

Our health team

Ann Bourne

Head, Healthcare Practice

Ann Bourne has over 13 years' experience in executive search in the UK. Her early career was in the area of HR and training & development for international banks in both the USA and the UK. She leads the firm's Health Practice Group and has worked on every NHS or health-related assignment that Saxton Bampfylde has undertaken since 2004.

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Amy Nutt

Consultant

Amy has 10 years experience working and in and with the health sector. She began her career in the National Health Service in a variety of acute operational management positions before joining KPMG as a management consultant in the healthcare sector and later moving into the Executive Search and Selection team. Amy joined Saxton Bampfylde in 2007 and works exclusively in the public and not-for-profit sectors with a particular focus on the NHS. Amy has a BSc in Psychology from Bristol University.

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Jonathan Morgan

Consultant

Jonathan has 8 years of experience in search. He works primarily on government, healthcare and not-for-profit roles and has advised on appointments including the chair and non-executive directors for two foundation trusts, a Chief Executive and Chair for UnLtd and the Chief Executive of Business in the Community.

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Stephen Bampfylde

Chairman

Stephen is co-founder and Chairman of Saxton Bampfylde. He began his career working for IBM and Whitehall, where he spent nearly ten years before moving into top level executive search. For 25 years he has been involved in the recruitment of executives to senior positions across all sectors.

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Christina Moore

Project Coordinator

Christina joined Saxton Bampfylde in 2009, and provides administrative support to Ann Bourne and her partner consultants. Christina studied Biology at Manchester University.

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A dose of
healthy
competition

Executive search for health

The need to attract and to keep top talent in the leadership of the NHS is more important than ever before. Individuals on both sides of the board table must be bright, courageous, ambitious and flexible. In an environment that is increasingly crowded with care providers from both the private and public sectors, leaders must have business skills and the customer focus that ensures their organisations remain competitive and are seen as 'providers of choice'. Above all, leaders in the NHS must be absolutely dedicated to public service.

The NHS is an enormous and vitally important public service that touches the lives of every man, woman and child in the country. It is highly regulated, heavily scrutinised and hugely complex. Change is the only constant in the NHS: new clinical and financial targets are frequent, new patterns and structures of provision emerge regularly, and increased competition challenges perceived notions of the best way to provide healthcare to a demanding and ageing public.

Seeking leadership of the highest calibre is our raison d'être. Saxton Bampfylde has been in the business of appointing great leaders for over 20 years. As a firm that operates in both the public and commercial sectors, we have gained insight into some of the most important board, trustee and cabinet rooms across

the country. We have successfully extended this experience and expertise in executive search to the NHS and related fields.

The bedrock of our success is our approach to research. We are the most research-intensive firm within the UK headhunting industry. Our team of full-time researchers undertake on average two to three times more research per project than virtually any of our competitors.

Unusually in the world of executive search, Saxton Bampfylde researchers are assigned to one search at a time and work solely on that single project. This compares to an industry average of six to eight simultaneous projects per researcher. This focus allows our researchers to more effectively identify and enthuse candidates, and facilitates a greater depth of understanding of the candidate market.

The appointment of a new board member, either executive or non-executive, is crucially important. We have experience of helping all sizes and shapes of organisations to attract the leadership talent that they need. Our processes are sound yet flexible enough to accommodate the particular needs of your organisation and we offer a one stop service that includes placing

advertisements and handling responses. Alongside advertising, our knowledge of the sector enables us to conduct thorough, informed and creative research, and to act as effective advocates for your organisation. We have the professional discretion and approach to search that encourages top candidates to put their names forward in the confidence that they will be dealt with intelligently, fairly and confidentially.

In a sector where commercial, business development and marketing skills are increasingly important, we believe our wider private sector experience brings positive benefits to our NHS clients, enabling us to complement our sector knowledge with commercial experience and a greater breadth of view.

Our work in health has covered many kinds of organisations, from acute foundation trusts to strategic health authorities, mental health trusts to royal colleges, primary care trusts to regulators. The roles we fill are as unique as our client organisations, each with their own strengths, challenges and opportunities. We therefore approach each search with the creativity and thoughtfulness that our clients have come to expect of us. We do not simply recycle candidates from one project to another, but seek to introduce candidates who are absolutely appropriate to the roles we are asked to fill.

“NHS Direct and Saxton Bampfylde have had a long and fruitful association, which has led to the appointment of a number of key players, including a very successful recent search for our current Chief Executive. Saxton Bampfylde have always worked for us with professionalism and discretion.”

Roger Rawlinson, HR Director, NHS Direct

A check-up of some of our recent appointments in the health sector

Our recent executive health assignments include:

Addenbrooke's Charitable Trust
Director of Fundraising

Cambridge University Hospitals NHS Foundation Trust
Chief Executive, Director of HR & Organisational Development, Head of Business Development & Marketing and, Director of Strategic Operations

Care Quality Commission
Chief Executive

Harrow Primary Care Trust
Chief Executive and Director of Provider Services

Hawkes Bay District Health Board, New Zealand
Chief Executive

King's College Hospital NHS Foundation Trust
Director of Strategy

Kingston Hospital NHS Trust
Chief Executive

NHS Confederation
Director of Resources, NHS Employers Director and, Director of Communications

NHS Direct
Chief Executive, Finance Director, Chief Operating Officer, HR Director, and Commercial Director

North West Ambulance Service NHS Trust
Chief Executive

Royal College of Physicians
Chief Executive

Royal Society of Medicine
Chief Executive

Southampton University Hospitals NHS Trust
Director of Organisational Development and, Chief Operating Officer

St George's Healthcare NHS Trust
Director of HR & Organisational Development, and Finance Director

The Lewisham Hospital NHS Trust
Chief Executive

University Hospitals Birmingham NHS Foundation Trust
Executive Chief Nurse

Our recent non-executive health assignments include:

Basingstoke and North Hampshire NHS Foundation Trust
Chair

Care Quality Commission
Chair and 3 Commissioners

Chelsea & Westminster Hospital NHS Foundation Trust
Chair and Non-executive Director

Chesterfield Royal Hospital NHS Foundation Trust
Chair and 4 Non-executive Directors

Derby Hospitals NHS Foundation Trust
Chair

Lancashire Care NHS Foundation Trust
Chair

Manchester Academic Health Science Centre
3 Non-executive Directors

Royal Orthopaedic Hospital NHS Foundation Trust
Chair

University Hospitals Birmingham NHS Foundation Trust
Non-executive Director

2gether NHS Foundation Trust
Chair and 2 Non-executive Directors