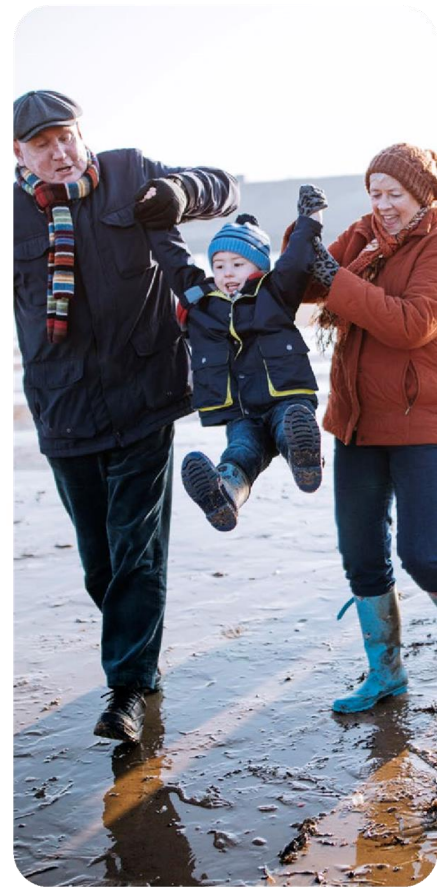
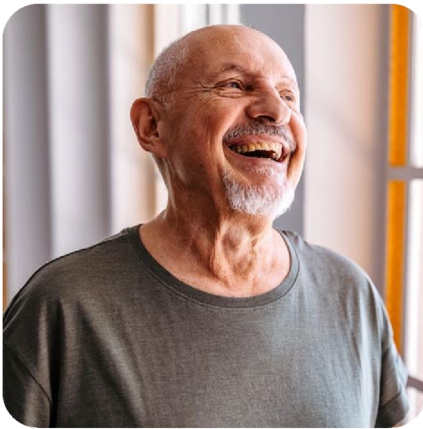




NHS Bath and North East Somerset, Swindon and Wiltshire Integrated Care Board



Executive Director Appointments Applicant Information Pack



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1. Welcome

Dear applicant,

Thank you for your interest in joining the new NHS Bath and North East Somerset, Swindon and Wiltshire Integrated Care Board (BSW ICB).

This is an incredibly exciting and challenging time for the health and care services in BSW ICB. All of our partner organisations are under enormous pressure as a result of the Covid pandemic as well as pressures that existed before the national emergency.

Integrated Care Boards will bring together the NHS, local government and the voluntary, community and social enterprise (VCSE) sector in a new way to work in partnership to deliver the best possible health and care services with the resources available.

BSW ICB already has a strong record of delivery and improvement; and we are proud of what we have achieved together including being awarded Integrated Care System (ICS) status in December 2020. These are exciting new roles and those appointed will each play an integral part in our journey as we develop as an organisation and evolve as a system of partners. Ultimately, the successful candidates will support us in ensuring that we do the best we can for our people, and the communities we serve across BSW ICB.

I am excited to be joining BSW ICB as Chief Executive; and to be working alongside Stephanie Elsy as Chair. Already we are making good progress in developing our partnership and I look forward to developing our leadership and governance yet further as we appoint to key executive roles such as this. We are confident that the ambition we have for the partnership, and for the people and communities we serve, together with our commitment to developing a culture that promotes inclusivity and actively encourages agile working practices present a compelling narrative to potential candidates. I hope that when you read this pack you will share my excitement and ambition for BSW ICB and what we can achieve here; and I welcome your application to join us on our journey to become a thriving integrated care system.

