




Better health and
wellbeing for all

Chief Nurse and Allied Health Professional Officer

Candidate briefing pack

August 2024

Welcome from the CEO

Thank you for your interest in the role of Chief Nurse at North East and North Cumbria Integrated Care Board (ICB).

There are 42 Integrated Care Boards (ICBs) across England, designed to support better co-ordination of health and care services and improve overall health and outcomes, and reduce inequalities.

Our Integrated Care System (ICS) is the largest in the country, serving a population of 3.2 million people covering areas of contrast: from high levels of deprivation, through to high levels of affluence and everything else in between.

This gives us a unique opportunity with our partners across local government, NHS community, voluntary and social enterprise, academia and industry to improve healthcare outcomes and reduce the stark health inequalities that persist across our communities.

Over the past year I've seen first-hand the passion and commitment of people across our health and care organisations who are all focused on doing the very best for our region.

We have much to be proud of thanks to the strong partnerships and collaborative working which have been built on over many years. However, we have some key challenges we continue to face as a health organisation, and we need to continue to build upon our partnerships and collaborations to enable us to meet these challenges.

Our challenge

The quality of our health and care services delivered across the North East and North Cumbria is consistently rated amongst the best in the country. We have a strong track record of being at the forefront of innovation and transforming care. This role will be key in helping us to maintain this and continue to do so.

Despite this, our challenge is that the overall public health of our region is still amongst the worst in the country. Although there have been many improvements in recent years, for example the number of people dying from cancer or heart disease has decreased, fewer people are smoking and many are living longer; life expectancy remains amongst the poorest in England.

We want to change this by working together as an ICS whereby every partner organisation is fully committed to and focused on creating a common purpose and joint determination to drive improvements in health, wealth and well-being.

We have high levels of unemployment, low levels of decent housing, and significant areas of deprivation. These contribute to some of the starkest health inequalities, early death rates and highest sickness levels in England, driving much of the pressure that health and social care struggle to manage.

Our promises

We will strive to be the best performing ICB, working collectively to provide the best health and care for our local communities. By working with local communities, our partner organisations and our amazing health and care staff, our aim is to improve significantly health outcomes for people who live in our region. We're committed to:

- **Increasing life expectancy** – we aim to increase life expectancy for men and women in our ICS faster than the rest of the country, until the gap between ourselves and the national average is closed.
- **Closing the gap** – we will increase healthy life expectancy for men and women faster than the rest of the country, until the gap is gone, enabling our population to live happier, healthier lives now and in future generations.
- **Investing in people** – we will invest in people and our staff and personalise care for individuals, encouraging them to look after themselves confidently, recognising that people are experts in their own health and well-being.
- **Investing in communities** – we will invest in communities and the assets within them, working with people to help them to live healthier, happier lives.
- **Putting our population first** – we will consider the collective impact of our decisions and actions on our population and the communities in which we live, before we consider the impacts on our organisations, our professions or ourselves.

- **Focussing on life course** – We will focus our plans, our energy and our investment across the life course, supporting people to start well, live well and age well.
- **Proportionate investment** – We will deploy our plans, our energy and our investment across our communities in proportion to the needs of those communities, thereby contributing to our efforts to reduce the inequalities we find.

Our People and Culture Strategy

Our **People and Culture Strategy** aims to address the urgent challenges: to support our staff, ensure we have the skilled workforce we need for the future, and equip us for changing needs. This strategy has a clear ambition – to make the North East and North Cumbria the best place to work in health and care

Our focus now is delivering our integrated care strategy, **Better Health and Wellbeing For All**, guided by the values agreed as ‘the North East and North Cumbria way’. Our **Joint Forward Plan** sets out how the NHS, with our partners, will deliver and support these goals.

Our integrated care system is a place where continuous improvement and learning is at the heart of all we do and the way in which we work. In September 2022 we launched a new learning and improvement community – ‘The best at getting better’ – which brings together people with a passion for improvement, innovation and change in health and care.

Through the share learning, ideas, and good practice, and by trying new things together, we are finding solutions to the challenges we face, and help each other to make a difference to the health of people living in our region. Learn more about **Boost**.

Samantha Allen
Chief Executive Officer
North and North East
Cumbria NHS ICB



About us

The North East and North Cumbria ICS is the largest ICS in England serving a population of 3.2 million people.

We cover an area from the Scottish borders down to North Yorkshire and across to the North of Cumbria. Within our geographical footprint we have 11 foundation health trusts and 13 upper tier local authorities, from big urban centres to large rural counties.

