NHS
Bristol
NHS Foundation Trust



Chief Strategy, Digital and Partnerships Officer

Candidate Information Pack

October 2026

Hunter Healthcare

Welcome from the CEO

Thank you for your interest in the role of Chief Strategy, Digital and Partnerships Officer for Bristol NHS Foundation Trust. I am delighted to welcome you to this exciting opportunity.

We are at a pivotal moment in our journey, following the merger of North Bristol NHS Trust and University Hospitals Bristol and Weston NHS Foundation Trust on 1 July 2026. We have a clear determination to make a lasting difference to the health and wellbeing of the communities we serve. This is a role focused on impact and on the future: one where your leadership, ideas and energy will help shape what comes next.

The scale of the opportunity is matched by the complexity of the challenge. We serve a broad and diverse population, with significant variation in health outcomes, life expectancy and access to opportunity. Health inequalities are shaped by a wide range of factors, from deprivation, housing and employment to education, environment and access to services. They cannot be addressed by any one organisation working alone. Our ambition is therefore to work differently, putting prevention, partnership, population health and reducing inequalities at the heart of what we do.

As an anchor institution, our contribution also extends beyond healthcare. Through employment, education, purchasing and our partnerships, we can help widen opportunity and improve the wellbeing of the communities we serve.

Our Clinical Strategy, rooted in our 4Ps - patients, people, population and public purse - provides the direction. It is about building an organisation that is more connected to its communities, more focused on prevention and early intervention, and better able to work across organisational and professional boundaries.

We want to take a leading role in delivering the NHS 10 Year Health Plan and its shifts from hospital to community, analogue to digital and sickness to prevention. Becoming one Trust gives us greater freedom to put these ambitions into practice, using our combined expertise and resources to improve care.

Digital technology, data and research give us opportunities to diagnose illness earlier, offer more personalised treatment and help people manage their health. Alongside the insight and experience of our colleagues and communities, they can change how care is delivered and improve people's lives.

We are looking for someone who can thrive in an environment where there is no simple playbook: someone who can see both the scale of the challenge and the possibilities it creates.

There will be difficult decisions, competing demands and moments when progress will require persistence and courage. But there is also an opportunity to challenge established ways of working, bring people together around a shared purpose and help build something better.

You will have the opportunity to work with talented and committed colleagues, influential partners and communities who have a vital role in shaping our future. You will be able to turn strategy into action, test new approaches, learn from what works and help create a culture in which improvement and innovation are part of everyday practice.

Above all, this is an opportunity to make a difference to the health and life chances of the people and communities we serve.

I hope you will be inspired by the ambition of our Clinical Strategy, excited by the possibilities ahead and ready to play your part in this next chapter.

For an informal conversation about the post please contact Finn McNulty at our recruitment partners, Hunter Healthcare by email: **fmcnulty@hunter-healthcare.com** or phone: **07966 006091**

I look forward to hearing from you.

Maria Kane OBE
Chief Executive



About us

Bristol NHS Foundation Trust (BFT) brings together local care, outstanding specialist expertise and the strengths of a major university hospital trust.

Formed on 1 July 2026 through the merger of North Bristol NHS Trust and University Hospitals Bristol and Weston NHS Foundation Trust, we are one of the largest trusts in the NHS. Our 28,000 colleagues deliver more than 160 clinical services, with an annual turnover of £2.6 billion.

We care for over 1.1 million people each year and serve communities across Bristol, North Somerset and South Gloucestershire, while providing specialist services for people across the South West and beyond.

Our hospitals provide treatment that changes lives, train future healthcare professionals and contribute to research that improves care. This is an opportunity to help shape how one of the largest trusts in the NHS works and how it serves its communities in the years ahead.

Specialist care for the region

Our specialist services include major trauma, children's services, neurosciences, burns and plastics, stroke and thrombectomy, cardiology, cancer care, haematology, ophthalmology, cardiothoracic care, nephrology, immunology, infectious diseases and HIV, sexual health, transplant services and obstetric medicine.

Our partnerships with the Universities of Bristol, Bath and the West of England connect clinical practice with research, innovation and education.

Together, we can develop new approaches, prepare the workforce of the future and help more patients benefit from advances in treatment and care.