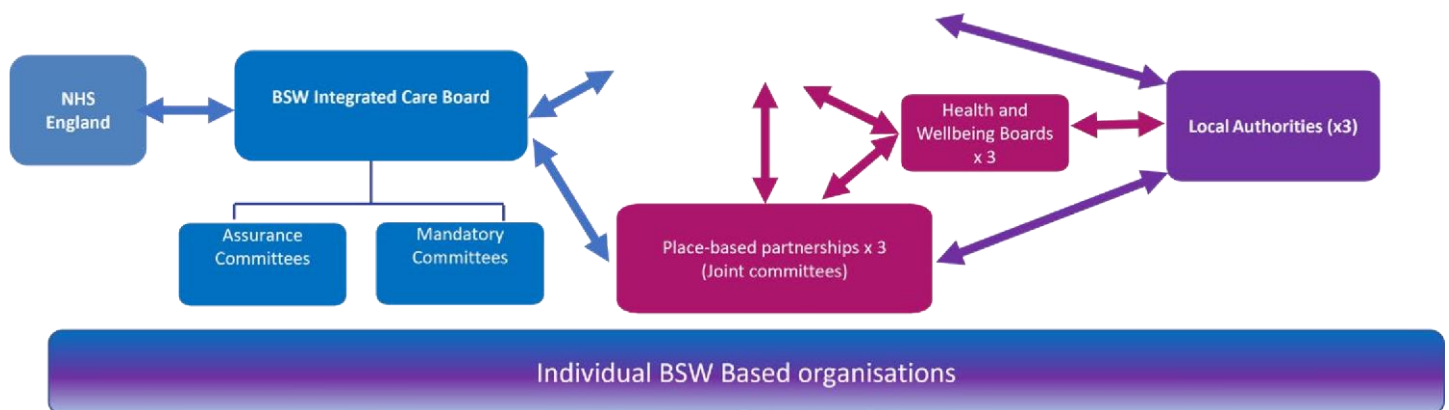
Sue Harriman

Chief Executive Designate, BSW ICB



2. About us

Integrated care systems (ICSs) are partnerships of the NHS, local government, and the VCSE sector. They exist to improve population health, tackle health inequalities, and help the NHS support broader social and economic development. They will take on statutory form following the implementation of legislation currently being considered by Parliament from July 2022 and will comprise an Integrated Care Board (ICB) and Integrated Care Partnership (ICP). The Integrated Care Board will take on the CCG's functions and broader strategic responsibility for overseeing healthcare strategies for the system.



The BSW Partnership covers a large and varied geographical area (1,511 miles squared) that includes the densely populated and growing town of Swindon to the north, the historic city of Bath, Salisbury plains to the south, and the rolling Mendip Hills to the west.

The health and care needs of people living in BSW ICB are changing, with more people living longer, often with multiple long-term conditions. The BSW Partnership brings together many organisations who work together as an integrated care system (ICS). Collectively, we take responsibility to improve the health and wellbeing of local people, ensure that health and care services are high-quality and to make the most efficient use of our resources.

The BSW Partnership became an ICS in December 2020. Before this time, since 2016, we have worked together as the Bath and North East Somerset, Swindon and Wiltshire Sustainability and Transformation Partnership, so we have a long history of integrated working.

Our Leadership

Stephanie Elsy - Chair Designate



Stephanie Elsy was confirmed as Chair-designate of the NHS Bath and North East Somerset, Swindon and Wiltshire (BSW) Integrated Care Board Integrated Care Board in July 2021.

Stephanie has been Independent Chair of the BSW Partnership since November 2019 and has worked in the delivery of public services for over 30 years.

She was a CEO in the charity sector for 15 years managing community and residential services for people recovering from substance misuse, people with disabilities and people living with HIV and AIDS. She then entered local politics as a Councillor in the London Borough of Southwark in 1995, becoming Chair of Education in 1998 and then Leader of the Council in 1999.

Sue Harriman - Chief Executive Designate



Sue Harriman has been appointed Chief Executive Designate of the NHS Bath and North East Somerset, Swindon and Wiltshire (BSW) Integrated Care Board which is due to be established in July 2022.

Sue has been Chief Executive of Solent NHS Trust since 2014 and in February last year completed a six-month secondment as Chief Operating Officer for the national Covid-19 vaccination deployment programme.