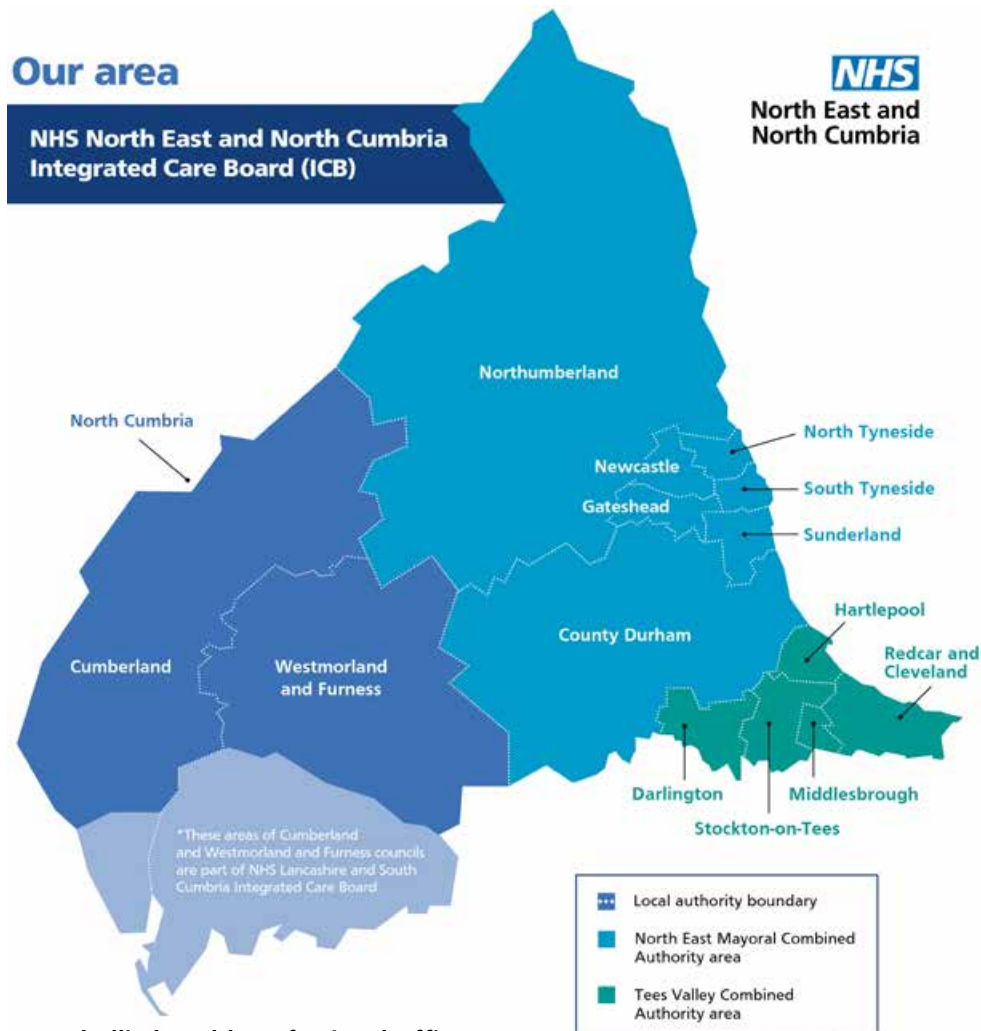
The quality of our health and care services delivered across the North East and North Cumbria is consistently rated amongst the best in the country. We have a strong track record of being at the forefront of innovation and transforming care.

As a health and care system we have much to be proud of, with some of the most accessible primary care services and best performing emergency care in the country, alongside a record of ground-breaking surgery and pioneering new treatments, world-class facilities and national centres of excellence.

We also have some of the best research and development programmes of any health system, developing the next generation of treatments, procedures and cures (including world-leading genetic research programmes) alongside dedicated research capacity through our Academic Health Science Network and Applied Research Collaborative.

However, overall public health is amongst the worst in the country. Although there have been many improvements in recent years, for example the number of people dying from cancer or heart disease has decreased, fewer people are smoking and many are living longer; healthy life expectancy remains amongst the poorest in England.

We have high levels of unemployment, low levels of decent housing, and significant areas of deprivation. These contribute to some of the starkest health inequalities, early death rates and highest sickness levels in England, driving much of the pressure that health and social care struggle to manage.



We have developed a set of priorities to improve local population health, based on evidence and informed by views of clinicians and stakeholders. Some examples of these are as follows:

- Prevention, early detection and effective management of the biggest causes of premature mortality: cancer, cardiovascular and respiratory disease
- Better lung health, with an ambition to achieve a smoke free generation and a fully smoke free NHS, including making every contact count
- More effective management of frailty to ensure no one is admitted to hospital that could have been cared for more effectively in their own home with the right personalised care and doing more to tackle social isolation with our partners
- Ensuring the best possible maternal health and early years outcomes
- Improving the emotional well-being and mental health of infants, children and young people, recognising the lifelong impact of adverse childhood experiences
- Supporting and enabling everyone to have a good death and to be able to die in the place of their choice
- Improving outcomes for people who experience periods of poor mental health and specifically those with severe and enduring mental illness
- Looking after the health and well-being of our workforce and valuing the impact they can have on the health and well-being of their families and communities.

