



Department
of Health &
Social Care

39

**Director General for Finance
SCS3**

Candidate information pack

August 2025



Welcome message – Improving the health and care of the nation

Every day, we work to improve the health and wellbeing of citizens across the nation. This is both a privilege and a responsibility. The dedicated staff across the NHS and the civil service have achieved remarkable things in recent years – from the extraordinary response to COVID-19, to record numbers of general practice appointments, to cancer survival in England being at an all-time high – demonstrating incredible resilience, expertise and commitment.

We are now building a Department of Health and Social Care (DHSC) for the future – an organisation better equipped to provide publicly accountable leadership across health and care that truly serves our communities better.

This new Department of Health and Social Care will incorporate the role of NHS England to create a new accountable and agile centre. This will be a new model of leadership for the health and care system and it will require compassionate, determined and focused leadership.

Given this task, now is a particularly exciting time to join DHSC as a senior leader. The Government has just published its 10 Year Health Plan, and you will play a pivotal role in delivering national policy, stewarding system-wide reform, and delivering outcomes that matter to our patients and our citizens. We are looking for individuals who can bring strategic insight, collaborative leadership, and a commitment to public service to help us deliver on our mission to provide the highest quality, most compassionate health and care system in the world.

If you share our passion, have the capabilities set out below, thrive at delivering large-scale change and believe in the future we will build for our citizens and our communities, then we look forward to receiving your application.



