

# YOUR FUTURE STARTS HERE

**NHS**  
The Newcastle upon Tyne Hospitals  
NHS Foundation Trust



## Recruitment Information Pack

Executive Director of Enterprise and Business Development

April 2019

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## Section A

### Introduction from Dame Jackie Daniel, Chief Executive Officer

The Newcastle upon Tyne Hospitals NHS Foundation Trust is a hugely successful organisation, with highly skilled staff, dedicated to providing the best possible care for the people of the North East and beyond. As one of the largest and highest performing NHS Foundation Trusts in the country, we are continuously seeking to improve our services including having among the highest number of specialist services of any Trust in the UK. We are, of course, proud to have been acknowledged in 2016 as 'Outstanding' by the Care Quality Commission.

Operating across multiple locations (Freeman Hospital, Royal Victoria Infirmary, Campus for Ageing and Vitality and Centre for Life) and a number of community sites, our services are rated amongst the best in the country according to the Care Quality Commission (CQC) Inpatient Survey 2017; in the most recent NHS Friends and Family Test around 98% of our in-patients would recommend our services, and 96% of our staff recommends the patient care provided.

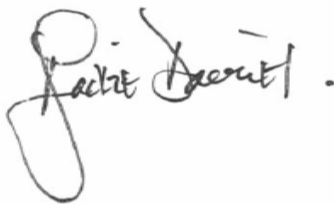
We form a key part of one of Europe's leading centres for research and innovation with formal management relationships with both Newcastle University and the University of Northumbria in Newcastle and a high profile with the National Institute of Health Research. A core member of the North East and North Cumbria Academic Health Science Network (NENC AHSN) and Northern Health Science Alliance (NHSA), we continue to attract major awards and commercial opportunities to the North East.

We are an active member of the Shelford Group of specialist teaching hospitals and look forward to playing a leading role in current efforts to improve quality through closer collaboration with local and regional partners in delivery of health and social care.

We put patients at the heart of everything we do.

Please review the information within this recruitment pack. If you believe you share our passion and drive for excellence and have the experience we seek, we look forward to receiving your application for the position.

Kind regards



**DAME JACKIE DANIEL**  
Chief Executive Officer

## Section B

### Overview

The Trust employs c 14,000 staff, with a gross turnover of in excess of £1 billion per annum, and operates on two major hospital sites – Freeman Hospital and the Royal Victoria Infirmary, as well as delivering Out of Hospital/Community Health Services to the city's residents.

The Newcastle upon Tyne Hospitals NHS Trust was licensed as a Foundation Trust on 1st June 2006, and this provides a robust framework and the freedom to run its own affairs at a local level. Although the Trust must comply with national standards in delivering healthcare, it can determine and influence how this is done by developing new ways of working tailored to meet the local needs and priorities.

The Trust is classified as a teaching hospital because of its close association with Newcastle University's Medical School. It also has a high nationally acknowledged research and development profile and capability and continues to challenge and inform patient treatment and care. A number of our Directorates are designated Academic Clinical Directorates which build on our clinical research and development track record and support our academic and teaching portfolio.

Our hospitals have around 2,170 beds and we manage over 1.67 million patient 'contacts' every year including more than 201,300 A and E attendances, 1,260,900 outpatient attendances and approximately 6,400 deliveries. We provide innovative high quality healthcare. The Trust is a large, technically complex and diverse organisation and to ensure the delivery of a high quality and safe service to all, robust performance management systems are in place. Working closely with clinical and support services, the Trust ensures effective monitoring and review of quality, business and financial issues.

We have a strong history of joint working which has led to a number of strategic partnerships across health and social care, with many of these relationships translating into integrated and multiagency pathways of care for patients.

We are an active member of the Shelford Group, a network of specialist teaching hospitals which undertakes comparative work and addresses issues of common interest.

The Trust is regulated by NHS Improvement, the Care Quality Commission determines the quality and standards of care.

Find out more about 'Your Future Starts Here' at <https://careers.nuth.nhs.uk> or search NUTH Careers.

## Section C

### About the Trust

In-patient clinical services are based on two sites - the Royal Victoria Infirmary and the Freeman Hospital. The Royal Victoria Infirmary site is the acute admitting site with the Great North Trauma and Emergency Centre together with acute medical services, maternity services and the Great North Children's Hospital. The Freeman site is of a more elective nature with surgical services, cardiothoracic services, transplantation, and the Northern Centre for Cancer Care (NCCC).

#### Royal Victoria Infirmary

The Royal Victoria Infirmary's city centre site is shared by the Medical and Dental Schools and is adjacent to the Newcastle University campus.