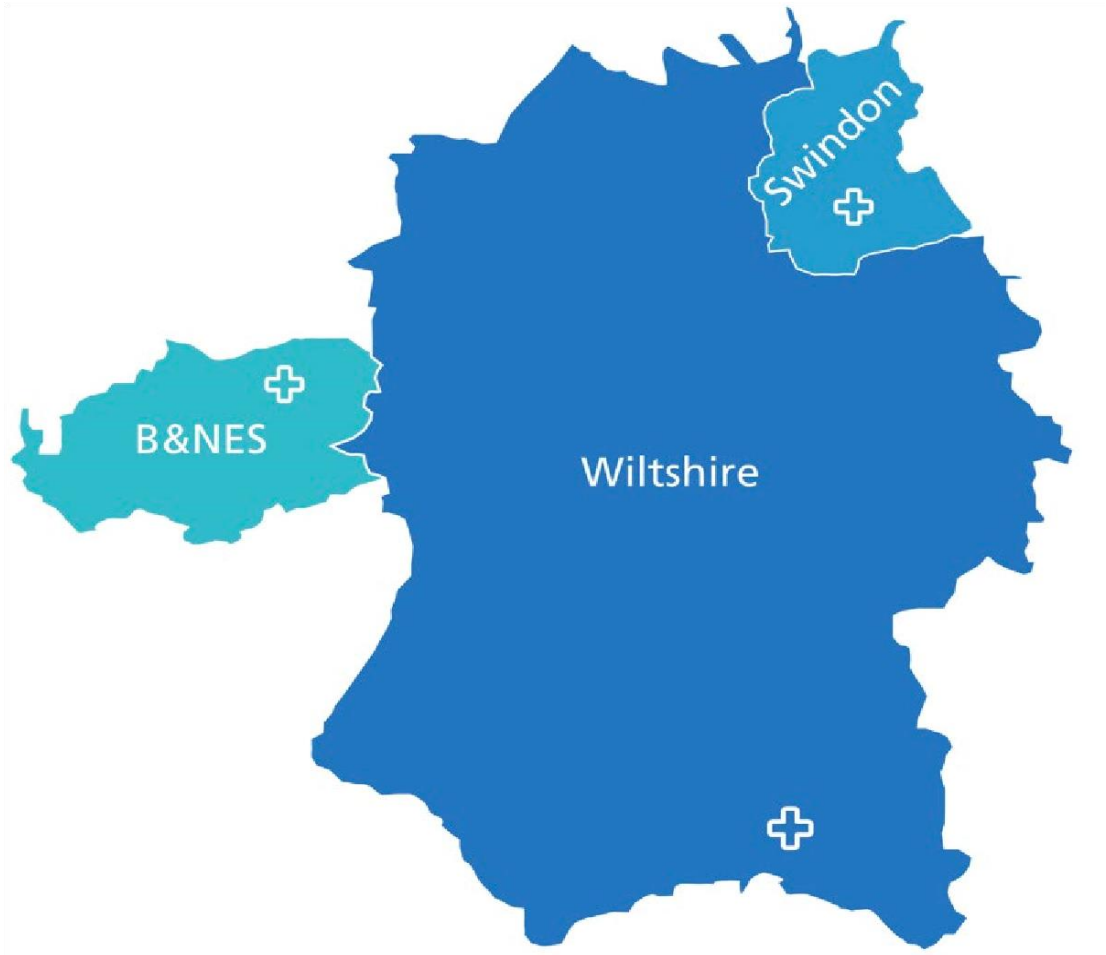
With more than 16 years of clinical experience gained from working as a nurse in the Royal Navy, Sue joined the NHS in 2002 as a nurse consultant in infection prevention.

In more recent years, Sue has held various executive roles within NHS, including as a Director of Nursing and Allied Health Professions, Chief Operating Officer and Managing Director before becoming Chief Executive at Solent NHS Trust.

Under her leadership, Solent NHS Trust achieved an improved Care Quality Commission (CQC) rating, from 'requires improvement' to 'good overall with outstanding in the caring domain'.

Sue Harriman joins the BSW Integrated Care Board in February 2022

BSW ICB at a glance	
Population	0.9m
Place	3: Bath and North East Somerset, Swindon, Wiltshire (B&NES)
Clinical Commissioning Groups	1
Trusts (Acute, community, mental health and ambulance)	7
Local authorities	3
Primary Care Networks	25



Living and Working within BSW

BSW ICB will operate as an agile organisation as it is recognised this allows us to work as efficiently and effectively as possible and builds on a trust based working culture. We are keen to have a culture that enables organisational agility and innovation and to have less of an impact on our natural environment through working in an agile way.

We are proud of the area we serve; and are confident that it has much to offer from both a professional, and a personal perspective. From the extensive network of educational establishments which include highly performing independent and state schools, together with further and higher education options such as the University of Bath, Bath Spa University and Oxford Brookes University's Swindon Campus, through to the picturesque and diverse scenery including the ancient woodland, rolling hills and chalk grassland of Wiltshire. Indeed, two thirds of the Bath and North East Somerset area is covered by green belt stretching from the outskirts of Bristol, south into the Mendip Hills and east to the southern Cotswolds and includes two areas of Outstanding Natural Beauty.