Samantha Jones OBE
Permanent Secretary, DHSC



Sir Jim Mackey
NHS England Chief Executive

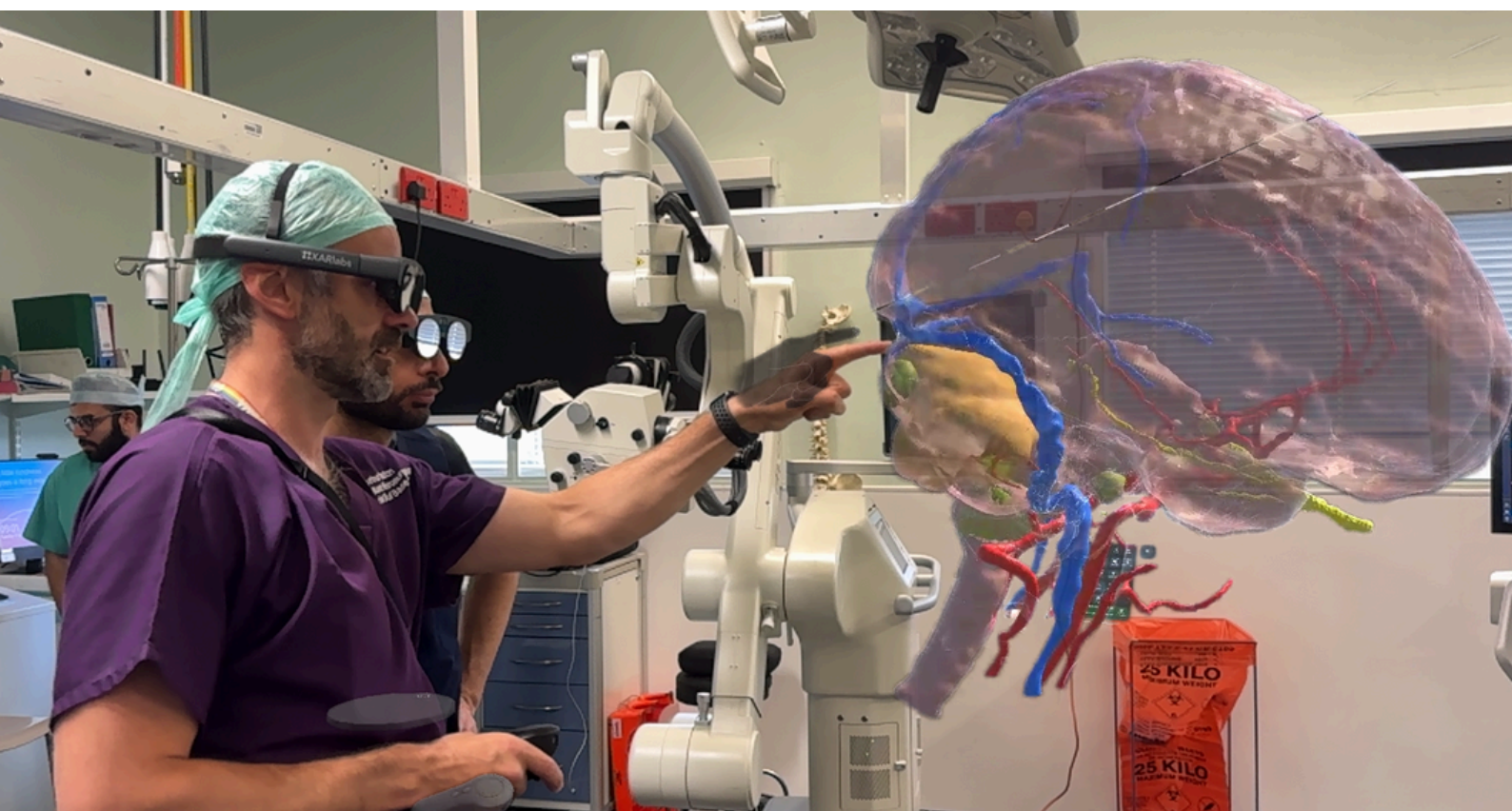


Context - Bold and Ambitious

The Department of Health and Social Care supports Ministers in driving forward an ambitious agenda to radically transform health and care services, with a renewed focus on prevention, digital innovation, workforce reform, and long-term sustainability.

The 10 Year Health Plan represents a historic opportunity to reshape our health and care system for years to come. It provides a clear, unified direction for the decade ahead, enabling us to meet the significant demographic and population challenges on the horizon. Our ultimate responsibility remains unchanged – ensuring we engage with people so that they are fully involved in the best care and support at the right time. To deliver on this promise, we must transform ourselves.

This transformation goes beyond internal change – it represents a fundamental shift in how we work with the entire health and care landscape. By creating a leaner, more focused centre, we will devolve greater responsibility to local systems and partners, creating neighbourhood health services that empower the development of solutions that meet the specific needs of their communities.



We will build a department that:

- provides clear leadership for the public's health, healthcare and adult social care – reflecting the differences between our collective areas of responsibility
- recognises that the coordinated care that the public want will only be created if we foster our own collective responsibility for shared objectives rather than competing priorities or silos
- empowers local systems to take responsibility for neighbourhood services with clear and streamlined priorities and accountability
- eliminates duplication, maximising value and freeing up staff to focus on the work that matters
- operates with greater efficiency and focus, with clarity on what the centre is for, and what we should leave to others
- empowers leaders to lead whilst treating every colleague with dignity, honesty and respect

By working more collectively we will help to foster stronger partnerships between healthcare providers, local authorities, and the voluntary and private sector – breaking down barriers that have hindered our health care system before.

We will enable groundbreaking neighbourhood health services to be delivered in the most-deprived areas first, where healthy life expectancy is lowest. We will provide clear national leadership and strategic direction while creating space for local innovation and collaborative problem-solving.



Government Finance Function



There's strength in numbers

James McEwen

Joint Head of Government
Finance Function,
and Chief Operating Officer at
Ministry of Justice



Conrad Smewing

Joint Head of Government
Finance Function,
and Director General, Public
Spending at HM Treasury



Joining us in this role also means becoming part of the Government Finance Function (GFF). Therefore, we wanted to take this opportunity to introduce ourselves.

We are the GFF, a community made up of all the finance colleagues throughout government. We might work in different organisations, in different locations all over the UK, but one very important mission brings us together: to put finance at the heart of decision making, delivering value for money and strengthening public trust.

We manage big budgets, in big ways. And we do it all together. Which means, even though working with public money is a big responsibility, you'll never shoulder it alone. We're always sharing knowledge, expertise and resources with each other. And ensuring everyone within the GFF gets the learning and development they need: from internal training through the Government Finance Academy to support to pursue external qualifications. It makes the GFF a great place to progress your career, with plenty on offer to help you follow your interests and build a future you're truly excited by.

A community only works if everyone feels they belong. So, diversity, inclusion and wellbeing are always important to us. In fact, they're the foundation of our future strategy. Plus, we make sure to keep our community connected in lots of different ways: through colleague networks and virtual and in-person events. As a result, no matter where you're based, or which organisation you work in, you'll always feel part of the GFF.