*Pictured: New Victoria Wing Main Entrance and Great North Childrens Hospital, Royal Victoria Infirmary*



Directorate	Service
Cancer Services and Clinical Haematology	Haemophilia Centre Haemostasis and Thrombosis
Cardiothoracic Services	Cardiology
Children's Services	A full range of secondary and tertiary paediatric medicine and surgery, including one of two national paediatric immunodeficiency units.
Dental	Dental Hospital Maxillo-Facial Surgery
EPOD	Burns Ophthalmology Plastic and Reconstructive Surgery Dermatology
Integrated Laboratory Medicine	Biochemistry, Cellular Pathology Health Protection Agency
Medicine and Older People's Medicine	Accident and Emergency/Trauma Centre (Great North Trauma and Emergency Centre) Acute Medicine Endocrinology, Gastroenterology Infectious Disease and Tropical Medicine Immunology Medical Admissions Unit Poisoning and Therapeutics Respiratory Medicine Falls and Syncope Stroke Medicine Older People's Medicine
Musculoskeletal	Orthopaedic Trauma Spinal Surgery Paediatric Orthopaedic Surgery
Neurosciences	Neurology

Directorate	Service
	Neuro-radiology Neurosurgery Neurophysiology
Out of Hospital/Community Services	Integrated Sexual Health District Nursing Health Visitors School Nursing Community Matrons TB Tracing Chronic Disease Monitoring Community Response & Rehabilitation Team Interface Team Home Re-ablement Consultant Led Continuing Care Beds (Intermediate Care) Nurse Practitioners Sexual Health Services Walk-in Centres
Peri-Operative RVI	Chronic Pain Critical Care Home Ventilation Theatres and Anaesthesia
Radiology	Emergency including trauma MSK, Children, Breast, Upper GI, Lower GI, Cancer, Endocrine
Surgery	Breast Colorectal Endocrine Upper GI
Women's Services	Gynaecology, Fetal Medicine, Obstetrics, Neonatology, Sexual Health Services

### Freeman Hospital

The Freeman Hospital is to the east of the City Centre, with buildings predominately dating from the 1980s. The Northern Centre for Cancer Care opened in 2009 and the new Institute of Transplantation opened at the end of 2011.

*Pictured: Northern Centre for Cancer Care, Freeman Hospital*



Directorate	Service
Cancer Services and Clinical Haematology	Medical Oncology Northern Centre for Cancer Care Radiotherapy Haematology and Adult Bone Marrow Transplantation
Cardiothoracic Services	Adult Cardiac Surgery Adult Cardiology Cardiothoracic Critical Care: Adult and Paediatric Heart and Lung Transplantation Paediatric Cardiology, Cardiac Surgery, Transplantation and ECMO Thoracic Surgery Respiratory Medicine
EPOD	Head and Neck Surgery

Directorate	Service
	Rhinology Otology Face Plastics Implants Laryngology
Integrated Laboratory Medicine	Microbiology Blood Sciences
Medicine and Older People's Medicine	Gastroenterology Hepatology Older People's Medicine
Musculoskeletal	Elective Orthopaedic Surgery Rheumatology Sarcoma Service
Peri-Operative-FH	Anaesthesia Critical Care Operating Theatres
Radiology	GU, Cancer, MSK, Lower GI, HPB, ENT, Cardiothoracic
Renal	Nephrology Urology
Surgery	Colorectal Hepatobiliary Transplantation - Renal, Liver, Pancreas Vascular

### Institute of Transplantation

This new, purpose-built facility brings together all aspects of transplantation under one roof. Designed with the 'patient journey' in mind from start to finish, seamless and high quality care is provided at all points of contact. This means that wherever possible patients are offered a 'one stop shop' approach so that they can access all the services they need in one location.

*Pictured: Institute of Transplantation, Freeman Hospital*



It houses an impressive range of ultramodern facilities and technology including:

- 4 'oversized' high technology theatres allowing for more than one transplant operation to take place at any one time.
- 22 bedded intensive care and high dependency facility designed to the very best of international specifications.
- 30 bedded inpatient ward including 14 single en- suite rooms.
- Outpatient facilities and a state-of-the-art screening and imaging suite.
- Research and development centre with associated lecture theatre and education facilities enabling live links to transplant surgery.

All intensive care and high dependency patients at the Freeman Hospital are now housed in the Institute, and heart and lung transplant patients are seen there in the Outpatient Suite.

Transplant TV is an online TV channel for medical professionals, patients, their families and carers. It hosts films on a range of topics to share scientific and medical information, and stories about transplantation. Based at the Freeman Hospital's Institute of Transplantation, the channel is run in partnership between Newcastle Hospitals, Newcastle University and Ten Alps multimedia.

#### International Centre for Life

The Northern Genetics Service and Newcastle Fertility Centre are based at the International Centre for Life along with Newcastle University's Institute of Human Genetics. Opened in 2000 it has brought together clinicians, scientists, industry and members of the public onto one site.

The site includes the Regional Genetics Service and Reproductive Medicine.



#### Faculty of Medical Sciences, Newcastle University

The Faculty, one of three in the University, includes Biosciences, Dentistry, Medical Sciences Education Development and Psychology, in addition to the traditional medical disciplines.

It has focused its core research activity at the basic science/clinical interface into seven Research Institutes that contain internationally strong research in ageing, genetics, cancer, health and society, biosciences, cellular medicine and neurosciences.

The Faculty has an excellent record in teaching, with Medicine coming top and 5 of the other 8 subject areas in its provision achieving higher than 90% satisfaction in the National Student Survey.

Undergraduate teaching is organised in four 'streams' – medicine, dentistry, psychology and biosciences, with a total undergraduate population of over 3000. Dentistry, Psychology and Bioscience degrees are administered by the Schools of Dental Sciences, Psychology and Biomedical Sciences respectively, while the undergraduate medical programme is administered at Faculty level.