But we have our big cities too, together with fantastic connections further afield. Bath, Bristol, Southampton and Bournemouth are all within easy reach and for those needing to maintain wider connections, London is easily accessible by train, the M4 motorway connects us to London, Wales and the midlands; and airports in Bristol, Heathrow, Gatwick, Bournemouth and Southampton ensure travel further afield is an easy option.



Our vision

Our ICB will be a new organisation and will initially commit to the ICS vision whilst the leadership team becomes established.

Our population:

As we serve such a diverse geography, it is no surprise that there are health inequalities in our area including:

- Smoking rates in Swindon are significantly higher than national average, and smoking prevalence for people in routine and manual occupations in B&NES and Wiltshire is worse than national average.
- 180,000 people in BSW ICB have some form of mental health condition.
- There are an estimated 5,700 people who live with undiagnosed diabetes.
- Nearly 1 in 2 people over 65 in ICB have 10 or more prescriptions.
- Prevalence of heart failure and atrial fibrillation is higher in B&NES and Wiltshire than the rest of England.
- More information on our local population and context available here: bswpartnership.nhs.uk/about-us/our-local-population

Our partners:

Local Authorities					
Local Authority	Leader	Combined Authority Elected Mayors	Chief Executive	Director of Adult Social Services	Director of Public Health
Bath and North East Somerset Council	Kevin Guy	Dan Norris	Will Godfrey	Suzanne Westhead	Becky Reynolds
Swindon Borough Council	David Renard		Susie Kemp	Alison Barker	Steve Maddern

Wiltshire Council	Richard Clewer		Terence Herbert	Lucy Townsend	Kate Blackburn
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Community Providers

Providers	CQC rating
Wiltshire Health and Care Managing Director: Douglas Blair	<ul style="list-style-type: none"> Overall: Good Safe: Good Effective: Good Caring: Good Responsive: Good Well-led: Requires improvement
HCRG Care Group (Wiltshire Children's Community Services)	<ul style="list-style-type: none"> Overall: Good
Medvivo Managing Director: Liz Rugg	<ul style="list-style-type: none"> Overall: Outstanding Safe: Good Effective: Good Caring: Good Responsive: Good Well-led: Good
Oxford Health CEO: Dr. Nick Broughton Chair: David Walker	<ul style="list-style-type: none"> Overall: Good Safe: Good Effective: Good Caring: Good Responsive: Good Well-led: Good
Providers	CQC rating
Providers	CQC rating

Great Western Hospital Foundation NHS Trust CEO: Kevin McNamara Chair: Liam Coleman	<ul style="list-style-type: none"> • Overall: Requires improvement • Safe: Requires improvement • Effective: Good • Caring: Good • Responsive: Requires improvement • Well-led: Good
Royal United Hospitals Bath NHS Foundation Trust CEO: Cara Charles-Barks Chair: Alison Ryan	<ul style="list-style-type: none"> • Overall: Good • Safe: Good • Effective: Good • Caring: Outstanding • Responsive: Requires improvement • Well-led: Good
Salisbury NHS Foundation Trust CEO: Stacey Hunter Chair: Nick Marsden	<ul style="list-style-type: none"> • Overall: Good • Safe: Requires improvement • Effective: Good • Caring: Safe • Responsive: Good • Well-led: Good
Avon and Wiltshire Mental Health Partnership Trust CEO: Dominic Hardisty Chair: Charlotte Hitchings	<ul style="list-style-type: none"> • Overall: Requires improvement • Safe: Requires improvement • Effective: Good • Caring: Good • Responsive: Requires improvement • Well-led: Requires improvement
South Western Ambulance Service NHS Foundation Trust CEO: Will Warrender Chair: Tony Fox	<ul style="list-style-type: none"> • Overall: Good • Safe: Requires improvement • Effective: Good • Caring: Outstanding • Responsive: Good • Well-led: Good
Other partners	
Wessex Local Medical Committee	Chair: Dr Tony Downey Interim Chief Executive: Dr Gareth Bryant
West of England Academic Health Science Network	Chief Executive Officer: Natasha Swinscoe
CCG	

NHS Bath and North East Somerset, Swindon and Wiltshire CCG	Chief Executive: Tracey Cox Clinical Chair: Dr Andrew Girdher
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We also work with a wide range of voluntary and community sector organisations that help provide invaluable support to our populations and our health and care services.

