Chief Executive: NHS Borders

Based Melrose

Salary Range: £87,840 to £119,718

Closing Date for Applications is December 19th 2018

NHS Borders is one of the fourteen territorial boards of NHS Scotland, employing over 3000 people, making it one of the largest employers in the region. We provide a range of primary and acute health services as well as the planning and commissioning of care in the community, undertaken jointly with Scottish Borders Council through the Integration Joint Board. In addition to the provision of services the Board is responsible for strategic planning, health improvement and public health.

Our resident population of over 115,000 covers a variety of large towns through to small hamlets with a total geographic coverage of over 1800 square miles. The area has an excellent reputation for education, housing and quality of living and much of this is borne out by the low staff turnover rates within NHS Borders. There are also excellent transport links, especially the new Borders railway, which brings central Edinburgh in reach in around an hour.

Jane Davidson, the current Chief Executive, has recently announced her decision to retire in April 2019 after a highly successful career in the NHS, spanning over 25 years. The Board now seeks to appoint a high-calibre Chief Executive who can continue to take the organisation forward and build on its reputation for quality of care and as an excellent environment for patients and staff. NHS Borders is fully committed to living its values and these are defined as:

- Dignity and respect.
- Quality and teamwork.
- Openness, honesty and responsibility.
- Care and compassion.

With a budget in excess of £240m and a challenging financial environment it's vital that the incoming Chief Executive has extensive experience of managing a large, complex organisation with a wide variety of stakeholders, within the NHS and the wider care and public sector community. There are many facets to the Chief Executive role and among the key deliverables are:

1. To provide strong, effective and visible leadership to the managers and staff of NHS Borders and to the wider health community in the area in order to deliver the NHS Board’s vision for integrated, high quality, patient and client focused health services and to promote a culture of partnership and inclusion within the local health system.

2. To initiate and facilitate effective partnership and alliances between NHS Borders and other health, social and voluntary agencies and local enterprises so as to influence the agendas of these bodies and to draw on their experiences and perspectives in creating local NHS and
community strategies, policies and actions which will deliver long term health improvements and which will be understood and supported by their alliance partners.

3. To lead the development and agreement of Annual Operational Plans within the timescales required, and in line with national priorities, planning guidance and available resources, in order to set down local priorities and action plans for health and to provide a template against which progress can be reviewed.

4. To ensure that effective performance of the local health system against the agreed measures, standards and indicators is appropriately monitored and managed.

5. To develop NHS Borders as an exemplary employer, demonstrating full compliance with the NHSScotland Staff Governance Standard and effective partnership arrangements with trade unions and other staff organisations to ensure, through effective communication and consultation, that the interests of staff are understood and appropriately reflected in the management processes of the NHS Board.

6. To ensure the development of information strategies to assess health need and to support evidence-based decision making within the Borders health system and with key partners.

7. As the appointed NHS officer responsible for funds entrusted to the NHS Board, and as the Board’s Chief Officer, to ensure that the Board’s resources are allocated and managed to achieve best value and optimum impact on the health of the population whilst meeting the governance requirements of public accountability.

8. To ensure that appropriate expertise, information and other resources are available and appropriately deployed to meet the NHS Board’s statutory responsibilities in relation to public health, health protection and tackling inequalities and that arrangements are in place for efficient and effective management of healthcare operations across the whole NHS Borders system.

9. To ensure that the corporate business of the Board and its committees is effectively managed and that the highest standards of corporate, clinical, and financial and staff governance are observed throughout NHS Borders.

Qualifications and Experience Specified for the Post:

The position 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 of a unified health system.

The appointed candidate will require the highest levels of human relations skills, and an open, supportive and visible management style in order to earn the confidence and respect necessary to effectively deliver the agenda on major change and to develop a culture that encourages initiative, individual and team responsibility and open communication that motivates staff.
The post holder will be formally educated to degree level, and is likely to have postgraduate or equivalent qualifications. He/she will have considerable senior management experience at Board Level. Direct experience of the health service/public sector is preferable but not essential.

The role represents an outstanding opportunity for the appointed individual to lead the organisation in having a major impact on the health and well-being of the people of the Borders and to do so by a values-based, sustainable and inclusive approach that delivers high-quality outcomes for all.

To Apply

Further details on the role; living in the Borders; terms of the appointment and the recruitment process can be found at https://www.edenscott.com/client-campaigns/nhs-borders. You can also contact our Executive Recruitment partners – Michelle Lownie & Chris Logue of Eden Scott - for an informal discussion - via michelle.lownie@edenscott.com or on 0131 550 1104.

To apply in confidence, please forward an up to date CV to Michelle by no later than Wednesday, 19th December 2018 at 5pm.