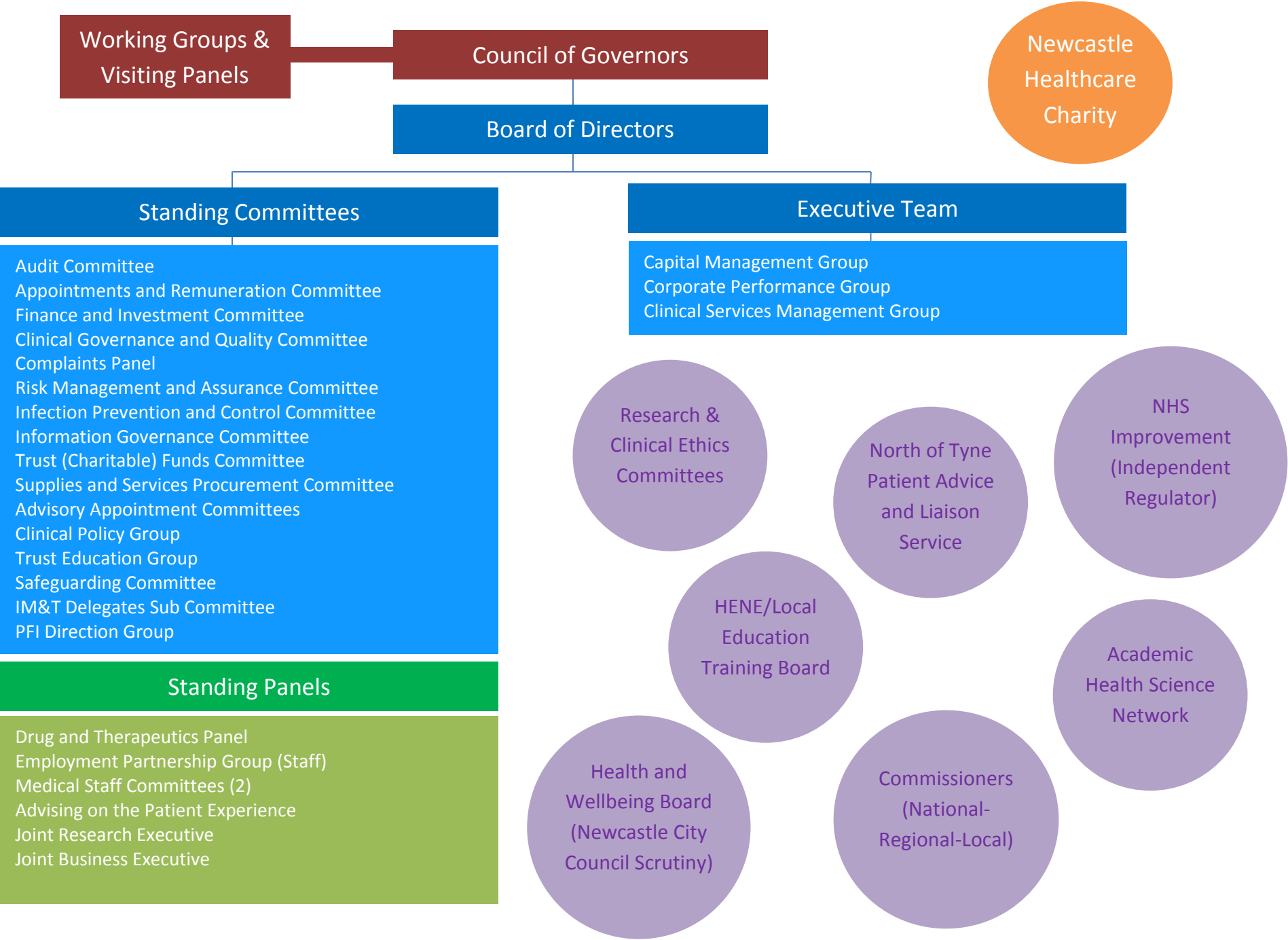
The Graduate School currently has over 800 postgraduate students registered for both taught and research degrees.