Our operational priorities for 2021/22:

- Recover from the Covid pandemic.
- Reduce length of stay and improve patient flow through our hospitals and prevent admissions.
- Launch two-hour crisis response in line with national guidance.
- Build a community assets / strengths approach.
- Focus on prevention and early intervention.
- Integrate primary, social care and community service operating models.
- Prioritise pathways for population health improvement.
- Expand and improve services to support our workforce across BSW ICB.

Examples of how we are making a difference:

Virtual wards improving life for care home residents

Residents of care homes have benefited from a joined-up approach to their health and wellbeing thanks to an innovative new scheme to introduce virtual ward rounds.

The joint scheme has been developed by Wiltshire Health and Care, Wiltshire Council, the Royal United Hospital, Avon & Wiltshire Mental Health Partnership NHS Trust, local GPs, local care homes, the Wiltshire Care Partnership and the Wiltshire Care Home Advisory Group and has been so successful it has been shortlisted for a prestigious patient safety award.

The scheme sees a team of clinicians and specialists from different backgrounds work with care home staff to more effectively look after the health of residents and provide much needed reassurance for carers and families.

By using IT and virtual meeting software such as Microsoft Teams, clinicians can meet to review care home residents and solve complex challenges. This can prevent avoidable illness by intervening early before any resident's condition has escalated and also minimises the need for external appointments which are inherently risky

and distressing for frail patients. As a result of the new initiative, 67 per cent of participating residents have shown improved health and wellbeing.

The virtual wards began with teams supporting two care homes but has proved so successful that residents at 29 homes are now receiving regular support.

Working with local people to help shape a healthier future

For some time, health and care leaders in BSW ICB have been working collaboratively on plans for how local services, such as hospitals, care homes and GP practices, can work better together and meet the needs of the population.

These plans form the basis of a new health and care model, which illustrates how care will be provided in the region over the next ten years, and people are being encouraged to share their feedback on the proposals.

Detailed within the model are plans for improving personalised care, supporting healthier communities, establishing more integrated local teams, prioritising local specialist services and introducing new specialist centres.

A public engagement programme has recently been launched so local people can share their thoughts and opinions by taking part in a short online survey or by registering to attend one of a number of in-person engagement events happening across the region between now and mid-December.

Hospitals in BSW ICB working together more closely than ever before

Hospitals in Bath, Swindon and Salisbury have been working more closely than ever before as part of the BSW ICB Partnership Acute Hospitals Alliance (AHA) to improve and ensure equal access to their services and where possible make savings that can be reinvested into local health and care services.

Established in 2018, the AHA is made up the Royal United Hospitals Bath NHS Foundation Trust, Great Western Hospitals NHS Foundation Trust, and Salisbury NHS Foundation Trust. Since that time, the three hospitals have been working in an increasingly collaborative way. As a result, the hospitals have been able to make some significant joint progress in areas including bringing back-office functions such as procurement together to deliver economies of scale and closer working within clinical teams for the benefit of patients.

In terms of clinical work, the joint approach has seen the development of BSW ICB Virtual Clinical Team to break down organisational barriers between hospitals and work together on common patient pathways. Hospitals also worked together during bank holidays to tackle paediatric waiting lists and tackled a significant number of operations.

The work of the Alliance and closer collaboration between hospitals in BSW ICB is in-line with national policy and strategic direction in areas including government

guidance for the development of integrated care systems and the recent Health and Care Bill.

Getting people home from hospital

The Home First scheme was launched by the Royal United Hospitals Bath NHS Foundation Trust in 2017 and is a fantastic example of how a joint approach to health and care can have a big impact on patient's lives.

The scheme is run by a number of health and care organisations working together, as part of the BSW ICB Partnership, including the RUH Bath NHS Foundation Trust, Wiltshire Council, Wiltshire Health & Care, Medvivo and Virgin Care as well as local organisations Age UK Bath, Somerset Partnership NHS Foundation Trust and Somerset County Council.

It aims to reduce the length of time spent in hospital by patients who are clinically well enough to return home, but who might need extra support to help them do so. Patients are only discharged when the ward team have completed the necessary checks to make sure they are medically fit.