We work across 13 hospital sites in Bristol, Weston-super-Mare, South Gloucestershire and North Somerset, alongside outpatient clinics and community settings.



Our sites include:

- Bristol Dental Hospital
- Bristol Eye Hospital
- Bristol Haematology and Oncology Centre
- Bristol Heart Institute
- Bristol Royal Hospital for Children
- Bristol Royal Infirmary
- Central Health Clinic
- Cossham Hospital
- Frenchay
- South Bristol Community Hospital
- Southmead Hospital
- St Michael's Hospital
- Weston General Hospital

Rooted in our communities

Our success depends on understanding the people we serve and working with them to improve care. We want that involvement to make a practical difference: helping us improve access, respond to inequalities and design care around what matters to people.

Patients, carers, communities and colleagues bring knowledge and experience that should shape our decisions. Through our Community Participation Group, partnership events and wider engagement, we listen to different perspectives, challenge assumptions and meaningfully involve people in developing our services and future plans.

An anchor institution with a wider responsibility

Our influence extends beyond our clinical services. As a major local employer, educator and purchaser, we have an opportunity to contribute to the prosperity, resilience and wellbeing of our communities.

We want to work with partners to widen access to employment and development, support a sustainable future and address the social and economic conditions that affect health. Our role is to serve our communities through excellent care and through the wider contribution we can make to their lives.

Our people make change possible

Our colleagues bring skill, compassion and commitment to their work every day. Across clinical services, research, education and the many teams that support care, their expertise is our greatest strength.

This includes our clinical teams, scientists, porters, cleaners, office staff, estates teams, volunteers and the many other colleagues who support care.

We want Bristol NHS Foundation Trust to be a place where people can build fulfilling careers, develop their ideas and help shape the future.

Bringing our teams together creates new opportunities to learn from one another, strengthen professional networks and make improvement and innovation part of everyday work.

Our plans for the future

The NHS is changing. People are living longer and often need more complex care. To meet this challenge, we need to make better use of technology, data, and community support than ever.

Guided by our Clinical Strategy and the NHS 10 Year Health Plan, we are working to:

- Improve access to care
- Reduce differences in quality and outcomes
- Support people to stay well for longer
- Provide more joined-up services
- Make the best use of NHS resources
- We are developing our Clinical Strategy for 2027–2032 to turn these ambitions into plans for future care, shaped by our clinicians, colleagues, patients and partners.

Our principles: our 4Ps

Our work is guided by our 4Ps:

- **Patients** – give the best care and experience
- **People** – support our staff to do their best
- **Population** – improve health and reduce inequalities
- **Public purse** – use money and resources responsibly

These principles guide how we make decisions and improve services.

The Trust in Numbers

28,000
members of staff

1st
in the country for National Institute for Health and Care Research capability funding received

£2.6 billion
annual turnover, making us one of the largest trusts in the NHS

5.9 million
people across the South West rely on our secondary and tertiary care services

Care delivered from
13
hospital sites alongside outpatient clinics and community settings

160+
clinical services

372,747
patient admissions (2025/26)

TOGETHER, OUR CLINICAL EXPERTISE, WORKFORCE AND RESEARCH GIVE US THE SCALE TO IMPROVE CARE AND HELP SHAPE THE FUTURE OF THE NHS.

Our Clinical Strategy

Our Clinical Strategy sets out how we will develop care for the future. Our vision is to provide seamless, high-quality, equitable and sustainable care for everyone who needs us.

Patients should receive consistently excellent care, regardless of where they live, which service they use or which hospital they attend. They should not experience unnecessary delay, duplication or confusion as they move between teams and services.

The Joint Clinical Strategy for 2024–2027 established that shared ambition. The Clinical Strategy Update in 2026 strengthened our focus on integration and aligned our ambitions with the NHS 10 Year Health Plan. Becoming Bristol NHS Foundation Trust now gives us the opportunity to go further.

As one organisation, we can design care across previous boundaries, bring clinical expertise together and make better use of our workforce and facilities. We are now developing our Clinical Strategy for 2027–2032 to decide how those strengths should support the care people will need.

Delivering the NHS 10 Year Health Plan

The NHS 10 Year Health Plan sets out three fundamental shifts: from hospital to community, from analogue to digital, and from sickness to prevention.

