

Birmingham Women's and
Children's NHS Foundation Trust
Chief People Officer
Candidate Information Pack



A welcome from the Chief Executive, Sarah-Jane Marsh

Thank you for expressing an interest in becoming part of something amazing. We have an exceptional opportunity to join our Chief Officer Team and Board of Directors at Birmingham Women's and Children's NHS Foundation Trust (BWC) as our new Chief People Officer.

BWC is the only specialist trust of its kind in the country, with more than 641,000 visits from patients each year. Every day, our UK and globally-respected surgeons, doctors, nurses, midwives and allied healthcare professionals provide some of the most advanced treatments, complex surgical procedures and cutting-edge research imaginable, to improve care today and develop even better care for the future.



I believe this opportunity comes at an exciting time for BWC. Uniting our Women's and Children's Hospitals means more seamless care; more investment to make greater advances in our specialist treatment and world-leading neonatal and fetal services. We are also proud to be an international centre for education, research and development.

Our existing Chief Officer for Workforce, Theresa Nelson leaves a fantastic legacy of ensuring our people remain high on the Board's agenda and the experience of the 6000 people across our organisation will always be our number one priority. As with healthcare across the globe we face significant workforce challenges though; our new Chief People Officer will take a key leadership role in working closely with me in shaping and delivering the BWC People Plan.

If you share our values and believe you can create the right environment for our people to improve the lives of the women, children, young people and families we serve then we look forward to receiving your application. I encourage you to contact Emma Pickup, Roz Catlow-Patterson or David Heaton at GatenbySanderson on **0113 205 6296** for a confidential discussion.

Sarah-Jane Marsh,
Chief Executive

The Opportunity

Birmingham Women's and Children's NHS Foundation Trust is a complex organisation with a workforce of 6,000 committed staff providing specialist treatment and support to our women, children and families. Our extensive remit covers the provision of community, mental health, secondary care and a wide range of specialist services to a dynamic and diverse population across one of the youngest populations of any city in Europe. Our goal is to be the best place to work and be cared for, where research and innovation thrives, creating a global impact.

Our new Chief People Officer will play a pivotal role in embedding a leadership culture which allows our workforce to flourish and to push boundaries in delivering our vision to be a world-leading team, providing world-leading care. Joining an ambitious and highly respected board you will work with partners internally and externally to drive a wide portfolio including workforce planning, professional education, organisational development and our critical diversity and inclusion agenda. As an Executive member of the Board our Chief People Officer will take a corporate role in contributing to our wider strategic leadership and acting as the guardian of our values: Ambition, Brave and Compassion.

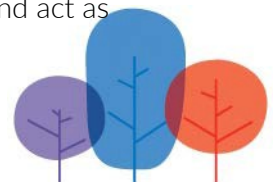
We are seeking an authentic leader with strategic experience of leading the People Agenda gained at or near Board level in a comparably complex customer facing organisation. Quickly building professional credibility with a wide range of stakeholders, you will embrace our unique opportunity to play a leading role in the agenda for women and children's health and wellbeing. This is an exceptional opportunity to join a values-led Board at the forefront of transforming healthcare services to create a better future for the people we serve.

The Chief People Officer Role

Remuneration:	Attractive Salary
Location:	Birmingham Women's Hospital and Birmingham Children's Hospital
Closing date:	9am Monday 16 March 2020
Interview date:	Thursday 2nd April 2020

Summary of role:

- To lead the delivery of the BWC People Plan in line with the Trust's vision, goals and values, building on, and working with national and regional partners, to ensure BWC is the employer of choice.
- In partnership with the Chief Executive and Chief Officer team, create the culture where staff thrive on compassion for each other and our patients and families, capitalising on best practice both nationally and internationally.
- To create and deliver effective strategies for workforce planning & redesign; professional education and organisational development.
- Possess a broader skill set to carry responsibility and influence across other portfolios. In particular communications, quality improvement, transformation and programme management.
- Contribute to strategic leadership of the Trust, as an Executive Board member and act as the guardian of the Trust values.



How to Apply

To apply for this role, please submit an up to date copy of your CV, completed fit and proper person form, along with a Supporting Statement that addresses the criteria set out in the person specification, using examples to demonstrate how you meet the essential requirements. Please provide your home, work, mobile and email contact details and let us know of any dates when you are not available or where you may have difficulty with the indicative timetable. You should also provide the names, positions, organisations and contact details for two referees, one of whom should be your current or most recent employer. If you do not wish us to approach your referees without your prior permission, please state this clearly.