Once at home, the patient is met by a therapist and reablement worker who immediately provide a detailed assessment and organise support for up to six weeks to help the patient regain the skills and confidence to live at home independently – rather than stay in hospital.

3. The Opportunities

Chief Financial Officer

The Chief Financial Officer (CFO) will be required to ensure that the Integrated Care Board (ICB) meets the financial targets set for it by NHS England and NHS Improvement, including living within the overall revenue and capital allocation, and the administration costs limit. Jointly with other system partners, the CFO is responsible for ensuring that the Integrated Care System (ICS) delivers its financial targets.

The CFO will support the development and delivery of the long-term plan of the ICB. They will ensure this reflects and integrates the strategies of all relevant partner organisations of the ICS, with a particular focus on developing a shared financial and resourcing strategy.

The CFO will be responsible for developing the funding strategy for the ICS to support the board in achieving these aims, including consideration of place-based budgets, and making use of benchmarking to make sure that funds are deployed as effectively as possible.

Executive Chief Nurse

The Chief Nurse will have an influential Executive role and shared accountability (along with the Medical Director) to support the development and delivery of the long-term plan of the integrated care board (ICB), ensuring it reflects and integrates the strategies of all relevant partner organisations of the ICB, with a particular focus on developing a shared clinical and care strategy.

The Chief Nurse, along with the Medical Director is accountable for all matters relating to the relevant professional colleagues across the clinical and care workforce employed by the ICB.

The Chief Nurse will lead (with the Medical Director) on overseeing quality of health services within the ICS including sharing intelligence and working with other key partners and regulators across and outside their system to improve quality of care and outcomes.

Accountable (with the Medical Director) for securing multi-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.

Medical Director

The Medical Director will support the development and delivery of the long-term plan of the integrated care board (ICB). They will ensure this reflects and integrates the strategies of all relevant partner organisations of the ICB, with a particular focus on developing a shared clinical strategy.

The Medical Director, along with the Executive Chief Nurse is accountable for all matters relating to the relevant professional colleagues across the clinical and care workforce employed by the ICB.

The Medical Director will have an influential executive role and shared accountability for the development and delivery of the long-term clinical strategy of the integrated care board (ICB), ensuring this reflects and integrates the strategies of all relevant partner organisations within the ICS.

The Medical Director will lead (with the Executive Chief Nurse) on overseeing quality of health services within the ICS including sharing intelligence and working with other key partners and regulators across and outside their system to improve quality of care and outcomes.

Accountable (with the Executive Chief Nurse) for securing multi-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. With the ICB board ensure that population health management, innovation and research support continuous improvements in health and well-being including digitally enabled clinical transformation and the clinical and care elements of a sustainable People Plan for the ICS workforce.

Chief People Officer

The Chief People Officer (CPO) will lead the development and delivery of the long-term people strategy of the Banes Swindon and Wiltshire (BSW ICB) Integrated Care Board (ICB), ensuring this reflects and integrates the strategies of all relevant partner organisations within BSW ICB Integrated Care System (ICS).

As a member of the unitary board, each board director is jointly responsible for planning and allocating resources to meet the four core purposes of the BSW ICB; 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.

Strategic role in developing the compassionate and kind culture & employment offer.

Director of Planning and Performance

The Director of Planning and Performance (DPP) will be accountable to the ICB Chief Executive Officer (CEO) and will advise the Integrated Care Board (ICB) on matters of good governance within statutory and regulatory frameworks to meet all relevant legislation and in accordance with the terms of the ICB's Constitution. This will include implementing, delivering, and monitoring best corporate governance practice within an agreed governance framework to provide assurance that effective governance systems and processes are in place.

The DPP has principal responsibility for delivery of annual and operational planning for the ICB and developing and implementing the performance management and oversight framework and in doing so taking a clear leadership role for its success and implementation of whole system working which is both innovative and sustainable.

Director of Strategy and Transformation

The Director of Strategy and Transformation (DST) is the ICB Executive lead in developing and delivering the system transformation strategy aligned to the NHS Long Term Plan and the corresponding ICB's long term 5-year plan. They will ensure this reflects and integrates the strategies of all relevant partner organisations of the ICS, with a particular focus on developing a shared system transformation strategy, with a clear leadership role for its success and implementation of whole system working which is both innovative and sustainable. Working alongside system leaders they will use service improvement models and methodologies, to turn strategy into delivery and to improve outcomes for the population of BSW ICB.