We want to help lead their delivery, translating national ambition into better health and care for Bristol, Weston and the wider region.

That means working with partners to intervene earlier, organise care around people with complex needs and provide more support closer to home. It also means strengthening the specialist hospital services people depend on, ensuring they are available when and where they will make the greatest difference.

Digital technology, data and research create new possibilities for earlier diagnosis, more personalised care and better clinical decisions. Used effectively, they can connect services, reduce avoidable work and give colleagues more time to care. Our ambition is to make these advances part of everyday practice, with benefits accessible to the different communities we serve.



Five priorities set our direction

Through our Foundations for Future Health work, the Board has agreed five priorities:

- Optimising hospital services from our combined expertise, workforce and facilities
- Organising care around people with long-term conditions and the greatest need
- Radically transforming outpatient and ambulatory care
- Elevating our world-class services and targeting resources to expand their number
- Becoming the most research-active acute NHS organisation

The work now is to turn these priorities into plans for services and patient pathways. Clinicians, colleagues, patients, communities, universities and partners will help shape those plans and challenge our assumptions.

Our 4Ps will guide the choices. We will consider what they mean for patients, our people, population health and the public purse.

The Clinical Strategy will inform our workforce, digital, estates, research and financial plans. Its success will be judged by the difference it makes to people's health and care.

An operating model that supports better care

Our merger has removed many of the constraints we faced as two organisations working within a Group model. We now have more options for how we organise our services and support our leaders to deliver change.

We are developing a new operating model to support our Clinical Strategy and realise the benefits of becoming one Trust.

The model must be organised around patients and their families, simple to understand and easy to navigate. It must make the most of our combined strengths, give colleagues clear responsibilities and empower leadership at every level.

We are drawing on the experience of our existing Group Clinical Services, feedback from colleagues and lessons from other organisations. The detailed design is still being developed. Safe care and day-to-day delivery must continue throughout the transition, with colleagues supported through the changes.



Working with our partners

Our ambitions reach beyond our hospitals. We want to work with partners to join up care, strengthen prevention and support people with long-term conditions.

We are exploring opportunities to become an Integrated Health Organisation, combining our acute and specialist expertise with a stronger role in population health and care in the community.

Our university and research partnerships will help us develop new treatments and approaches. Our Community Participation Group, partnership events and wider engagement will help ensure that plans reflect people's experiences and the needs of our communities.

Using digital to change care

Digital transformation will be central to delivery. Better access to information can help patients move between services without having to repeat their story. Data and new technologies, including artificial intelligence, can support clinical decisions and help teams identify where care needs to improve.

We want technology to reduce avoidable work and give colleagues more time for patients. Changes must be clinically led and provide clear benefits, with support for colleagues to adopt them and accessible options for people who cannot use digital services.

Our local partnership in Bristol, North Somerset and South Gloucestershire

BNSSG ICB is part of the local Integrated Care System, known as Healthier Together. This brings together NHS organisations, local councils and the voluntary and community sector to improve health and wellbeing and provide more joined-up care.

Within BNSSG, six Locality Partnerships work with local people and partner organisations to understand community needs and address local priorities:

- South Gloucestershire
- North and West Bristol
- Inner City and East Bristol
- South Bristol
- Woodspring
- Weston, Worle and Villages

Healthier Together

One Gloucestershire
Transforming Care, Transforming Communities

Our Integrated Care Board partnerships

NHS Bristol, North Somerset and South Gloucestershire Integrated Care Board (BNSSG ICB) works in a formal cluster with NHS Gloucestershire Integrated Care Board.

The two ICBs share a Chair, Chief Executive and executive team. A Joint Cluster Board was established on 1 April 2026, operating as a committee of both ICB Boards. Each ICB remains a separate statutory organisation, responsible for its own governance and local decisions.

The ICBs are developing their role as strategic commissioners, setting priorities and planning services around population needs. They work with partners to improve health outcomes, reduce inequalities and make the best use of NHS resources.

Bristol NHS Foundation Trust's contribution

Bristol NHS Foundation Trust has an important role in these partnerships. We want to work with others to deliver the NHS 10 Year Health Plan, improve population health and develop care around the needs of our communities.

The Chief Strategy, Digital and Partnerships Officer will help shape that contribution, strengthening our relationships within BNSSG, across the wider ICB cluster and throughout the region.

