

## Welcome from our Chief Executive

Dear Candidate,

Thank you for your interest in the role of Executive Director of Nursing at NHS Golden Jubilee. We are delighted that you are considering joining our organisation at such a pivotal and exciting time.

NHS Golden Jubilee is a unique national institution, bringing together the Golden Jubilee University National Hospital, our Research Institute, the Conference Hotel, and our national partners in the Centre for Sustainable Delivery and NHS Scotland Academy. Since our establishment in 2002, we have grown into a highly regarded centre of excellence, known for delivering safe, high-quality and person-centred care, and for our culture of collaboration and innovation.

We are proud of our sustained track record of strong clinical performance, consistently high-quality outcomes and excellent patient experience. This is supported by robust clinical governance and a commitment to continuous improvement.

Alongside this, we have demonstrated sound financial stewardship, delivering value for the public purse while expanding national capacity and contributing significantly to NHS Scotland's priorities. Above all, we remain dedicated to delivering for the people of Scotland, ensuring that every patient receives compassionate, person-centred care aligned with our values and our Kindness Matters programme.

This role represents a significant opportunity to help shape the future of nursing across a diverse and dynamic national organisation. We are seeking an exceptional and credible nursing leader who brings:

- a proven track record in clinical governance, patient safety and high-quality care;
- experience in workforce development, professional leadership and cultural transformation;
- the ability to inspire confidence, influence at Board level, and work collaboratively across organisational and system boundaries; and
- a strong alignment with our values and our Kindness Matters programme, demonstrating compassionate leadership and commitment to person-centred care.

As a member of our Executive Team, you will play a vital role in ensuring that our services continue to deliver for patients across Scotland, while supporting our teams to innovate, evolve and thrive.

If you would like an informal discussion about the role, please contact:  
[gjnh.senior.appointments@gjnh.scot.nhs.uk](mailto:gjnh.senior.appointments@gjnh.scot.nhs.uk).

We wish you every success in your application and thank you again for considering a career with NHS Golden Jubilee.

Warm regards,

**Carolynne O'Connor**  
Chief Executive



## Welcome from our Chair

Dear Candidate,

Thank you for your interest in joining NHS Golden Jubilee as our new Executive Director of Nursing. I am delighted that you are exploring this opportunity to play a leading role within our organisation.

NHS Golden Jubilee is entering an exciting phase of growth and innovation. Our expanding surgical centre, coupled with the continued development of our national services and facilities, places us at the forefront of high-quality, person-centred care for patients across Scotland. Our people are central to our success, and we are committed to fostering a supportive, inclusive and values-driven culture where Kindness Matters and every colleague has the opportunity to do their best work.

As Executive Director of Nursing, you will provide strategic leadership to ensure we deliver safe, effective and compassionate care across all services. You will work closely with colleagues across the Board, supporting our shared ambition to enhance patient experience, embed learning, drive improvement and strengthen our contribution to the wider health and care system.

This pack provides a full overview of the organisation and the role. Additional information about NHS Golden Jubilee can be found on our website and social platforms, and my office will be happy to assist if you require anything further.

Thank you again for considering this role. We look forward to learning more about the experience, values and leadership you could bring to our team.

With warmest wishes,

**Susan Douglas-Scott CBE**  
Board Chair



## About the role: Executive Director of Nursing

As a member of the Executive Leadership Team, the Executive Director of Nursing plays a critical role in shaping and delivering NHS Golden Jubilee's strategic vision, governance and performance. This role provides senior professional leadership for nursing and allied health professions and ensures the delivery of safe, effective, high-quality and person-centred care across the organisation.

The job requires an inspirational leader with the drive, understanding, vision, experience and political awareness necessary to provide clear and dynamic leadership in the strategic development of all aspects relating to workforce, to champion better work and working lives.

Creating roles, opportunities and working environments that help to get the best out of people and delivering great organisational outcomes.

## Key areas of responsibility

### Clinical Leadership and Quality

- Provide strategic leadership for nursing and AHPs, promoting excellence in clinical practice.
- Ensure continuous improvement in:
  - Quality of care
  - Infection Prevention and Control
  - Patient experience, including feedback, comments, concerns and complaints
  - Delivery of person-centred, safe and effective care

### Clinical Governance

- Share joint responsibility for Clinical Governance with the Executive Medical Director.
- Promote a culture of accountability, learning and improvement across all patient-facing services.
- Lead on inspections by Health Improvement Scotland and other regulatory bodies.

### Workforce and Professional Development

- Support the development of a compassionate, skilled and sustainable nursing workforce.
- Champion professional development, education and talent progression aligned with organisational values and the Kindness Matters ethos.

### Patient Experience and Engagement

- Ensure the meaningful involvement of patients, families and the public in shaping services.
- Embed a culture where feedback informs improvement and where kindness, dignity and respect are at the heart of our care.

### Innovation and Collaboration

- Work in partnership with Executive colleagues to drive innovation, enhance outcomes and improve patient pathways.
- Influence national healthcare strategy and policy to reflect the needs of NHS Golden Jubilee.

**Closing date:** 12 June 2026  
**Interview Date:** 30 June and 1 July 2026