The DST has key responsibility for supporting the delivery of the ICS's development plan, transformation plans and ensuring key linages to a range of associated enabling strategies.

The DST is also the Executive lead for developing and setting the ICB communications strategy with responsibility for managing the corporate

communications function. They will also take Executive for oversight of Elective Care, Mental Health and Children Services Transformation plans.

As a senior Executive lead within the ICB the DST will be jointly responsible for planning and allocating resources to meet the four core purposes of integrated care systems; 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.

Job Descriptions and Role Specifications

Please see the job description and role specification for each role (downloaded separately) for full details of role remit, responsibilities and criteria.

Working Arrangements

BSW ICB will operate as an agile organisation as it is recognised this allows us to work as efficiently and effectively as possible and builds on a trust based working culture. The ICB will have a range of flexible working options to benefit the workforce and service users. The ICB is keen to have a culture that enables organisational agility and innovation and to have less of an impact on our natural environment through working in an agile way.

It is envisaged ICB Director roles will be agile and therefore the role can be carried out from home the majority of the time, but with attendance at office bases when required for meetings and collaboration. All ICB BSW colleagues will have a BSW ICB office base recorded as their main base.

Key Recruitment Dates (applicable to all roles)

Closing date for applications: Monday 28th February 2022

Shortlisted candidates notified by: Friday 4th March 2022

Stakeholder panels: Week commencing 14th March 2022

Interviews:

- Chief Financial Officer – 23rd March
- Executive Chief Nurse – 24th March
- Director of Strategy & Transformation – 25th March
- Chief Medical Officer – 30th March
- Chief People Officer – 31st March
- Director of Performance & Planning – 1st April



4. Equality and Diversity

The ICB will be dedicated to making the NHS Our People Promise a reality in terms of the NHS being the best place to work for all, where we are part of one team that brings out the very best in each other.

The ICB will embrace the People Plan in terms of focusing on how we must continue to look after each other and foster a culture of inclusion and belonging. It is recognised that the culture of the ICB will be one of compassion and inclusion where all colleagues are valued, a sense of belonging is created, and an inclusive workplace is embedded.

EDI will continue to run through all colleague experiences and engagement within the ICB from recruitment to health and wellbeing conversations to policy and governance decision making. The ICB is keen to ensure where possible that there is leadership diversity across all protected characteristics to represent the diversity of the NHS and the population that BSW ICB serves. The diversity of the ICB workforce will be understood, encouraged and celebrated in all its forms and the commitment to recruiting and retaining a diverse workforce will not waiver alongside enabling colleagues from all backgrounds to excel in their roles.

The ICB will be committed to ensuring there is equity across the workforce in terms of fair treatment in access, opportunity and advancement for all colleagues, by developing and fostering a culture of inclusion and belonging. Any barriers to achieving equity and a culture of inclusion will be worked through regardless of whether this is at a team level or system level.

We understand the benefits a diverse workforce brings to the quality of services and effective decision making. We welcome applicants from all backgrounds and are particularly keen to receive applications from people from black, Asian and minority ethnic backgrounds, those with disabilities and from the LGBTQ+ community.

We value and promote diversity and are committed to equality of opportunity for all. We believe that the best boards are those that reflect the communities they serve. At the moment:

- 50% of the working age population and 77% of the NHS workforce are women
- 14% of the working age population and 23% of the NHS workforce are from ethnic minorities

- 16% of working age population and 5% of the NHS workforce are disabled • 2% of the population over 16 and 3% of the NHS workforce identify as LGBT
- 82% of working age adults and 79% of the NHS workforce are under 55.

We want to increase the diversity of our NHS leadership and encourage applications from groups we know are all under-represented in these important roles. We prioritise equality, diversity and inclusion, team health and wellbeing and the principles of kind leadership in our ways of working.

The successful applicants will have a key role in nurturing this culture.

Applications for all roles will be assessed on merit, as part of a fair, and open process, from the widest possible pool of candidates. The information provided by applicants will be relied on to assess whether sufficient personal responsibility and competence have been demonstrated in previous/other roles, to satisfy the experience, skills and values being sought.