This all adds up to something special. A 10,000+ strong community managing one of the largest balance sheets in the UK. All working together to enable the delivery of high- quality public services, ensure public money is spent efficiently and effectively, and improve lives all throughout the country. That's quite something. And it's why we say: there's strength in numbers.

Find out more about us on our careers site: www.financecareers.civilservice.gov.uk.

About the role

The Director General for Finance is a stretching and exciting new role combining both the Department of State finance functions with leadership of financial planning across the NHS. The post holder will be responsible for the stewardship of public money, ensuring transparency, value for money and the sustainability of the health and care system. They will report into both the Permanent Secretary of DHSC, supporting them on their responsibilities as Principal Accounting Officer, and the NHS Chief Executive, supporting them on their delegated responsibilities as Accounting Officer for the NHS. As a key member of the executive team, the Director General for Finance will shape national strategy, advise ministers, and support the NHS to deliver improved outcomes for patients within available resources.

Location: National

This role will require regular attendance at both DHSC and NHS England current headquarters in Leeds and London with travel to other locations as necessary. You can be based at any of the current regional sites, with the expectation of regular time in London each week.

Salary: £200,000 - £270,000 per annum dependent upon experience.

Grade: SCS 3

Contract Type: Permanent, full-time. Flexible working arrangements will be considered.

Clearance: Developed Vetting. If successful you must hold, or be willing to obtain, security clearance up to DV level.



Role Description

You will play a central leadership role in shaping the future of the Department of Health and Social Care (DHSC) as it integrates the responsibilities of NHS England into a single, unified organisation. This transformation offers a unique opportunity to design and deliver the future-state finance function that supports ministerial priorities and delivers tangible benefits to citizens and communities.

You will bring together strategic finance capabilities for DHSC and the NHS, providing financial planning, profession oversight, and performance management. You will be a national thought leader and a visible external figure to the NHS and health system finance community.

Success in the role will require close working with Ministers, senior colleagues in DHSC, HM Treasury, the NHS and wider health and social care system to deliver:

- For 2025/26, a balanced budget totalling £202bn revenue and £13.6bn capital for delivery by the Department, including the NHS and its arms-length bodies.
- Strategic financial leadership and direction to the health and care system, including the NHS in England, restoring sustainable finances and financial discipline across the NHS, fostering efficiency, productivity, value for money and cost-control in a complex health environment.
- Strategic government financial management, leading on the negotiation of Spending Reviews and aligning the Department's objectives and compliance with all government standards.
- Leading the financial planning and performance management for the health and care system, including the NHS, identifying areas for improvement and intervention, and facilitating appropriate action to deliver productivity and wider improvements.
- Leading the finance profession in the health and care system, including the NHS, responsible for building and nurturing effective relationships to ensure that the national finance direction of travel is relevant, credible, well communicated and 'bought into' including the sector finance leaders and external key partners.
- Leading the effective implementation of the Secretary of State's top priorities and supporting ministers and the Department to set direction for the health and care system both in the medium and long term. This includes delivery of: manifesto commitments, the 10 Year Health Plan, and strategic planning to take forward the commitments to local areas, building and expanding their Neighbourhood Health and Social Care Services.



Key Responsibilities

- **Executive & Ministerial Support:** Serve as the primary financial adviser to the Secretary of State for Health and Social Care, the Permanent Secretary and the NHSE Chief Executive. Support collective decision-making across the Executive Committee, balancing policy ambition with fiscal discipline.
- **NHS Financial Oversight:** Lead the management of NHS finances, managing the cash flow of the NHS, ensuring that the necessary liquidity is in the system and ensuring that services are delivered within agreed budgets. Provide alignment with strategic priorities, including the commitments set out in the Governments Manifesto Commitments and the NHS Long Term Plan.
- **Strategic Finance:** Responsible for designing and implementing financial incentive programmes, developing clear policies, frameworks and authorisation processes for providers, commissioners and systems and accountable for meeting the departments statutory obligations relating to the National Tariff.
- **Strategic Integration of Finance Functions:** Drive the integration of DHSC and NHS England finance functions, developing a unified financial management model that enables coordinated decision-making across the health and care system. Building a collaborative, high-performing culture that breaks down siloes and delivers across core functions.
- **Planning, Performance and Reporting:** Accountable for creating the national NHS planning guidance, managing the planning cycle and ensuring that aggregated plans fit within the overall resource envelope and deliver the performance requirements set by government through the Mandate. This includes new holistic performance review and responsibility for preparing all statutory financial accounts as required of the department.