Find out more:

- **NHS Bristol, North Somerset and South Gloucestershire Integrated Care System**
- **NHS Gloucestershire Integrated Care System**

Living and working in Bristol

Bristol is one of the UK's most distinctive and dynamic cities, combining professional opportunity, cultural energy and quality of life. For a senior healthcare leader seeking a fresh challenge, it offers ambition, character and a strong sense of community.

The city's identity is shaped by its rich heritage, from the iconic Clifton Suspension Bridge and Brunel's SS Great Britain to the historic Harbourside and its maritime past. Today, Bristol is equally renowned for creativity and innovation, with a thriving independent food scene, theatres, galleries, live music, festivals, museums and internationally recognised street art.

There are extensive opportunities to enjoy the outdoors, with parks, green spaces, riverside walks and cycle routes throughout the city. The surrounding countryside is close at hand, with the Mendip Hills, South Gloucestershire and the Cotswolds offering beautiful landscapes, villages and country pubs. The coasts of Somerset, Devon and South Wales are accessible for days out, walking and exploring. Bath, Cardiff, Cheltenham and the South West coastline are within easy reach, providing an exceptional range of cultural, leisure and lifestyle opportunities.

Weston-super-Mare and North Somerset are also an important part of our Trust's home, offering coastal living and access to the countryside, while the towns and villages of South Gloucestershire provide further choice.

Bristol is well connected nationally and internationally. Bristol Temple Meads provides direct rail connections to London, Cardiff, Birmingham and destinations across the South West, while Bristol Airport offers a wide range of domestic and international routes. The city also has a strong cycling and walking culture.

For those moving with families, Bristol and its surrounding communities offer a broad choice of housing, schools and higher-education opportunities, alongside diverse neighbourhoods and villages to suit different lifestyles.

For a Chief Strategy, Digital and Partnerships Officer, Bristol offers more than an exciting professional opportunity. It is a place where ambitious organisations, talented people and a vibrant city come together, providing the opportunity to make a real difference while enjoying an exceptional quality of life.



Job description

Job Title:	Chief Strategy, Digital and Partnerships Officer
Grade:	VSM (Level 2 – Reporting to Chief Executive)
Organisation:	Bristol NHS Foundation Trust
Department:	Executive Team
Directorate:	Chief Executive Office
Location/Base:	Trust Headquarters, with travel between sites required.

THE ROLE

Reporting directly to the Chief Executive, the Chief Strategy, Digital, and Partnerships Officer (CSDPO) will be a voting member of the Trust Board and a member of the Executive Team.

The postholder will help turn our Clinical Strategy into action, bringing our plans together and developing the partnerships needed to deliver them.

Working with Executive colleagues, they will help ensure that investment, digital transformation and organisational change support the care we want to provide. They will maintain a focus on delivery and on the benefits for our 4Ps.

JOB SUMMARY

The CSDPO is the Board-level Executive Director responsible for positioning BFT for long-term success in an evolving health and care landscape.

The postholder will lead and coordinate the Trust's strategic response to the NHS 10 Year Plan, including neighbourhood health, prevention, provider collaboration, Integrated Health Organisation (IHO) development, and the wider shift towards more integrated and community-based models of care.

The CSDPO provides executive leadership for corporate strategy, strategic planning, partnerships, organisational transformation, digital transformation, continuous improvement, and post-merger integration. The role acts as the Trust's principal executive lead for partnerships and system working, ensuring that strategic partnerships, collaborative arrangements and system opportunities are translated into tangible benefits for patients, populations and the organisation.

The postholder is responsible for coordinating the Trust's strategic framework, ensuring that major organisational strategies, programmes, partnerships and investments are aligned, sequenced and translated into coherent organisational priorities and multi-year plans. The role acts as the organisational integrator for strategy, providing the coordination, insight and oversight required to ensure that the Trust's strategic ambitions are delivered through the collective leadership of the Executive Team.

The CSDPO will lead a substantial future-focused portfolio, including the Director of System Partnerships and Planning and the Director of Digital Transformation, and will work closely with the Chief Delivery Officer and other Executive Directors to ensure that BFT is well-positioned to deliver its Clinical Strategy, realise the benefits of merger, strengthen its role across the wider system, and prepare for future opportunities and challenges.