5. Terms of appointment

Given the significant public profile and responsibility members of NHS boards hold, it is vital that those appointed inspire confidence of the public, patients and NHS staff at all times. We will undertake a number of specific background checks to ensure that those we appoint are “fit and proper” people to hold these important roles. More information can be found on the NHS England [website](#). All NHS board members are required to comply with the [Nolan Principles of Public Life](#) and meet the [Fit and Proper Persons requirements](#).



6. More information

- [Onboarding support, sources of information, useful reading](#)
- [Sign up to receive email alerts on the latest vacancies](#)
- bswpartnership.nhs.uk
- bswccg.nhs.uk

The Bath and North East Somerset, Swindon and Wiltshire Partnership and NHS England and Improvement respects your privacy and is committed to protecting your personal data.

We will only use personal data where we have your consent or where we need to comply with a legal or statutory obligation. It is important that you [read this information](#) together with our [privacy notice](#) so that you are fully aware of how and why we are using your data.



7. Making an application

For more information on any of these opportunities, or to arrange to speak with the designate ICB Chief Executive please contact the following individuals:

Chief Financial Officer

- David Heaton: David.heaton@gatenbysanderson.com
- Melanie Shearer Melanie.shearer@gatenbysanderson.com
- Serena Dobson Serena.dobson@gatenbysanderson.com

Medical Director

- Richard Murphy: Richard.murphy@gatenbysanderson.com
- Melanie Shearer Melanie.shearer@gatenbysanderson.com
- Serena Dobson Serena.dobson@gatenbysanderson.com

Chief Nurse

- Helen Barkham: Helen.barkham@gatenbysanderson.com
- Melanie Shearer Melanie.shearer@gatenbysanderson.com
- Serena Dobson Serena.dobson@gatenbysanderson.com

Chief People Officer

- Carmel Bell: Carmel.bell@gatenbysanderson.com
- Melanie Shearer Melanie.shearer@gatenbysanderson.com
- Serena Dobson Serena.dobson@gatenbysanderson.com

Director of Strategy and Transformation

- Lucy Deane lucy.deane@gatenbysanderson.com
- Melanie Shearer Melanie.shearer@gatenbysanderson.com
- Serena Dobson Serena.dobson@gatenbysanderson.com

Director of Planning and Performance

- Lucy Deane lucy.deane@gatenbysanderson.com
- Melanie Shearer Melanie.shearer@gatenbysanderson.com
- Serena Dobson Serena.dobson@gatenbysanderson.com

Please note that the closing date for all applications is Monday 28th February 2022

If you wish to make an application for any of these roles please provide:

- Confirmation in your application of the designate role/s you are applying for and your preferred choice. You may apply for more than one role if you meet the criteria, but we strongly advise that you tailor and submit your application to ensure it is competitive if you are applying for more than one role.
- A CV that includes your address and preferred contact details, highlighting and explaining any gaps in your employment history.
- A supporting statement that highlights your skills and experience and allows insights into your values and motivations for applying for the role. You should outline your personal responsibility and achievement within previous roles that demonstrates you have the knowledge, skills and competencies to deliver this role, as outlined in the role specification.
- The names, positions, organisations and contact details for three referees. Your referees should be individuals in a line management capacity (or senior stakeholders), and cover your most recent roles and employer, any regulated health or social care activity or where roles involved children or vulnerable adults.
- A completed monitoring information form which accompanies this pack.
- A completed self-declaration form confirming that you do not meet any of the criteria that would disqualify you from appointment.
- Tell us about any dates when you will not be available for the selection process.

Shortlisting: the selection panel will use the information provided by the applicants to agree applicants invited to interview. Assessment will be based on merit against the competencies experience, skills and values outlined in the person specification.

Stakeholder event: shortlisted applicants will be expected to participate in a stakeholder engagement event to meet groups of key stakeholders. Event feedback will be shared with the selection panel.

Interviews: applicants will be asked to make a 5-10 minute presentation to help the selection panel draw out the competencies, experience, skills and values outlined in the person specification. The formal interview will be 45 mins to an hour of open questions from the selection panel to showcase past experience and explore applicant's values, motivations, creativity and ability.

Appointment: Selection panels will be asked to identify appointable candidates based on merit against the competencies experience, skills and values outlined in the person specification. The preferred candidate will be referred to NHS England and Improvement Regional Team for approval before final appointment by the inaugural meetings of the relevant ICB.