- **Budget Accountability:** Oversee the Department's total budget £202bn revenue and £13,6bn capital bi in 2025/26, accountable for ensuring that the DHSC and NHS lives within its annual budget, delivers value for money through its stewardship of available resources and support the Accounting Officers in providing assurance to Parliament and HM Treasury.
- **Funding Negotiations and Allocation:** Lead engagement with HM Treasury to secure funding settlements and ensure their effective allocation across the health and care system.
- **Performance-Linked Financial Planning:** Work in close partnership with the senior performance lead to ensure financial planning is tightly aligned with delivery and performance outcomes across the NHS. Identifying areas for improvement and intervention and improving productivity in the NHS.
- **Professional Leadership:** Head of profession for the finance community across the health and care system, including the NHS, working proactively with sector finance leaders and external key partners to ensure that finance talent is developed, nurtured and encouraged. Responsible for creating and promulgating the highest standards of finance professionalism within the NHS, including the development of new approaches within the Future-Focussed Finance programme.
- **Capital Expenditure & Major Programmes:** Oversee all departmental capital spending, including the delivery of major infrastructure programmes such as the New Hospital Programme, ensuring alignment with long-term system objectives.
- **Financial Governance & Compliance:** Promote sound financial governance across the organisation, ensuring compliance with Treasury rules and supporting the use of robust financial insight in policy development. Ensure the Department meets its financial obligations to Parliament, secures and allocates funding effectively, and empowers local systems through a reformed operating model focused on efficiency and sustainability.
- **Building Capability and Culture:** Lead a dynamic, high-performing finance team, fostering collaboration across London, Leeds, and regional sites. Provide coaching and leadership to embed a culture of financial accountability, innovation, and public value.



Candidate Profile

To be successful in this role, you will need to be an exceptional leader, able to articulate a compelling vision and demonstrate outstanding senior management expertise. You will bring a strong financial track record of delivering reform within complex policy and operational environments, ideally with experience in financial transformation or public sector finance.

Given the scale and complexity of integrating NHS financial planning, oversight, and performance into the Department, you must be confident navigating high-profile financial responsibilities and ensuring public funds are deployed effectively and transparently. You will need to provide visible leadership to finance professionals across the Department and the wider health system, setting high standards of financial governance and supporting a culture of continuous improvement.

In the context of significant organisational reform, you must demonstrate flexibility, resilience, and the ability to motivate your teams through ambiguity and change. As the new entity takes shape, you will need to be comfortable with evolving responsibilities, and capable of adapting your leadership style to maintain focus, clarity, and momentum across all areas of the finance function.

In your **CV and Statement of Suitability**, please provide clear evidence demonstrating how you meet the following essential criteria.