The postholder provides visible and strategic leadership across the Trust, ensuring that services are safe, effective, high-quality, and sustainable, and that patients receive timely access to care in line with NHS Constitutional Standards. They will foster a high-performing, inclusive culture, embedding the values of BFT in all aspects of leadership and service delivery.

They will also provide the means through which colleagues will develop, adapt to and adopt new ways of working to provide care that is more integrated, data driven, digitally optimised and research active. They will play a visible lead role in the BNSSG ICS – role modelling and advocating for system collaboration, integration partnership, and innovation in service of improved quality and sustainability system-wide.

The postholder will be a voting member of the Trust Board. As a voting member of the Trust Board, they will contribute fully to the strategic leadership, governance and overall management of the organisation and will support the Chief Executive in delivering the Trust's ambitions as one integrated organisation.

MAIN DUTIES & RESPONSIBILITIES

EXECUTIVE LEADERSHIP AND CORPORATE RESPONSIBILITY

- Serve as a voting Executive Director of BFT and contribute fully to Board decision-making, governance and corporate leadership.
- Support the Chief Executive in shaping the long-term strategic direction of the Trust and translating that direction into coherent organisational priorities and plans.
- Provide visible, values-led leadership across the organisation, promoting collaboration, innovation, integration and continuous improvement.
- Act as a corporate leader and ambassador for the Trust at local, regional and national level.
- Contribute to Board assurance regarding delivery of strategic priorities, organisational transformation and partnership objectives.
- Participate in executive on-call arrangements and, where required, deputise for the Chief Executive.

PARTNERSHIPS, SYSTEM LEADERSHIP AND IHO DEVELOPMENT

- Act as the Trust's senior executive lead for partnerships and system working.
- Lead development of strategic relationships with the Integrated Care Board, NHS England, provider collaboratives, local authorities, universities, research partners, primary care and voluntary sector organisations.
- Provide executive sponsorship for the Trust's IHO ambitions and work closely with the Chief Delivery Officer and other Executive Directors on the development of integrated models of care.
- Ensure the Trust is well positioned to influence and lead within local, regional, and national healthcare systems.
- Support the development of provider collaborative arrangements, strategic alliances, and system-wide transformation initiatives.
- Lead the development of innovative strategic contracting and partnership models that support the Trust's IHO, neighbourhood health and integrated care ambitions, working closely with the Chief Finance and Estates Officer on financial, commercial and contractual implementation.
- Promote partnership approaches which improve population health, reduce health inequalities, and strengthen organisational sustainability.

STRATEGY, PARTNERSHIPS AND FUTURE POSITIONING

- Lead the development, review, and coordination of the Trust's corporate strategy framework.
- Ensure alignment between the Clinical Strategy, Workforce Strategy, Digital Strategy, Financial Strategy, Estates Strategy, operating model and other major corporate plans.
- Act as the executive lead for horizon scanning, strategic insight, policy interpretation, and assessment of emerging opportunities and risks.
- Ensure that strategic priorities are translated into clear organisational objectives, programmes, milestones, and measures of success.
- Shape strategic resource prioritisation by ensuring that investment decisions, business planning and major organisational programmes are informed by data, population health insight, health economics and evidence of impact, supporting the Trust to direct resources towards areas of greatest strategic and population benefit.
- Support the Board and Executive Team in considering future strategic choices and organisational direction.
- Ensure strategic investment decisions are evaluated against agreed strategic priorities and expected benefits.

COMMUNICATIONS AND ENGAGEMENT

- Be the executive responsible for and have strategic oversight for the communications function and ensuring that a robust Trust-wide Communications Strategy is in place that supports national, regional and the Trust ambitions, strategy and agreed objectives.
- Work collaboratively with the Chief Communications and Engagement Officer on staff communication and engagement; stakeholder management; media relations and reputation management; crisis; and issues management, online communications, marketing and branding and new communications methods.
- Direct the development and implementation of a strategy for promoting the Trust as an excellent place to work that contributes to building a robust employer value proposition and building on our exceptional reputation for staff engagement.

- Provide day-to-day line management and strategic leadership to the Chief Communications and Engagement Officer and their functional teams.
- Oversee the development of a brand identity for the Trust for the public and colleagues with the Chief Communications and Engagement Officer and their team.