Please also ensure you have completed and submitted the equal opportunities monitoring form provided on the GatenbySanderson site. The information on the form will be treated as confidential and used for statistical purposes only. The form will not be treated as part of your application.

For further information about the role including access to the job description and person specification please visit our website page <https://www.gatenbysanderson.com/job/GSe62615/> scroll down to the bottom page and click 'Continue to Full Details and Apply'.

The How to Apply section of the website provides further instructions; if, however, you have any queries in relation to the application process, or you experience difficulties uploading your application, please do not hesitate to telephone 0113 205 6071.

The closing date for applications is: **9am Monday 16 March 2020**

Final interviews and stakeholder engagement: **Thursday 2 April 2020**

If you have any queries about any aspect of the appointment process, need additional information or wish to have an informal and confidential discussion, our advising consultants (details below) will be pleased to talk to you. GatenbySanderson will respect the privacy of any initial approach or expression of interest in this role, whether formal or informal.

David Heaton, Researcher

Email: david.heaton@gatenbysanderson.com

Telephone: 0113 205 6094

Emma Pickup, Partner

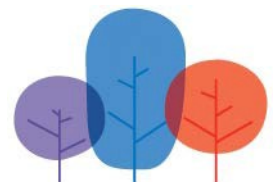
Email: emma.pickup@gatenbysanderson.com

Telephone: 0113 205 6289

Roz Catlow-Patterson, Consultant

Email: roz.catlow-patterson@gatenbysanderson.com

Telephone: 0113 205 6074



Our Trust

Our Trust is the first of its type in the UK, formed in February 2017 to drive forward our commitment to providing the highest quality, world-class care that women, children and families want and deserve.

Locations



Birmingham Children's Hospital is in the centre of the city and provides children's A&E, elective, emergency and outpatient care. As well as our main hospital, our newest estate – Waterfall House - is situated at this site, home to the UK's first pioneering Rare Diseases Centre for children, and a combined inpatient and outpatient Oncology and Haematology Centre

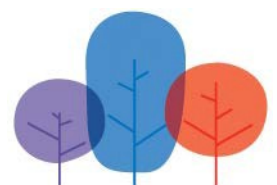


Birmingham Women's Hospital, in Edgbaston, is situated adjacent to the Queen Elizabeth Hospital, housing maternity, neonatal, gynaecology, genetics and laboratory services.



Parkview Clinic in Moseley provides child and adolescent inpatient mental health care.

We also have a range of community venues for our Forward Thinking Birmingham services providing community mental health services.



Mission, Vision and Goal

Mission

To provide outstanding care and treatment, to share and spread new knowledge and practice, and to always be at the forefront of what is possible.



Our vision

A world-leading team providing world-leading care.

Our goal

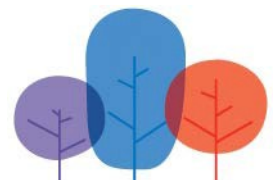
The best place to work and be cared for, where research and innovation thrives, creating a global impact.

Our values

Ambitious, Brave and Compassionate.



Enabled by
Sustainable workforce, digital revolution, new buildings and effective use of resources.



Services

With more than 641,000 visits from patients each year, we are a busy Trust and pride ourselves on the commitment of our 6,000 strong team, which works tirelessly to provide the very best treatment and support to our women, children and families.

We're passionate about nurturing and developing the skills of our present and future workforce, along with investing in the very best training and education to foster life-long learning.

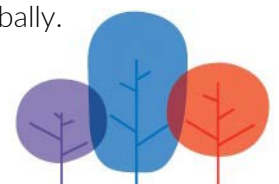
We have 63 'highly specialised' and 'specialised' services that are commissioned nationally by NHS England. Our 12 highly specialised services include liver disease, liver and small bowel transplants, retinoblastoma, craniofacial surgery, Epidermolysis Bullosa and a number of rare diseases. We lead the way in the treatment of major trauma, neonatal and paediatric intensive care, burns, cancer, epilepsy surgery, kidney disease, fetal medicine, genetics services and many others.



