHIP	● Deep understanding of the NHS and wider health and social care environment. ● Significant understanding of mental health, learning disability and/or autism services and the needs of the populations they serve. ● Ability to develop and communicate a compelling strategic vision. ● Experience of leading an organisation through significant change, uncertainty and complexity. ● Strong understanding of population health, health inequalities and the wider determinants of health. ● Ability to balance short-term operational pressures with long-term strategic transformation. ● Strong analytical and strategic thinking skills, with the ability to make sound judgements based on complex and sometimes incomplete information.
SYSTEM LEADERSHIP AND PARTNERSHIP	● Significant experience of working successfully across organisational boundaries. ● Proven ability to build and sustain effective relationships with senior stakeholders. ● Strong influencing, negotiating and political skills. ● Gravitas and credibility with Boards, clinicians, professional leaders, regulators, politicians and system partners. ● Ability to operate effectively in environments where there are competing priorities, interests and perspectives. ● Evidence of achieving outcomes through collaboration and influence rather than hierarchy alone. ● Experience of developing integrated or partnership approaches to health and care.
GOVERNANCE, FINANCE AND PERFORMANCE	● Strong understanding of corporate, clinical and organisational governance. ● Experience of working effectively with a Board and Chair. ● Significant experience of financial and resource management at organisational level. ● Ability to understand complex financial, operational, workforce and performance information and use it to drive decisions. ● Experience of managing significant organisational risk. ● Strong understanding of regulatory and accountability requirements within the NHS.

DESCRIPTION	DESIRABLE CRITERIA
DESIRABLE CRITERIA	● Experience as a Chief Executive or Deputy Chief Executive in a complex NHS or health and care organisation. ● Understanding of, and commitment to mental health, learning disability, autism services and physical health services. ● Experience of leading a Trust or organisation through major transformation. ● Experience of working across an Integrated Care System or equivalent multi-agency partnership. ● Experience of developing new models of integrated, community-based or preventative care. ● Experience of working with local government and social care at a senior level. ● Experience of leading significant cultural or workforce transformation. ● Experience of successful organisational collaboration, merger, integration or major partnership development. ● Relevant postgraduate qualification or equivalent senior leadership development.



How to apply

The closing date for applications is **Sunday 20th September 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 (**ideally 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 covering the last six years of employment. References will not be taken without your permission (**ideally no more than three pages**).
- You will need the following reference code: **LSCFT_CEO_0826**

All applications will be acknowledged.

For an informal conversation about the post, please contact James McLeod or Rhiannon Smith at Hunter Healthcare by **email** or by phone on **07842 424530** if you wish to learn more.

[CLICK HERE TO APPLY ONLINE](#) ➔

Key dates:

Application deadline	20 Sept 2026
Shortlisting	13 October 2026
Interviews & stakeholder sessions	2&3 November 2026





Lancashire & South Cumbria NHS Foundation Trust



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E: enquiries@hunter-healthcare.com



@WeAreLSCFT



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