STRATEGIC PLANNING AND ORGANISATIONAL DEVELOPMENT

- Hold executive accountability for strategic and operational planning and oversight of the Trust's annual planning, commissioning, and contracting architecture.
- Oversee the development of robust annual operational planning round for the Trust, ensuring input from other executives (particularly the Chief Finance and Estates Officer and Chief Delivery Officer) and Trust leaders as appropriate – driving alignment in approach, methodology and assumptions across the Trusts.
- Ensure national policy, NHS priorities and system requirements are reflected within organisational planning processes.
- Work with executive colleagues to ensure strategic, workforce, financial, digital and service plans are aligned and mutually reinforcing.
- Coordinate the development of major organisational plans associated with post-merger integration, operating model redesign and future organisational development.
- Lead strategic oversight of benefits realisation associated with merger, integration and transformation activity.
- Ensure the Trust develops and maintains effective programme governance, prioritisation and delivery arrangements.

IMPROVEMENT, TRANSFORMATION AND STRATEGIC CHANGE

- Provide executive leadership for the Trust's PMO and Improvement functions, key transformation programmes and change governance arrangements.
- Establish frameworks through which strategic priorities are translated into organisational change and measurable benefits.
- Support the introduction and use of continuous improvements methodologies.
- Proactively promote a culture of continuous improvement and innovation by supporting all colleagues to initiate new ideas and new ways of working that benefit patients, colleagues, and communities.
- Ensure major transformation programmes are appropriately prioritised, governed, and aligned with organisational objectives.
- Promote a culture where transformation is embedded within operational and clinical delivery rather than viewed as a standalone function.
- Support Executive Directors in the design and delivery of major organisational change, service redesign and operating model development.
- Maintain oversight of programme interdependencies, risks and strategic outcomes.

DIGITAL TRANSFORMATION, INFORMATION AND INNOVATION

- Hold executive accountability for digital transformation and technology-enabled change through the Director of Digital Transformation.
- Ensure digital priorities and investments support delivery of the Clinical Strategy, operating model and wider organisational objectives.
- Promote effective use of digital technology, information and analytics to support patient care, workforce productivity and operational improvement.
- Support innovation, research and adoption of emerging technologies where these contribute to organisational objectives.
- Act as the Trust's Senior Information Risk Owner (SIRO), ensuring robust arrangements for information governance, cyber resilience and information risk management.

LEADERSHIP OF STRATEGY AND TRANSFORMATION FUNCTIONS

- Provide leadership to the Director of System Partnerships and Planning and the Director of Digital Transformation.
- Ensure effective structures, succession arrangements and workforce plans are in place across the wider strategy portfolio.
- Foster a high-performing, collaborative and innovative culture across the portfolio.
- Build organisational capability in strategy, planning, programme delivery, partnership working, and transformation.
- Lead through influence, recognising that successful delivery frequently sits within other Executive portfolios.