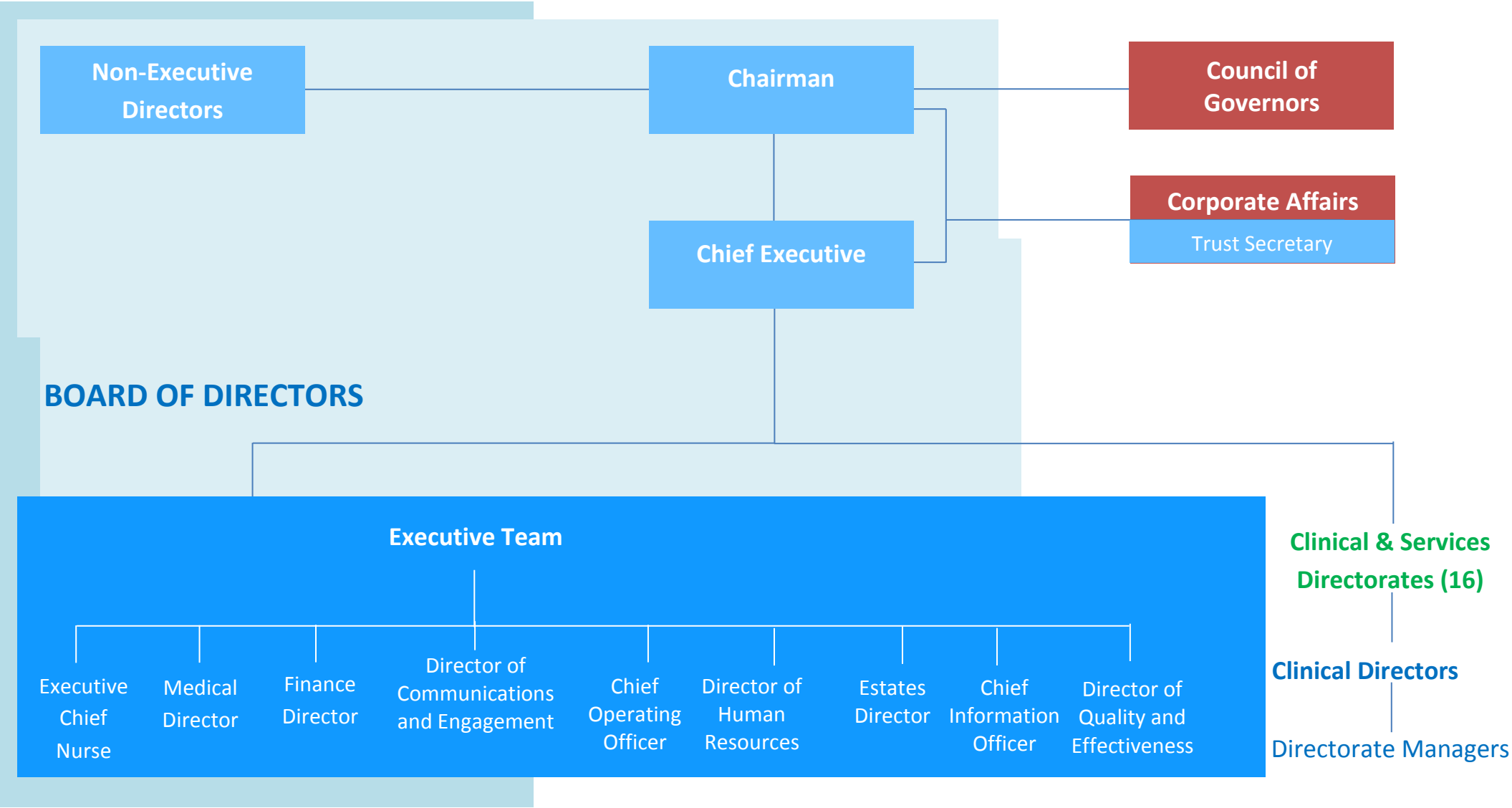
The Faculty has benefited from a significant period of capital refurbishment, funded largely through the Science Research Infrastructure Fund (SRIF) and University investment. In addition, successful bids to Wellcome, the Department of Health and the former One North East (the Regional Development Agency) have resulted in strategic capital developments at the Campus for Ageing and Vitality.

The Faculty is also a key player in the development of Newcastle Science City. The Newcastle Science City initiative (<http://www.newcastlesciencecentral.com>) aims to establish North East England as one of the world's premier locations for the integration of science, business and economic development, and to break down barriers between science and the wider regional community for the benefit of all.

The project targets commercialisation of research in four key areas: Stem Cells and Regenerative Medicine; Ageing and Health; Molecular Engineering; and Energy and the Environment.

Foundation Trust Framework





# PROFESSIONAL & LEADERSHIP BEHAVIOURS

## CORE BEHAVIOURS EXPECTED OF **ALL STAFF**

To put patients at the heart of everything we do.

### ENABLING OUR VISION

Shows commitment to service and delivering the Trust vision and goals for the highest quality, safe patient care.  
Supports integrated patient care.  
Shares information, resources and skills to support effective organisational performance.

### DEMONSTRATING OUR VALUES

Puts patients at the heart of activity, listening and responding to their needs compassionately and demonstrating respect for their opinions and wishes.  
Communicates clearly and concisely using language that is readily understood.  
Behaves and uses language which demonstrates respect and courtesy for others.  
Achieves high personal and professional standards.  
'Speaks up' to ensure patients and colleagues are safe from harm.

### COMMITMENT TO SERVICE DELIVERY

Seeks, listens to and acts on feedback.  
Works as part of a team, supports the achievement of team goals, co-operates and communicates with colleagues.  
Shows an appreciation for others – their skills and knowledge, their attributes and differences.  
Recognises and understands organisational changes, helps to make improvements happen and shares good practice.  
Makes a positive contribution to the Trust and demonstrates flexibility and resilience.  
Accepts responsibility for own health and wellbeing to perform the role.

### ACHIEVE RESULTS FOR PATIENT CARE

Does what is required from the role, including

- Meeting targets
- Following procedures
- Working within standards
- Providing the required level and quality of service
- Maintaining records
- Contributing fully to all work situations

Gets the facts right – ensures information is clear and correct.  
Supports colleagues to ensure wider organisational objectives are met and outcomes are achieved resourcefully.

## FIRST LEVEL LEADERS

### CREATING AND IMPLEMENTING OUR VISION

Creates and communicates a clear direction for the team to provide or support provision of the highest quality, safe care for patients.  
Is specific about what needs to be achieved and how it should be done.  
Gains buy-in of team and motivates team to deliver.  
Ensures resources are deployed correctly and efficiently to deliver goals.

### INFLUENCING TO ACHIEVE RESULTS

Interprets data accurately and shares it in a timely fashion.  
Develops skills and knowledge in self and others.  
Uses knowledge, skills and experience to provide insights and guidance.  
Looks for options and alternatives, creating opportunities to explore possibilities.

### ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

Identifies and communicates areas for improvements.  
Takes ownership for change messages, communicating them positively and authentically to others.  
Models a positive, can-do approach.  
Structures the team and resources in the most effective and efficient way.  
Tackles negative attitudes and behaviours, and creates a working environment which enables staff to raise issues and concerns openly, with a view to learning and improving practice.  
Effectively handles conflict situations, supporting a positive and constructive resolution.

### FOLLOWING THROUGH TO ACHIEVE RESULTS

Communicates and maintains professional and technical standards.  
Ensures activities are completed and delivers on requirements and timescales.  
Takes personal accountability to make decisions and overcome barriers.  
Ensures personal and team compliance including quality, health and safety standards.

## LEADING THROUGH OTHERS (INCLUDING LEADERS)

### CREATING AND IMPLEMENTING OUR VISION

Brings the strategic goals and objectives of the highest quality, safe care to life, making them relevant and clear to the department.  
Creates and communicates a clear direction for the department.  
Acts as a catalyst to the creative thinking of others, supporting them to generate ideas and solutions.  
Can see the bigger picture and keeps up-to-date with external and internal changes.  
Builds and maintains a professional network across the Trust.  
Identifies any gaps in departmental knowledge and skills and takes action to address these.

### INFLUENCING TO ACHIEVE RESULTS

Challenges ideas and ways of thinking.  
Leads through clear and motivating messages.  
Deals with challenge effectively, making tough or unpopular decisions where needed.  
Makes decisions and takes accountability, explaining rationale.  
Empowers and enables first level leaders to have the confidence and skills to manage teams effectively, via coaching and mentoring.

### ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

Identifies areas for change and improvement and implements activities to make change happen.  
Takes ownership for change messages, supporting first level leaders to implement and embed change.  
Structures departments and allocates resources in the most effective and efficient way.

### FOLLOWING THROUGH TO ACHIEVE RESULTS

Maintains an overview of departmental goals, objectives and outcomes, achieving these through the empowerment and support of first level leaders.  
Delivers objectives and goals that have a wider service impact.  
Following achievement of objectives and outcomes, anticipates and implements actions to ensure the maintenance of high standards.

## SERVICE & CORPORATE LEADERS

### CREATING AND IMPLEMENTING OUR VISION

Looks to the longer term, seeking to achieve improved services with enduring benefits for the highest quality, safe care for patients.  
Develops and communicates long term strategies that reflect current and future best practice and align to the values of the Trust.  
Creates the structures and framework needed to deliver our vision of seamless patient care.  
Builds and maintains a wide professional network inside and outside of the Trust.

Benchmarks performance against other organisations to identify opportunities for improvement and innovation.  
Analyses and evaluates management information and uses this to inform approach.

### INFLUENCING TO ACHIEVE RESULTS

Leads with empowerment rather than control, operating authentically and ethically.  
A broad model of communications – demonstrates a two-way dialogue with staff.  
Questions business as usual by being open to new ideas, challenging others to adopt new ways of thinking.  
Ensures the Trust's values are demonstrated and promoted.  
Holds others to account for what they have agreed to deliver, creating a collaborative climate to support openness, learning and accountability rather than blame.  
Creates a solutions focused culture that encourages professional knowledge to be captured and shared between departments and teams.  
Challenges inappropriate and unethical behaviour and attitudes.

### ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

Remains alert to external opportunities and changes and uses this knowledge to inform strategic approach.  
Ensures at a strategic level the correct resources and structures are in place to implement and embed change.  
Works collaboratively to evaluate current processes and ways of operating.  
Improves organisational performance by driving continuous improvement of processes.  
Demonstrates resilience and uses any failures as learning to improve future approaches.

### FOLLOWING THROUGH TO ACHIEVE RESULTS

Drives a high performance culture, supporting and enabling achievement of local and national key performance indicators and standards.  
Displays innovation to develop cost-effective and efficient solutions.  
Builds organisational capacity and develops opportunities including partnerships, strategic networks and alliances.  
Recognises key influencers – both internally and externally to the Trust – and how to involve them as required.

## Our Updated Vision, Goals and Values (subject to board approval)

### Our Vision

Newcastle Hospitals; achieving local impact and global reach through innovation and excellence in healthcare, education and research.

### Our Values

**We care and are kind** - We care for our patients and their families, and we care for each other as colleagues

**We have high standards** - We work hard to make sure that we deliver the very best standards of care in the NHS. We are constantly seeking to improve

**We are inclusive** - Everyone is welcome here. We value and celebrate diversity, challenge discrimination and support equality. We actively listen to different voices

**We are innovative** - We value research, we seek to learn and to create and apply new knowledge

**We are proud** - We take huge pride in working at Newcastle Hospitals and all contribute to its ongoing success



### Our Strategic Framework



**Patients**



**People**



**Partnerships**



**Pioneers**



**Performance**

### Our Ambition

**In our organisation** - To be an outstanding organisation now and in the future, providing strong foundations to support our regional, national and global reach

**In Newcastle** - To be a full civic partner, contributing to the health, wealth and wellbeing of the city, and delivering integrated services

**In the region** - To be an anchor organisation in the North East and Cumbria as a clinical systems leader and a regional provider of services, creating and supporting a sustainable system

**Nationally** - To be a beacon organisation in the UK, leading and influencing service delivery and policy

**Globally** - To realise our capability internationally using our outstanding foundations, enhancing our global reach

## Section D

### About the Area

Newcastle upon Tyne is the city and regional capital for a population of c2.5 million people across North East England.