Our medical training is rated amongst the best in the UK (scoring first in 11 out of 18 indicators and second in five of the other indicators in the 2022 national GMC training survey); we are home to one of the UK's top ten medical schools at Newcastle, and an innovative new medical school in Sunderland, dedicated to widening access to ensure the profession reflects the communities it serves.



Our Integrated Care Strategy, '**Better health and well-being for all**' continues to demonstrate our commitment to these priorities and has been developed in partnership with our local authorities, the NHS and our partners including the community, voluntary and social enterprise sector.

The strategy is a joint plan between partners to address the many challenges we have been facing for some time.

The strategy starts to describe how we will reduce the gap between how long people live in the North East and North Cumbria compared to the rest of England, so that our communities live longer, healthier and happier lives.

It also describes how we will ensure fairer health outcomes for people as we know not everyone has the same opportunities to be healthy because of the environments they are born, grow up, live, or work in, and age too.

Alongside this, we want to ensure our health and care services are not only high-quality but the same quality – no matter where you live and who you are. That they are also joined-up and that people have the same access to the right care. A copy of our full strategy is available on our [website](#).

Our long term workforce plan is to have more staff, but in the right places and doing the right things to improve our productivity in delivering high quality frontline services to patients. We now have the opportunity to plan for how we reset the use of our workforce based on the health needs of the population.

Across our ICB we believe we have a huge opportunity to contribute both to improving population health and wellbeing, whilst also tackling the wider socio-economic determinants of health, including child poverty, substance misuse and economic exclusion, that have such an impact on the communities that we serve.



Better health and wellbeing for all



We recognise our system partners and ourselves are anchor institutions and our workforce both at ICB and system level are key to that.

We know that our ambitions cannot be achieved without supporting our committed workforce who are crucial to our success. This includes looking after their physical and mental well-being and building a health and care workforce for the future.

We have a set of ambitions which we hope will mean that, in time, all our communities can live healthier and happier lives.

We believe we have a huge opportunity to contribute both to improving population health and well-being, whilst also tackling the wider socio-economic determinants of health, including child poverty, substance misuse and economic exclusion, that have such an impact on the communities that we serve.

We are already taking positive steps towards increasing employment opportunities for local people in the health and care system.

We are working with schools and colleges so that our young people aren't driven to leave the area to build their careers, by increasing volunteering and apprenticeship opportunities to support them into work.

We are committed to playing our part in tackling climate change and carbon reduction. As a health and care system we are committed to developing a consistent approach, with our partners in the public and voluntary sectors, to sustainability, recycling, improving air quality and carbon reduction, as well as increasing access to green spaces.

We have joined a cross-sector coalition working to enable our region to 'Become England's Greenest Region' and are developing a strategy that will set out our contribution, as a health and care system, towards achieving this aim.



The role

Job title:	Chief Nurse & AHP Officer
Location base:	Pemberton House, Sunderland.
Reports to:	ICB Chief Executive
Professional Accountability:	Regional Chief Nurse
Salary:	VSM TBC
Contractual notes:	Permanent

Job Summary/ Purpose

The Chief Nurse (CN) is accountable for all matters, statutory and non-statutory, relating to the nursing, midwifery and allied health professional (AHP) workforce, safeguarding and quality improvement, control and assurance of the ICB.

The CN will (along with the Medical Director) be accountable for providing high quality clinical care (multi-professional) leadership and ensure that this is embedded at all levels of the North East and North Cumbria (NENC) system as set out in the Clinical Care Professional Leadership Guidance for ICBs.

They will lead the development and delivery of our system and ICB quality strategy working with all providers. As a member of the Executive Team, they will work to embed a culture of learning and continuous improvement across the ICB to deliver our mission of being the 'best at getting better'.

The CN will provide nurse leadership to the ICB supporting the development and delivery of its long term plan working with the medical director, clinical, social care, patient and carer communities across the ICS. They will ensure this reflects and integrates the strategies of all relevant partner organisations of the ICB, with a particular focus on developing and embedding the patient safety response framework and quality improvement and working with the Executive to embed Our NENC Way.

As a member of the unitary board, the CN will be jointly responsible for planning and allocating resources to meet the four core purposes of ICSs; to improve outcomes in population health and healthcare; tackle inequalities in outcomes, experience and access; enhance productivity and value for money and help the NHS support broader social and economic development.

The post holder will act within the six domains of the NHS Board level director competency framework.

1. Driving high-quality and sustainable outcomes.
2. Setting strategy and delivering long-term transformation.
3. Promoting equality and inclusion and reducing health and workforce inequalities.
4. Providing robust governance and assurance.
5. Creating compassionate, just positive culture.
6. Building a trusted relationship with partners and communities.