PARTNERSHIP WITH THE CHIEF DELIVERY OFFICER AND OTHER EXECUTIVE DIRECTORS

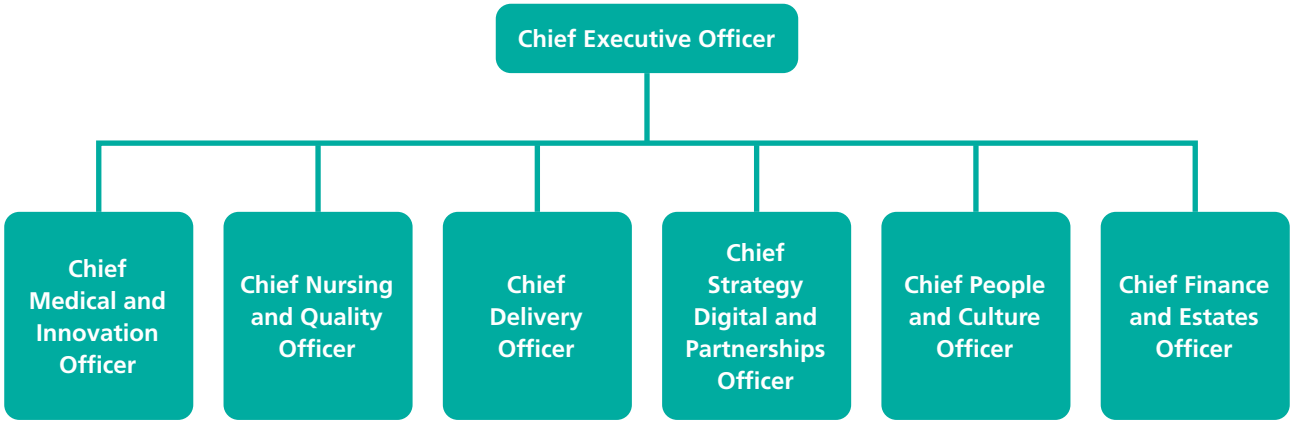
- Work in close partnership with other Executive Directors and in particular the Chief Delivery Officer to ensure alignment between strategic intent and operational delivery.
- Ensure strategic plans are realistic, deliverable and informed by operational capability and service requirements.
- Support development of future models of care, neighbourhood health services and integrated pathways while maintaining clear accountability for delivery through operational structures.
- Work with partners to address health inequalities and improve population outcomes.
- Jointly oversee major strategic and operational change programmes where collaboration across portfolios is required.

GOVERNANCE, RISK AND ASSURANCE

- Ensure robust governance arrangements exist for strategy, partnerships, digital transformation and major programmes.
- Maintain oversight of strategic, transformation, and digital risks and ensure appropriate mitigation and assurance arrangements are in place.
- Provide reports and assurance to the Board and its committees.
- Ensure compliance with relevant statutory, regulatory and governance requirements.
- Promote a culture of continuous learning, quality improvement and transparency.

The allocation of executive portfolios and responsibilities is subject to periodic review by the Chief Executive and Board to reflect changing strategic, operational and organisational requirements. Any substantive changes will be implemented on a consultative basis.

DEPARTMENT STRUCTURE



OTHER INFORMATION

DIVERSITY & INCLUSION/PRO-EQUITY

At our hospitals, there is no room for discrimination of any kind.

We listen to the voices of our minoritised colleagues and acknowledge that we must do better.

We are committed to delivering inclusive healthcare services for all, ensuring that respect, dignity, civility, compassion, and care guide the way we treat one another and our partners.

Patient safety, experience, and outcomes improve when staff are valued, empowered, and supported.

Discrimination is not something happening elsewhere – it's happening to our colleagues within our own walls. We hear this and are making changes.

Inclusion is embedded in everything we do, even when no one is watching. It's about offering genuine care and building a workplace where everyone feels safe to be themselves.

Here, our differences are seen as strengths, and everyone belongs because we believe they do.

SAFEGUARDING

BFT is committed to the safeguarding and promoting the welfare of children, young people and adults and to protecting them from all risks of harm. The Trust expects all staff to work to national and local children and adult safeguarding policies and procedures. The Trust expects all staff and volunteers to be dementia aware and to support the care of people with dementia. All staff are expected to share this commitment and meet the competencies relevant to their role.

SUSTAINABILITY

BFT is committed to delivering healthcare in the most sustainable way possible so we can continue to meet the health and care needs of our communities today and in the future. We have agreed a clear set of net zero carbon and biodiversity goals as described in our ICS Green Plan.

You have an important role to play in delivering these goals by taking action to reduce the impact our activities and services have on our local environment and community. You have a duty to be aware of our Net Zero Carbon goals and the objectives of our ICS Green Plan and ensure you do your best to deliver your services in the most sustainable way.



Person specification

EDUCATION AND QUALIFICATIONS

ESSENTIAL

- Educated to Master's degree level or equivalent senior leadership experience.
- Evidence of continuing professional and executive leadership development.
- Significant management or leadership qualification or equivalent experience.

DESIRABLE

- Relevant professional registration and/or further professional qualification.