Newcastle is a great city, once in the forefront of 19th century industrial innovation and now at the forefront of technical innovation, leisure and culture. It has a deserved reputation for being one of the friendliest and liveliest cities in Europe. In recent years Newcastle has been transformed into one of the most cosmopolitan cities in the country. You can see the evidence everywhere from the restored buildings in Grainger Town to the regenerated Quayside area. With 2,000 years of fascinating history, the city has fabulous classical Georgian architecture in sweeping streets, wonderful restaurants and cafes, traditional pubs and contemporary bars, along with live music and theatre.

National surveys often suggest that people in the north east enjoy a better quality of life than anywhere else in England. The region has beautiful countryside, friendly people and a low cost of living. Accommodation varies from central city and riverside, through suburban to the urban periphery, stretching into the counties of Northumberland and Durham.

Newcastle lies on the East Coast Mainline rail service, with regular services through to London. In addition the Metro light-rail service connects to stations throughout Tyne and Wear. The A1(M) runs close by, with links to the national motorway network. Newcastle is also well connected for air travel via Newcastle International Airport, and for sea travel to Europe via the International Ferry Terminal.

Further information:

<http://www.visitnortheastengland.com/>

<http://www.newcastle.gov.uk/>

[http://www.bbc.co.uk/news/england/tyne\\_and\\_wear/](http://www.bbc.co.uk/news/england/tyne_and_wear/)

<http://www.itv.com/tynetees/>

## Section E | Advert

### The Opportunity

With the appointment of our CEO, Dame Jackie Daniel, in Spring 2018, NuTH has developed ambitious plans for its services and partnerships, to support the health and wellbeing of the populations we serve. This will be articulated in our forthcoming strategic plan. The Trust is proud of its outstanding clinical quality and committed, ambitious clinicians, but our future strategy is grounded in recognising that the Trust's impact on the City, region, and beyond, will be maximised when it works in partnership with those around it. To date, this has meant that the Trust has built even stronger ties with the University of Newcastle, University of Northumbria, surrounding Trusts, and the City Council, leveraging each other's strengths to become greater than the sum of our individual parts a response to opportunities in research, education, employment and commercial development.

The Newcastle upon Tyne Hospital NHS FT is focused on remaining at the forefront of clinical excellence, bolstered by our world leading research into genomics and ageing alongside our status as a Global Digital Exemplar. Amongst this work, the Trust has also deepened its international research ties by working with researchers in Harvard and MIT around the ageing agenda, building on the strong work of the Trust's National Centre of Ageing.

As the Trust continues to look ahead, we are looking for an Executive Director of Enterprise and Business Development who will build on these growing relationships, and the 10 Year Plan's emphasis on population health and wellness, using the strength of the Trust's services and clinical specialties to underpin greater innovation and external partnership. Success will be commercial, realised by deepening partnerships and innovative developments. The Executive Director of Enterprise and Business Development will foster ideas, creativity and imagination internally, to develop and progress external relationships to generate both activity and additional income for the Trust. This will help to secure the Trust's financial sustainability, stimulate its ability to nurture innovation, support the retention of our talented workforce, and lead to the creation of services, products and businesses that will improve health locally and globally. The ambition is to stimulate and maximise economic activity in the city that will draw on the local population's expertise, creating jobs and new businesses, with their impact on wellness and health, as well as on economic growth. This role is a unique and exciting chance to bring together the Trust's strengths and ambitions at an exciting time for the organisation and the region.

The successful candidate will arrive at a time of real positive momentum for NuTH, joining an executive team of both long-standing and new colleagues with a distinctive, ambitious brief. This is a new role, and a unique brief within the NHS, covering business development, enterprise, partnerships and strategic growth. Reporting directly to Dame Jackie Daniel, this person must bring imagination, and the demonstrable ability to develop nascent ideas into fully-fledged programmes of work, joint ventures, partnerships and new businesses. Candidates will need excellent communication and leadership skills, to work well with colleagues and wider stakeholders to kindle, encourage and secure the external relationships that will be needed to fulfil NuTH's ambitions for the Trust, local area and international space.

## Section F | Job Description

### Purpose of Post

The Executive Director, Enterprise and Business Development is a full member of the Trust Board.

Working closely with and reporting to the CEO, the Director will act as organisational ambassador and lead the development and implementation of a strategic approach which maximises income generation, inward investment and increases collaboration and joint ventures with commercial and academic partners, thus enhancing the Trust's economic impact. They will be integral in building relationships, collaborative partnerships and facilitating joint working across the Integrated Care System, the Tyne Provider Alliance, the Academic Health Science Network, Northern Health Science Alliance, regulators and other external stakeholders within the city/region/City Council and Universities, to build effective care models.

As a member of the Executive Team, the post holder will support active engagement of Board members by ensuring the strategy influences and shapes decisions taken across the organisation, with shared responsibility for corporate leadership, strategic development and planning, performance and governance of the Trust.

This person will also have a broad remit, ensuring that the strategy around Business Development and Enterprise is positioned to deliver the Trust's wider strategic ambitions. They will also be responsible for development of the innovation and research strategy of the Trust, aligned to the clinical services strategy, and will be expected to build on the success of the organisation, strengthening and enhancing pursuit of the Trust's vision ensuring 'patients are at the heart of everything we do'. They will promote and support the development of world-leading services, quality clinical research, commercial ambitions, innovation, teaching, and engaging with staff, patients and key stakeholders, to improve the patient experience.