The framework will act as a guide for continuous development for the individual and this will be agreed through the annual appraisal process.

Key Priorities

- Supporting quality improvement, surveillance, control and assurance, including: safety, safeguarding, patient and carer experience, with providers and all statutory and non-statutory partners.
- Continuing Health Care and Section 117 aftercare arrangements working closely with our Local Authority partners.
- Supporting clinical sustainability e.g. transformation and delivery of our medium term financial plan.
- Professional leadership across providers and place-based partners.
- Establishing our Patient Safety Centre for NENC.
- System relationships with a specific lead for working with ADASS and our directors of Adult Social Care across the system.
- Driving improvement using data and information e.g. GIRFT and model hospital.
- Recruitment, retention and well-being of clinical workforce and career pathways.
- Addressing and improving health inequalities, health equity and health improvement.
- Ensuring appropriate support and mechanisms for professional development, workforce, education and training for nursing and AHPs across the system.
- Develop and deliver the quality strategy across the ICB and ensuring that there is a clear and consistent focus on quality, safety, patient carer and family experience.
- Lead responsibility for driving forward the statutory agenda in relation to Safeguarding Children & Adults, Nurse & AHP staffing, infection control and will develop safety systems which reduce health inequalities and improves patient care across the ICS.
- Provide clinical leadership to the ICS and support the development and delivery of the workforce education plan for Nursing & Midwifery and AHPs across the ICS, to support the delivery of transformation work streams and priorities.

- Support the Medical Director on specific health improvement and health inequalities programmes of work.
- Be a member of the ICS Executive Team, working collaboratively with other members of the Executive (both clinical and non-clinical) to ensure there is a shared and collective corporate responsibility.
- Working with NHSE Lead the establishment of the required System Quality Groups in compliance with the national Quality Board guidance.
- The post holder will act in accordance with the statutory and regulatory frameworks.

Key accountabilities

The Chief Nurse will be accountable for:

Driving high-quality and sustainable outcomes

- Along with the Medical Director all matters relating to the relevant professional colleagues across the clinical and care workforce employed by the ICB.
- Statutory and non-statutory functions that the ICB will need to perform as agreed with the CEO. Examples of these functions could include freedom to speak up, or other corporate portfolios.
- With the Medical Director, the development and delivery of the clinical strategy of the ICB, ensuring this reflects and integrates the strategies of all relevant partner organisations within the ICS and supports delivery of the medium-term financial plan.
- Ensuring our work to address health inequalities, health equity and health improvement is part of all aspects of work.
- With the Medical Director providing high quality professional clinical care leadership of the ICB's activities ensuring that clinical care leadership is embedded at all levels of the ICS as set out in the Clinical and Care Professional Leadership Guidance.

- Management of a delegated ICB budget and as an executive board member have corporate responsibility for the financial performance of the ICB as a whole.
- Providing professional advice and be accountable to the ICB in relation to statutory and commissioning issues on all quality and patient safety matters, including Children's and Adult Safeguarding and looked after children.
- Act as the accountable director for infection, prevention and control in relation to statutory and commissioning matters.
- In partnership with the Medical Director, securing professional clinical and care leadership in delivery of the ICB's objectives and form part of the wider network of clinical and care leaders in the region and nationally.
- Ensuring that the directorate is appropriately staffed and developed to support the delivery of relevant functions and responsibilities for nursing, AHPs and quality across the whole commissioning cycle.
- Ensuring Continuing Healthcare is delivered to high standards, including user experience and value for money.
- Drawing on all evidence and insights to prevent poor quality care and intervene early through the commissioning cycle and relationships with system partners.
- Lead on all aspects of work for the ICB with the CQC, including inspection.
- Professionally accountable to the Regional Chief Nurse and may from time to time be formally requested to act on behalf of NHS England on key performance, monitoring and accountability matters. This will include the identification of performance risks and issues related to the quality and safety of patient care and working with relevant providers and partners to enable solutions.
- As a registered professional, the post holder will be accountable for their own practice and conduct in the role.

Setting strategy and delivering long-term transformation

- Support the production and delivery of a joint forward plan and medium-term financial plan using the best available evidence with other Board members, partners across the ICS and the local community, including the interpretation and implementation of the relevant national plans and standards NICE Quality Standards and other national strategic priorities.
- Support the production and delivery of the clinical strategy and ensure that it delivers an improvement in clinical outcomes and a reduction in health inequalities.
- Develop effective mechanisms for anticipating, identifying, and responding to key clinical risks (including safeguarding and quality issues) that could impact on the successful delivery of the ICB strategy.
- Act as an ambassador for nursing, midwifery, and allied health professional workforce matters and be responsible for ensuring there is a talent supply for the ICB working in partnership with key partners and stakeholders.
- Take the lead on initiatives identified by the Chief Nurse for England and the Regional Nurse for NHSE through personal actions and professional leadership in the shaping and development of a culture of continuous service improvement that benefits patients.
- Operating in a matrix fashion, the post holder will utilise specialists, and bring their clinical expertise and knowledge to bear across the ICS.
- Provide professional input and advice for all professionals working to develop and deliver the ICB strategy to ensure the strategy promotes clinical effectiveness and quality improvements and provides assurance of safety and quality to the ICB.
- Provide professional clinical leadership across organisational and professional boundaries and pathways to facilitate transformational change for the ICS population.