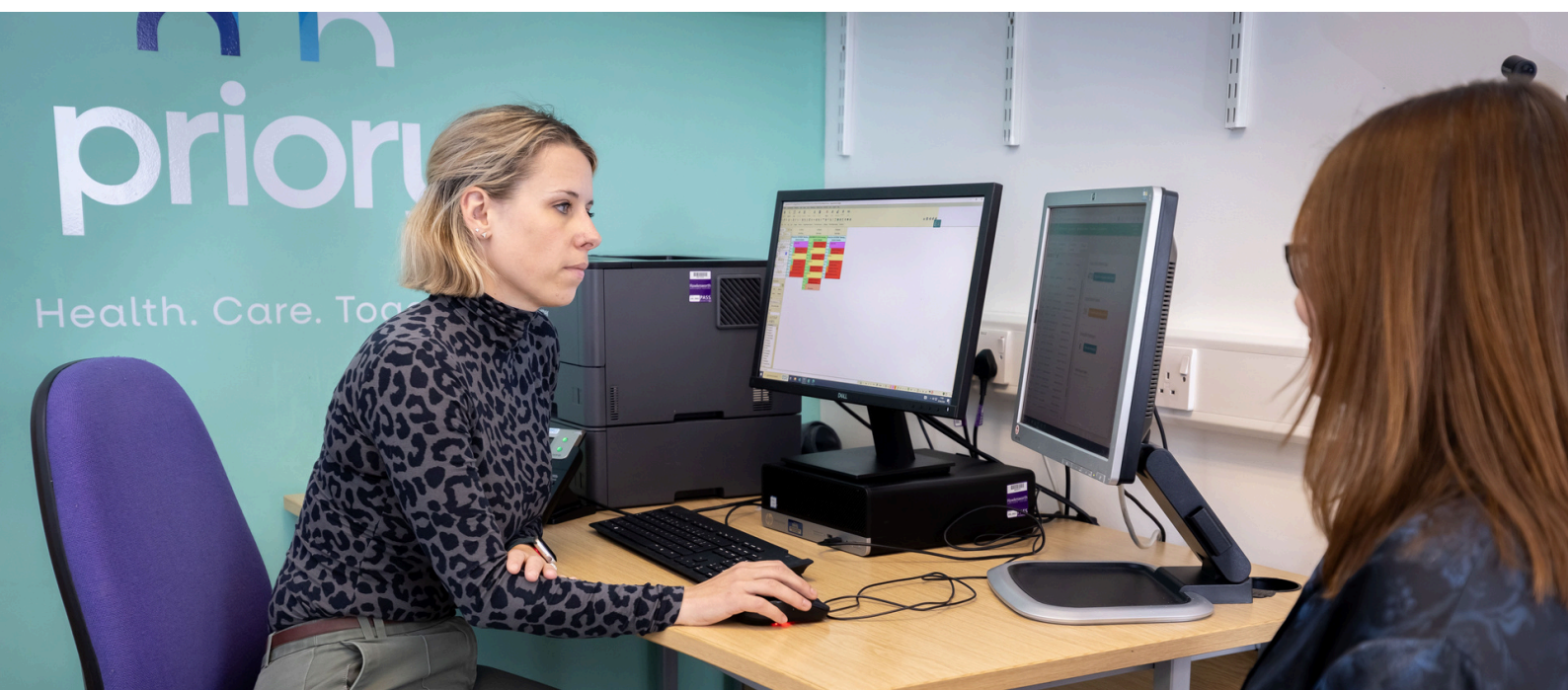


Essential Criteria

- A full accountancy qualification (CCAB, CIMA or equivalent).
- Significant experience within a capital-intensive business, large scale transformation programmes and well-developed budgetary, planning and forecasting skills. This will include experience of effectively managing **large budgets**, and a strong track record of **delivering value for money and strategic impact**.
- A deep and broad experience in strategic finance holding the confidence and experience to offer **sound, informed advice to the Accounting Officer**. This will need to take account of the environment, potential impacts, and trade-offs that any decision making will bring.
- A substantial record of holding responsible and credible **leadership** roles in one of: the NHS, central government/government agency, local government or a third sector or commercial organisation. You will have significant experience at Board/Executive team level, demonstrate **strong collaborative working with a wide range of senior partners** with evidence of successful operating across multiple organisations within a complex system and across structural boundaries.
- Strong background in applying HMT rules and procedures regarding the **management of public money**.
- Proven experience of developing **motivated, engaged and high performing teams** and a demonstrated commitment to **diversity and inclusion**. This includes demonstrating leadership of **wholesale change in large organisations**, supporting your team and the wider organisation through uncertainty. You will be able to demonstrate how you have role modelled and supported the development of a strong organisational culture and empowering others to successfully build and embed new ways of working.

Desirable Criteria

- Demonstrable experience within the NHS system, along with a **strong understanding of the NHS financial landscape** and the interrelationship with performance.



Our recruitment process

This recruitment process is regulated by the Civil Service Commission, and follows clear guidelines to ensure selection is fair, open, and made on merit.

The Civil Service Commission has two primary functions:

- Providing assurance that appointments to the Civil Service are made on merit, on the basis of fair and open competition. For the most senior posts, the Commission oversees the process directly and appoints a Commissioner to chair the selection panel.
- Hearing and determining appeals made by civil servants under the Civil Service Code, which sets out the values of impartiality, objectivity, integrity, and honesty.

More information about the Civil Service Commission is available at:

<https://civilservicecommission.independent.gov.uk>

Selection Panel

The selection panel for this role will be chaired by:

- Christopher Pilgrim, Civil Service Commissioner (Chair)

Other panel members:

- Samantha Jones OBE, Permanent Secretary, Department of Health and Social Care
- Sir Jim Mackey, NHS England Chief Executive
- Conrad Smewing, Joint-Head of the Government Finance Function
- Catherine Little, Permanent Secretary, Cabinet Office (SLC Member)
- Additional Panel Member(s) – to be confirmed

You will receive an acknowledgment of your application. The panel will assess applications to select those demonstrating the strongest fit with the role, based on the evidence provided against the **essential criteria**.