### Key Accountabilities

#### Strategic Leadership

- As an Executive Director, contribute to the development and achievement of the Trust's strategic aims and priorities.
- Working with the Medical Director and executive colleagues to coordinate the operational management of the corporate innovation and research functions"
- Ensure strategy is aligned to organisational priorities, routinely and appropriately refreshed, and is properly reflected in the NHSi Annual Plan, the CQC and the Trust operational and corporate business plans.
- Support development and delivery of corporate strategies.
- Provide positive and visible leadership to promote a fair and just culture which ensures that clinical services and clinical management are responsive to the needs of the diversity of our patients, visitors and workforce.
- Support the Chief Operating Officer in the delivery and implementation of the operational strategy.
- Act as an agent of change particularly in relation to business development, wider relationships across the patch, transformation, sustainability of change, and promotion of innovation.
- As a member of the Executive Team, accept leadership responsibility for corporate issues outside the immediate area of responsibility.

- Identify opportunities for collaboration and contribution, whether in the policy area, with external stakeholders, with commercial partners, or in the context of broader socio-economic or technological trends.

### Partnerships

- Work in partnership with key colleagues and stakeholders (e.g. local government, universities, global research partners etc.) focused on innovation to develop new models of delivery and commissioning to ensure future provision of sustainable integrated health and social care services for the local population, focussed on improved outcomes and improved population health.
- Support, identify, develop and strengthen strategic alliances across the region, national and international networks to create opportunities for innovation and commercial growth.
- Lead development of the network of partnerships and alliances with other key stakeholders (especially commercial partners), to ensure the organisation maximises the opportunities of collaborative working across the whole health economy (e.g. in the creation of the Campus of Ageing and Vitality, and Commercial Unit).
- Leverage NuTH's distinctive strengths in clinical services, patient care, education and research to identify opportunities for innovation, growth and further impact.

### Commercial Development and Investment

- Develop the capacity, capability and organisational expertise to maximise investment in commercial opportunities on behalf of the Trust, including flexible procurement and deployment of rapid response funds under Trust control.
- Lead the development and implementation of a commercial strategy aligned to the organisational goals and ambitions, growing and maximising the Trust's activities with commercial partners.
- Lead the commercial team within the unit and the business case process for commercial ventures, ensuring rapid decision making and a robust contract management process is in place.
- Lead the team to produce market analysis to help inform and drive business development.
- Lead the continuous development and the approvals process for reviewing commercial opportunities internationally building a strong relationship with the FCO, DIT and the DH.
- Lead the response of the organisation to tendering opportunities (NHS and commercial), ensuring submission of high quality tenders aligned to corporate strategy.
- Ensure robust analysis of market share and trends in health care provision to inform decision making.
- Lead development and implementation of a strategic approach to maximising income generation and inward investment, bringing a commercial approach to external investment from collaborative joint ventures and other sources.
- With Colleagues, take responsibility for:
  - Implementing a strategy to manage Intellectual Property (IP) in the Trust, supporting new company formation and/or licencing as appropriate in keeping with the Trust's position as a leading Global Digital Exemplar.
  - Developing and deploying a range of commercial partners to meet the needs of our educational, training and workforce development activities.

### Innovation and Research

- Executive lead for development of the innovation and research strategy of the Trust, aligned to the Trust's strategy.
- Responsible for the operational management of the corporate Innovation and Research function.
- Encourage entrepreneurship amongst the Trust workforce, building on existing programmes of work and developing them further.
- Link to the regional, national and international innovation/ entrepreneurship opportunities e.g. the AHSN, National Innovation Accelerator Scheme, the Clinical Entrepreneurs Scheme as well as our wider work in North America and the Far East.
- Contribute to the development of the Trust's Innovation Centre in Ageing.

- Facilitate strategic thinking to leverage technology, and proactively engage and collaborate in networks which support adoption of existing and emerging cutting edge technologies including Artificial Intelligence (AI), Robotic Process Automation (RPA) and the application of these technologies to address issues in delivering healthcare.
- Contribute to shaping the AHSN, NHSA and Tyne Provider Alliance strategy ensuring this is informed by and in turn informs the Trust strategy.

### **Commissioner Relationships**

- Develop new specialised commissioning contracts across the North East and North Cumbria focused on deeper integration and improved service delivery.
- Work with national policy leaders and the local specialist commissioning team to influence and shape future contracts with providers of services, with a focus on the Trust's role as the region's primary provider of tertiary services.
- Ensure contracts are robust, designed to deliver benefits to patients, wider system and the Trust.

### **Leadership and Workforce Development**

- In conjunction with the Chair and Board colleagues, actively contribute to ensuring that effective strategic leadership development and talent management programmes are in place for the Board, executive, and senior clinical staff to develop the capacity and capability of the Trust.
- Ensure that development and talent management activities are in place for innovators and entrepreneurs within the Trust, linking to external sources e.g. AHSN and NHSA as appropriate.

## Section G | Person Specification

### KEY RESPONSIBILITIES

#### Experience

- Distinctive track record of high achievement at Board Director level or equivalent in a similarly complex organisation or system, ideally with some exposure to the complexities of operating within a health setting.
- Proven experience in leading the development and delivery of innovative, strategic and commercial concepts and plans, ideally at both a system and organisational level.
- Ability to operate successfully at both a local and global level.
- Track record of successfully anticipating trends and changes and leveraging that understanding on behalf of the business.
- Track record of delivering programmes of change at scale within a complex environment, use of improvement tools and techniques to enhance services and translating strategy into delivery plans.
- Demonstrable experience of building and nurturing effective and productive partnerships, cross boundary working and working with stakeholders at all levels to achieve system and organisational excellence.
- Evidence of delivering programmes of change.
- Effective budget management.