- Support and lead in partnership with the medical director the production and delivery of a five-year ICB plan to improve clinical outcomes, better life outcomes and reduce health inequalities, working across the ICS and the local community.
- Ensure that there are effective mechanisms for anticipating, identifying, and responding to key clinical risks that could impact on the successful delivery of the strategy.
- Act as an ambassador for nursing, midwifery, and allied health professional workforce matters, ensuring there is a talent supply for the ICB working in partnership with key partners and stakeholders.
- Provide strategic leadership with senior nurses/midwives/allied health professionals (AHPs) and HR/People leaders to develop a fit for purpose workforce to enable the successful and compassionate delivery of integrated services.
- Support the development of a talent pipeline strategy that increases the diversity of new recruits and retains the high-quality nurses, midwives, and other allied health professionals.
- Collaborate with NHSE Workforce, Training and Education, Skills for Care, colleges, schools and higher education institutions to ensure the current and future needs of health and social care providers are clearly identified and met. Enable entry level career pathways for the local population which supports reducing vacancies and developing opportunities in both health and social care.
- Promote research and innovation to support the development and delivery of the ICB strategy and share learning through engagement with regional and national colleagues as part of wider integrated care networking opportunities having specific responsibility for the ICB response to Making Research Matter: CNO for England's strategic plan for research.

Promoting equality and inclusion and reducing health and workforce inequalities

- Lead for social justice and health equality through fostering a culture in which equality, equity, diversity, inclusion and allyship are actively promoted in all aspects of the role. The post holder will have specific and measurable EDI objectives to which they will be individually and collectively accountable. As a leader they will set the tone and culture of the organisation and demonstrate compassion and inclusion in all they do.
- Promote and enhance strategic approaches to the development of personalised care so that the ICB achieves the best possible health and care for its communities, promoting patient and public involvement in service design and decision making and champion the delivery of personalised care in all clinical practice.
- Support the delivery of population health management approaches through coproduction with patients, workforce and public involvement in service design and strategic and operational decision making.
- Drive innovation in clinical outcomes, reducing health inequalities and achieving better life outcomes across the ICS.
- Ensure fair and inclusive recruitment practices are embedded for nursing and AHPs across the system and there are talent management strategies to target under representation and lack of diversity.
- Ensure that quality and service delivery improvements are targeted on improving outcomes and/or inequalities in access to healthcare provision for the population of the ICB.

Provide robust governance and assurance

- Support a strong culture of public accountability, probity, and governance, ensuring that appropriate and compliant structures, systems and process are in place to minimise risk and promote the freedom to speak up.
- Support the Chief Delivery Officer to ensure that place based arrangements relating to Quality, Safeguarding, Patient Safety and Clinical Governance are effective and provide assurance to the ICB.
- Work in partnership with the Chief Delivery Officer, local government and other key leads to ensure that ICB statutory responsibilities in relation to issues such as continuing health care, Section 117 Aftercare, jointly-funded health and care packages and Free Nursing Care are met through effective place based arrangements, whilst sharing learning at system level and ensure assurance systems provide a line of sight to the ICB.
- Provide clinical and professional input, including robust and considered challenge into ICB decision making at all levels and across the ICS.
- Contribute to the development of operating policies and in particular specialist policies and operating models relating to clinical matters, including nursing and midwifery and assume clinical leadership responsibility for improvement in the provision of person centred, compassionate care within the NHS.
- Oversee ICB safeguarding and quality matters that impact across multiple organisations and drive service development and improvement in partnership with patients, families, carers, and local communities incorporating this into strategic decision making.
- Develop effective relationships with the Department of Health and Social Care, NHS England, ADASS and Public Health to deliver key policy areas to improve health and prevent ill health and provide clinical and specialist advice and expertise on nursing, midwifery and care delivery for those developing and designing systems and policy at the very highest levels.
- Negotiate with and influence Board level system leaders across health and care including Health Education England, Skills for Health and Skills for Care, to ensure that progressive transformational change can be achieved which meets the population needs of the ICB.
- Develop and maintain strong relationships with patient communities, their representatives, ICS partners and specifically clinical and care professional leaders across health and social care at all levels of the system.
- Be responsible (along with the medical director and wider ICB/ICS colleagues) for developing the necessary multi-disciplinary clinical and care professional leadership required to deliver the ICB strategy, including leading and influencing the development of a diverse group of clinical leaders to enhance the opportunities for collaboration across the ICS.
- Where services are commissioned across ICBs ensure clinical and professional leadership is provided to ensure robust delivery of quality services and an increase in outcomes for patients.
- Lead the identification of performance risks and issues related to the quality and safety ensuring that there is a quality assurance framework for the system with appropriate outcome measures that allows for early identification, escalation and support for areas of concerns.
- Ensure the NHSI Accountability Framework is implemented by Trusts in the region and provide information and evidence to support robust application of the SOF Framework.
- Ensure that the ICB has robust safeguarding arrangements by engaging with key system organisations and partners around serious case reviews, ensuring safeguarding adult/children reviews report findings to the placed-based leadership boards and the implementation of required actions.
- Ensure that professional standards, best practice developments, code of conduct and guidelines are in place.