It is essential you address all criteria in your application. Failure to do so may affect your progression.

Shortlisted candidates will be invited to take part in a series of assessments, which may include:

- A Stakeholder Engagement Panel Exercise
- Mock Public Accounts Committee Exercise
- Meetings with key departmental stakeholders, which may include a Minister

Details of the final assessments including briefs will be confirmed with shortlisted candidates

Shortlisted candidates will then progress to a **final interview (face-to-face in London) with the selection panel**.

Full details of the assessment process will be shared with candidates invited to interview.

Indicative Timetable

Please note that dates may be subject to change:

Stage	Indicative Timing
Closing date for applications	23:55 on Monday 22 nd September 2025
Shortlist Meeting - Selection Panel	w/c 29 September 2025
Stakeholder engagement and discussions	w/c 6 October 2025
Final panel interviews	w/c 13 October 2025

All shortlisted candidates will be advised of the outcome as soon as possible after each stage.



How to apply

All applications must be submitted using the link
<http://www.gatenbysanderson.com/job/GSe124669>

The closing date for applications is 23:55 on Monday 22 September 2025

If you do not receive confirmation that your application has been received please contact
devon.coates-leaning@gatenbysanderson.com.

Your submission should include:

- The **role title** and reference number in the subject line of your email.
- A **current CV**, including your educational and professional qualifications and full employment history (explaining any gaps), with details of budgets and teams managed and highlighting key achievements.
- A **covering letter**, no more than **two A4 pages**, explaining why this appointment interests you and how you meet the criteria set out in the candidate profile.
- Please note that **references and open-source due diligence checks** (including into social media accounts) may be undertaken for all short-listed candidates.
- **A declaration of interest form.**
- A completed **Monitoring Form** to support the Department's commitment to equality and diversity. The form includes:
 - Monitoring questionnaire (reported anonymously)
 - Information on the **Disability Confident Scheme** for candidates with disabilities who meet the minimum criteria.

If you require any adjustments to make the recruitment process more accessible, please contact the recruitment team at the application address above.

Khadeeja Khalid, Senior Researcher
khadeeja.khalid@gatenbysanderson.com

Michelle Atkinson, Principal Consultant
E: michelle.atkinson@gatenbysanderson.com

Michael Dobson, Partner and Sector Lead, Central Government & DDaT
E: michael.dobson@gatenbysanderson.com



Detailed terms

This role is being offered on a permanent basis. Requests for secondments and loans will be considered, should this be your preference.

If you are successful and are from outside of the Civil Service, you can expect your salary on appointment to be **up to £270,000 per annum**. If you're an existing Civil Servant, your salary will be agreed in line with the Civil Service pay rules in place on the date of your appointment.

This is a full-time role, but all flexible working arrangements are welcomed and will be considered (including existing job share arrangements). You can be based in London and Leeds - but realistically this role will frequently be based in our London offices, so you will need to be prepared to spend time there.

Please note that:

- **Civil Service pension** arrangements will apply and you will have the option of joining the Civil Service Alpha Pension Scheme, a defined benefit (DB) pension scheme. The current employer contribution rate for this salary level is in excess of 30% of salary as explained at Civil Service Pension Scheme.
- The role includes **25 days annual leave**, increasing on a sliding scale to 30 days after 5 years' service. (This is in addition to 8 public holidays and one privilege day).
- If successful you must hold, or be willing to obtain, security clearance up to DV level. More information about the vetting process can be found [here](#).
- You will need to hold the right **immigration status and nationality requirements** for this role - please ask Devon.Coates-Leaning@gatenbysanderson.com if you have any questions.
- Unfortunately, we will not be able to reimburse you for any **expenses** incurred as part of this recruitment process.

Business Appointment Rules

The Government's Business Appointment Rules (the Rules) apply to all Ministers and Crown servants. The Rules seek to protect the integrity of government, while enabling individuals to move to roles outside of government. The Rules are owned by the Cabinet Office and administered by the Advisory Committee on Business Appointments (ACOPA) at the most senior level and by departments in all other cases. For appointments at this level (SCS3), these rules apply for 2 years after you leave Crown Service.