#### Knowledge and Skills

- Understanding of the policy environment in which the NHS is operating, its short and medium term planning priorities.
- Strong commitment to modernisation and the achievement of health service aims.
- Solid business focused commercial acumen to enable consideration of risks and opportunities.
- Strong commitment to (bio) medical research.
- Strong commitment to reducing health inequalities.
- Able to develop innovative strategies to address future scenarios.
- Highly developed reasoning and data-evaluation skills – able to make decisions based on analysis of key data balanced with organisational pragmatism
- Strong grasp of financial data and the ability to understand complex financial models.
- Demonstrable understanding and commitment to ensuring robust corporate governance.
- Some understanding of the regulatory environment of the health sector.
- Sound IT skills – significant proficiency in use of IT systems and building a strong digital footprint.

#### Personal effectiveness and behaviours

- Leadership of high performing teams.
- Significant personal credibility with proven ability to work well with senior level stakeholders.
- Charismatic team player with evidence of bringing others along with them.
- Aligned to Trust core values and behaviours.
- Demonstrable commitment to promoting and celebrating diversity and equality of opportunity.
- Track record of building high performing, cohesive teams and inspiring others to achieve excellence.
- Strong public service ethic, able to meet standards required public sector leaders in the UK, including fit and proper persons test.

#### Performance focus/driving for results:

- Independent in judgement and a creative thinker with demonstrable persistence to deliver strategic objectives.

- Ambition and persistence with challenging objectives.
- Passionate for high quality patient care and delivering outstanding outcomes.
- Working with others to improve and enhance the patient experience and services across the organisation and the system, balancing a bias to action.

#### **Innovation:**

- Encourages a culture of innovation and the understanding of, and ability to, take calculated risk.

#### **Relationships and Influencing:**

- Politically astute – able to grasp relevant issues and understand relationships between interested parties.
- Excellent strategic, analytical and strategic development skills, with highly developed influencing, persuasion and negotiation skills and using them to facilitate the design and management of complex processes including contentious change.
- The ability to work constructively and collaboratively with senior management, clinical and professional staff to build excellent relationships with a wide stakeholder base.
- Able to demonstrate clarity of thinking, challenge rigorously, decide dispassionately to ensure any reputational risk to the organisation is well managed.

#### **Communication and interpersonal skills**

- Effective interpersonal skills, including the ability to actively listen, communicate openly, promote discussion of views, welcomes constructive challenge and to be approachable
- Excellent written and oral presentation skills, able to effectively articulate a coherent vision to inspire others.
- Resilient under pressure and calm in a crisis.
- Committed to a culture of continuous improvement, and learning.

#### **Education and qualifications**

- High level of education to degree level or equivalent.
- Evidence of continuous personal and professional development in health and strategy contexts.
- 

Desirable for candidates to hold a full current driving licence

Participation in Director on Call rota

## Section H | Main Terms and Conditions of Service

The post holder is required to work such reasonable additional hours as the needs of the post demands, which includes attendance at evening and weekend meetings when necessary.

Salary will reflect the seniority of the role.

Probationary period: six months.

### HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to The Newcastle upon Tyne Hospitals NHS Foundation Trust on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/jobs](http://www.saxbam.com/jobs) using code **TAEATA**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the application and equal opportunities monitoring\* form.

The closing date for applications is noon on **10th May 2019**.

If you are unable to apply through the website, please email [belinda.beck@saxbam.com](mailto:belinda.beck@saxbam.com) quoting reference **TAEATA**.

Candidates who are longlisted for interview will be notified in mid-May and will be contacted directly by email. Shortlisted candidates will be required to complete on-line psychometric tools and participate in a psychometric assessment as part of the selection process.

*\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing*

## Section I | Additional Information

### Interview Guarantee

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment, we use the Disability Symbol that is awarded by the Employment Service. As a symbol user, we guarantee an interview to anyone with a disability whose application meets the minimum criteria for the post.

To be eligible for the Interview Guarantee Scheme you must have a disability or long term health condition that puts you at a significant disadvantage in either obtaining or keeping a job. The disability could be physical, sensory or mental and must have lasted, or be expected to last for at least twelve months. You do not have to be registered as a disabled person to apply under this scheme.

### Why choose us?

The Trust has a range of benefits available including:

- Salary Sacrifice Schemes including childcare vouchers, car lease scheme and cycle scheme.
- Trust Travel scheme offering discounted travel passes with all major travel operators.
- On-site Free Spirits Nursery
- Staff Social Club.
- Staff Gyms (Freeman Hospital and RVI).
- Employee Assistance Programme including telephone and face to face counselling service.
- Care Co-ordinator- offering advice and support with care issues
- Employee Wellbeing and Health Events.
- Access to discounted products including holidays, insurance etc.
- Flexible working policy.

For more information please visit [www.benefitseveryone.co.uk](http://www.benefitseveryone.co.uk)

**Have you signed up to the DBS Update Service? Find out more here**  
**<https://www.gov.uk/dbs-update-service>**