- Ensure robust governance arrangements are in place to comply with legislation and support and monitor professional standards, code of conduct and best practice and that action is taken where performance falls below expected standards.
- Provide professional advice in the investigation of clinical complaints, serious incidents and associated matters.
- The post holder will use continuous improvement methodologies to support improvement, in particular, to deliver the CQC delivery plans by providing professional advice on the quality and effectiveness of provider improvement plans.
- The post holder will have oversight and participation in regulatory process and identify the appropriate undertakings required and level of support required to achieve improvements/ the compliance needed.
- Create and promote a culture of inclusive, professional leadership, being visible as a collaborative clinical, professional and organisational leader and role model, engaging health and care professionals across places, primary and social care and through provider collaboratives.
- Act as a role model providing mentoring and supportive relationships to others in clinical and care professional leadership roles and ensure that clinical and professional leaders are supported to do their roles, given opportunities to develop and that the talent management and development of clinical and care professional leaders is embedded at all levels of the system.
- Ensure that staff within your reporting structures and the wider organisation are actively encouraged to develop their skills, knowledge and experience through opportunities that are available across the system.

Creating a compassionate, just and positive culture

- Working with other ICB executive colleagues oversee the quality of all health services including implementing a safer just culture, safer systems and safer care.
- Lead the ICB Freedom To Speak Up Arrangements (FTSU) and support the development of FTSU practices across the system.
- Promote continuous quality improvement through learning, improvement methodologies, research, innovation, and data driven improvement initiatives both at a strategic and operational level.
- Address underperformance in a timely manner and promote continuous quality improvement through learning, improvement methodologies, research and innovation.

- Manage and lead on complex and sensitive employment issues relating to Provider Directors of Nursing.
- Act as a champion for patients and their interests and involve public and patients in policy development and decision making.
- Act as an Executive Sponsor to at least one of the ICB staff networks.

Building a trusted relationship with partners and communities

- Build trusted relationships with partners and communities and work closely with NHS Foundation / NHS Trust Directors in Community, Mental Health, Ambulance and Acute care to ensure strong professional leadership across the ICS.
- Build transparent and open relationships with partners and providers in the pursuit of improvement, learning and delivery.

- Build partnerships with provider collaboratives, public health, local government, other partners, and local people to deliver better access, improvements in life outcomes and reductions in health inequity.
- Build a system of collaborative responsibility for whole pathways and removing organisational barriers to accessing health and care services working collaboratively as part of a wider system to create opportunities to make sustainable long-term improvements to population health with key partners.