We play a key role in leading change and innovation in healthcare regionally and nationally:

- We are leading the 'children and young people' and 'mothers and infants' workstreams as a key member of the Birmingham and Solihull Sustainability and Transformation Partnership (STP).
- Our Chief Executive Sarah-Jane Marsh is Chair of NHS England's Maternity Transformation Programme Board, which is working to reduce the rate of stillbirths, neonatal and maternal deaths and give women greater control and choice
- We are playing a critical role in the Birmingham and Solihull Maternity and Newborn Partnership - Bump - which will revolutionise services by empowering women to access consistent, world-class and holistic care that is right for them, their baby and their family.
- We are leading the way in bereavement care, building the UK's first purpose built centre for families that have experienced baby loss - Woodland House. And we're home to the Tommy's National Early Miscarriage Centre for research into miscarriage, stillbirth and premature birth - the largest centre in Europe.
- Our Genetics Lab is playing a central role in the West Midlands Genomic Medicine Centre as part of the national 100,000 genome project.
- We are transforming mental health provision through collaborative initiatives such as Forward Thinking Birmingham.

- Our research has led to improvements in timely diagnosis of congenital heart defects through pulse oximetry - an approach now used globally.
- Our research into the use of used real-time diagnostic information, inspired by the world of Formula 1 racing, looks set to save thousands of young cardiac patients' lives now it is being used in hospitals globally.



There is a range of resources online that will allow you to quickly see some of the fantastic services we provide; for example:

- Our website: <https://bwc.nhs.uk>
- One Born Every Minute: Series 11 episodes 1 – 10 - available on All 4.
- Forward Thinking Birmingham videos – available on the You Tube Channel:
<https://www.youtube.com/channel/UCg6PxEYLmWrGMj5uluunHbA>
- Videos of our clinical and service innovations – available on the You Tube Channel.
<https://www.youtube.com/channel/UCDr4-mo47d-aBqnfJIGME1Q>

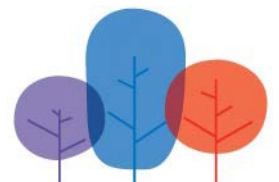
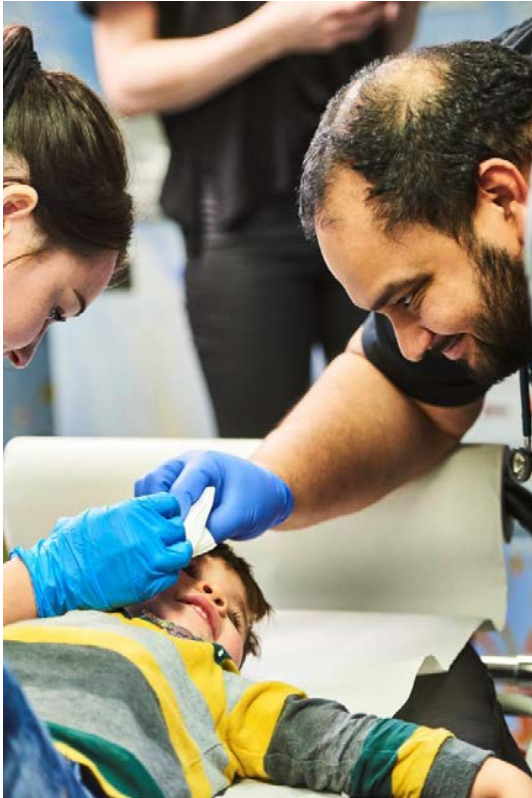
Other useful further reading:

- National NHS Interim People Plan
https://www.longtermplan.nhs.uk/wp-content/uploads/2019/05/Interim-NHS-People-Plan_June2019.pdf
- Our latest CQC report <https://www.cqc.org.uk/provider/RQ3>
- Latest Annual report <https://bwc.nhs.uk/download.cfm?doc=docm93jjm4n2793.pdf&ver=4051>
- Latest Board Papers <https://bwc.nhs.uk/download.cfm?doc=docm93jjm4n2992.pdf&ver=4419>
- Birmingham and Solihull Sustainability and Transformation Partnership
<https://www.livehealthylivehappy.org.uk/>



Staff

Our staff are our greatest source of pride. As a member of the Board you will get to know them and the services they provide and be amazed at the incredible things they do each day.



Board of Directors

You will be joining a Board of Directors comprising highly regarded individuals and experts in their respective fields in both the public and private sector; from surgery and medicine, research and innovation, policy and leadership to accountancy and audit, organisational change and transformation.

As a team they have achieved service transformation and improvement in the most challenging circumstances, improving Care Quality Commission ratings across the Trust's services only a short time after two organisational mergers, while maintaining standards of operational and financial performance.

The Board is now very much looking to the future of BWC, with an ambitious strategy to achieve its ambitious world-leading goals focused on technology, innovation and high quality estate with research and education embedded throughout.