KNOWLEDGE, SKILLS AND ABILITIES

ESSENTIAL

- Extensive knowledge of NHS strategy, policy, planning and performance frameworks.
- Deep understanding of Integrated Care Systems, provider collaboratives, neighbourhood health and population health approaches.
- Strong understanding of the NHS 10 Year Plan and implications for acute providers.
- Comprehensive understanding of strategic planning, organisational development and transformation methodologies.
- Ability to align strategy, planning, digital transformation and operational delivery within complex matrix organisations.
- Exceptional influencing, negotiation and relationship management skills.
- Ability to operate effectively within highly complex political and stakeholder environments.
- Ability to lead through influence rather than direct authority.
- Strong understanding of information governance, digital transformation and technology-enabled change.
- Ability to translate long-term vision into practical and deliverable programmes.

DESIRABLE

- Understanding of Integrated Health Organisation development.
- Knowledge of academic health science partnerships, innovation ecosystems and research-intensive organisations.
- Understanding of advanced analytics, artificial intelligence and emerging healthcare technologies.

EXPERIENCE

ESSENTIAL

- Significant Board-level leadership experience within a large and complex healthcare organisation or comparable environment.
- Proven track record of developing and implementing organisational strategy.
- Experience of leading major transformation and organisational change programmes.
- Experience of working effectively across organisational boundaries and partnership environments.
- Experience of influencing national, regional or system-level agendas.
- Experience of overseeing large portfolios delivered through senior leaders rather than direct management.
- Experience of advising Boards and Executive Teams on strategic decisions.
- Experience of programme governance, benefits realisation and strategic assurance.
- Experience of aligning multiple strategies and programmes within large matrix organisations.
- Experience of managing complex stakeholder relationships.

DESIRABLE

- Experience of NHS merger, integration or operating model redesign.
- Experience of provider collaborative leadership.
- Experience of digital transformation at organisational scale.
- Experience of working with universities, research organisations or innovation partnerships.
- Experience of developing Integrated Health Organisations or place-based delivery models.



PERSONAL QUALITIES

- Strategic thinker with the ability to anticipate emerging trends, pressures and opportunities, maintaining a strong focus on delivery and outcomes.
- Visible, credible and inspiring leader with excellent interpersonal, communication and leadership skills, able to motivate, empower and develop others to achieve their full potential.
- Demonstrates compassion, integrity and professionalism, leading by example and fostering trust and confidence among colleagues and stakeholders.
- Strong commitment to patient-centred care and improving outcomes for the communities served.
- Highly collaborative and relationship-focused building effective partnerships across organisational, system and national boundaries to deliver shared objectives.
- Comfortable operating in complex and ambiguous environments, balancing competing organisational priorities, risks and regulatory expectations while making sound decisions and providing clear leadership and direction.
- Able to balance competing priorities, make sound decisions and respond effectively to emerging challenges, demonstrating agility, judgement and the ability to think strategically under pressure.
- Committed to inclusion, equality, diversity and social inclusion, creating an environment where individuals feel valued, respected and able to thrive.
- Promotes a culture of continuous improvement, learning and innovation, encouraging others to embrace change, identify opportunities and drive organisational improvement.
- Willing to challenge constructively and manage conflict effectively, holding others to account while maintaining positive and productive relationships.
- Demonstrates personal credibility with clinicians, managers, Board members, external partners and a broad range of clinical and non-clinical NHS professionals.
- Demonstrates strong influencing and negotiation skills, able to persuade, engage and build consensus across a wide range of stakeholders.
- Resilient and calm under pressure, maintaining focus, prioritising effectively and delivering results in challenging and high-demand environments.
- Committed to the development of others, enabling, empowering and supporting colleagues to maximise their potential and contribute effectively.
- Able to relate immediate situations to wider organisational, system and national trends and pressures, ensuring decisions are informed by the broader strategic context.

OTHER REQUIREMENTS

- Meets the requirement for fit and proper persons test (FPPT).
- Ability to fulfil the travel requirements of the post.

How to apply

The closing date for applications is **25 October 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, ideally no more than three pages)** 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.
- You will need the following reference code: **BRISTOL-CSDPO-1026**

All applications will be acknowledged.

For an informal conversation about the post please contact Finn McNulty at our recruitment partners, Hunter Healthcare by email: **fmcnulty@hunter-healthcare.com** or phone: **07966 006091**

CLICK HERE TO APPLY ONLINE

EVENT	DATE
Application closing date	25 October 2026
Longlisting	4 November 2026
Shortlisting	13 November 2026
Interviews	1 December 2026



NHS
Bristol
NHS Foundation Trust



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