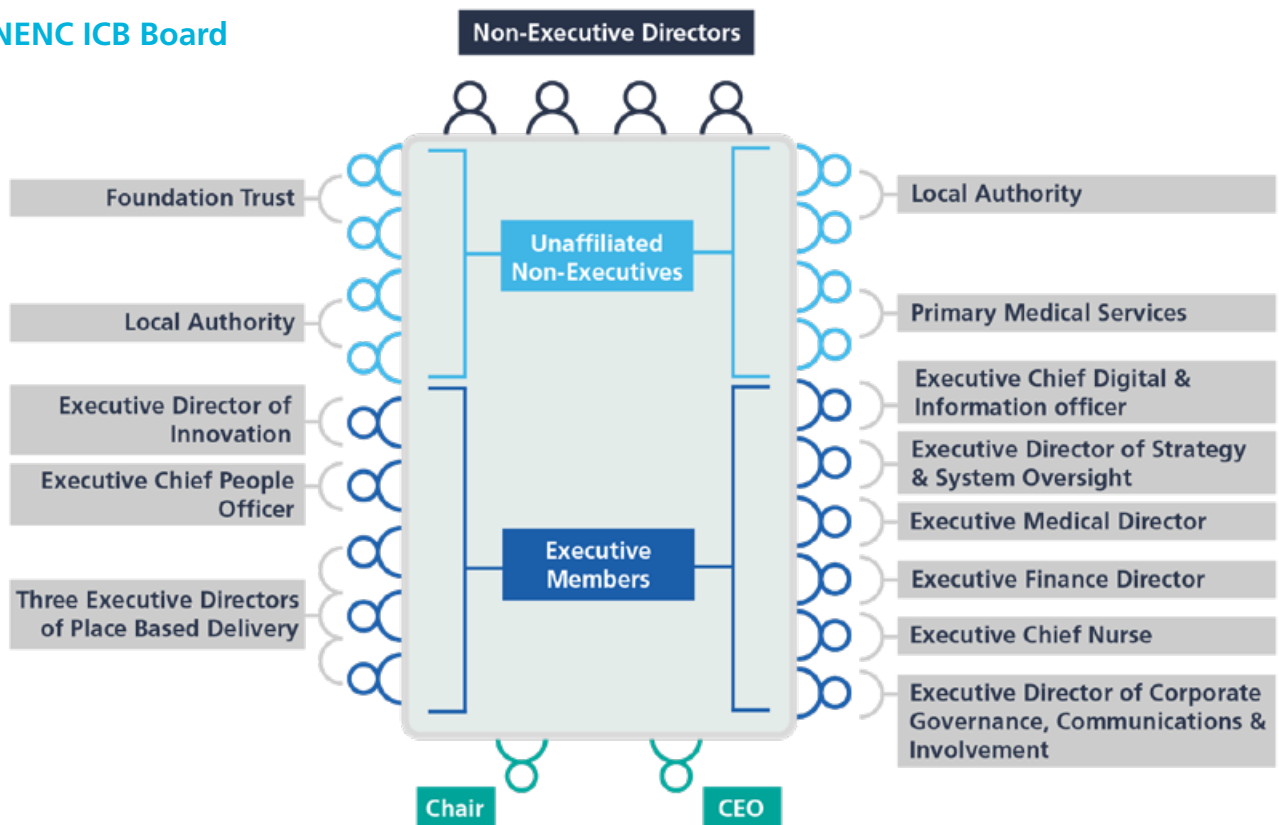
NB: The post holder may be given to additional duties and responsibilities that play to the particular skills, experience and strengths of individual executive directors. The duties and responsibilities outlined in this job description may evolve over time and change as the team develops.

Key Relationships

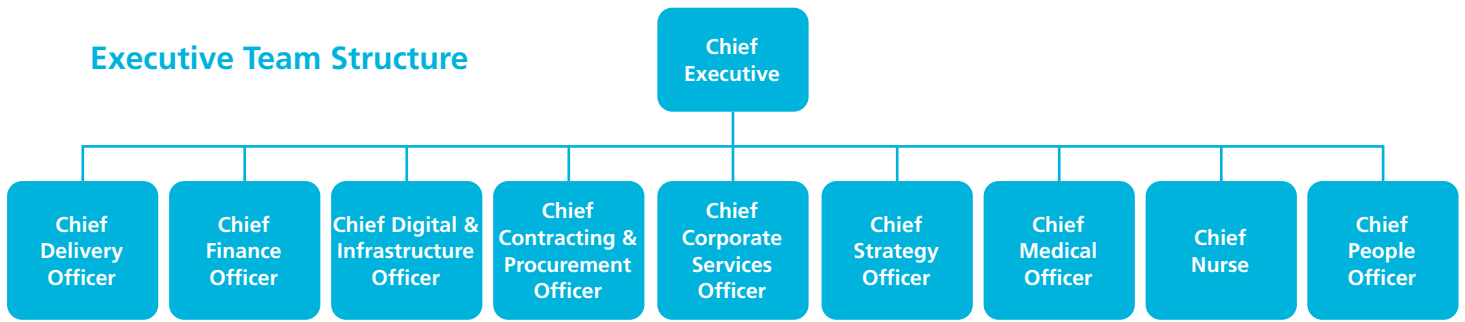
- Local Authorities
- Foundation/NHS Trusts
- North East Yorkshire Region of NHS England
- National NHS England Teams
- ADASS
- Primary care networks, Federations and practices
- HSE
- CQC
- Health Innovation North East and North Cumbria
- All academic institutions
- NHIR & ARC
- The Health Foundation
- Department of Health and Social Care (DHSC)
- Royal Colleges
- NICE
- Other Arm’s-Length Bodies (ALBs)

Integrated Care Board Organisational Structure

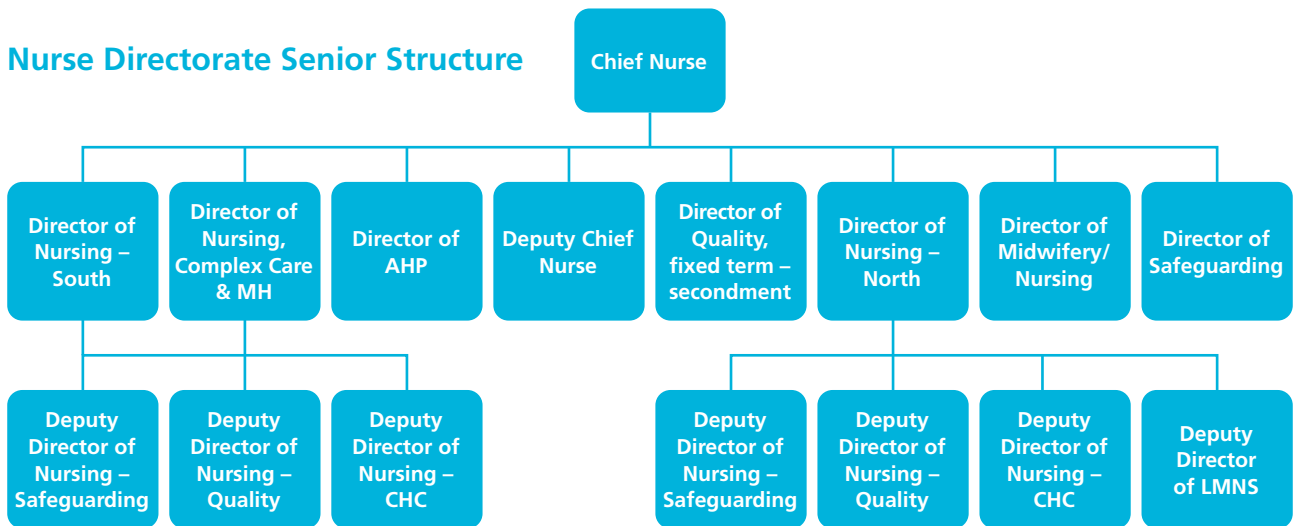
NENC ICB Board



Executive Team Structure



Nurse Directorate Senior Structure



Personal Specification

	ESSENTIAL	DESIRABLE
Education & Qualifications	<ul style="list-style-type: none"> ● Evidence of sustained personal & professional development ● Registered nurse with post registration qualification, at degree level ● Current NMC Registration ● Masters level qualification or equivalent experience 	<ul style="list-style-type: none"> ● Postgraduate management qualification at Masters level
Previous Knowledge & Experience	<ul style="list-style-type: none"> ● Substantial Board level experience as an Executive Director of Nursing (minimum 3 years) with a demonstrable track record of success in a large and complex NHS organisation ● A proven track record of nursing leadership, driving standards of care and delivering change within an organisation is essential ● Experience in dealing with the complex field of litigation, regulation & improvement ● Knowledge and substantial experience of leading the nursing agenda within an NHS organisation ● Knowledge and experience of leading organisational clinical quality, clinical governance & risk management agendas ● Demonstrable track record of achievement in quality and patient safety ● Experience in the management of complex projects ● Experience of effective partnership and working with internal and external stakeholders ● Experience of Implementing governance frameworks 	<ul style="list-style-type: none"> ● Whole systems management ● Experience at director level within provider, commissioning and oversight and assurance / regulatory organisations
Skills/ Disposition	<ul style="list-style-type: none"> ● Significant experience of provision of executive leadership across and within organisations ● Highly developed verbal & report writing skills ● Open participative engaging communication & influencing skills ● Capable of meeting deadlines & understanding the balance between regulatory management, flexible management and holding to account ● Highly developed influencing skills with the ability to shape development across the health and social care system ● Demonstrable commitment to inclusive working practices and leadership 	<ul style="list-style-type: none"> ● Demonstrable experience of implementing and leading nursing and quality professional leadership across systems
Personal Attributes	<ul style="list-style-type: none"> ● Team player committed to corporate effectiveness ● Integrity and humility ● Trustworthy ● Approachable/builds effective working relationships ● Resilience ● Strategic thinking ability ● Emotional intelligence ● Improvement knowledge and experience 	
Work-Related Circumstances	<ul style="list-style-type: none"> ● Ability to participate in the Executive on-call rota ● Ability to travel across North East and North Cumbria and elsewhere across England 	

How to apply

The closing date for applications is **1 September 2024**.

Applications should be made by submitting a full and updated CV, with a covering letter of no more than two sides of A4.

Along with your application, please include:

- Contact details for up to four referees (who will not be contacted without your permission)
- A contact email address and telephone no.
- A completed **Equal Opportunities Monitoring Form** and **Fit and Proper Person Monitoring Form**.

All applications should be sent to: apply@hunter-healthcare.com.

All applications will be acknowledged. For an informal conversation about the post, please contact our recruitment consultants Finn McNulty at Hunter Healthcare on fmcnulty@hunter-healthcare.com or phone: **07966 006091**.

NOTE: Successfully shortlisted candidates will be sent a psychometric test assessment to complete ahead of interview.

KEY DATES:

Application deadline	1 September 2024
Longlisting	5 September
Shortlisting	16 September
Stakeholder sessions (MS Teams)	2 October
Interviews	7 October



North and North East Cumbria Integrated Care Board



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