



**Derbyshire Healthcare**  
NHS Foundation Trust



# APPOINTMENT OF MEDICAL DIRECTOR

# WELCOME

## Derbyshire Healthcare NHS Foundation Trust

### **Hello and thank you for your interest in the Executive Medical Director vacancy at Derbyshire Healthcare NHS Foundation Trust.**

I wanted to tell you a little bit about the role, but more importantly, provide you with an answer to the question – why Derbyshire Healthcare?

This is a very exciting time to join our Trust. We are very fortunate to be opening a range of new and refurbished inpatient facilities as part of a £150 million capital programme that transform the environments from which we offer acute mental health services across Derbyshire. Our new model of care promotes personalised, therapeutic care and trauma informed services, intended to improve people's experiences of our services.

We have recently co-produced and agreed a new Trust Strategy setting out our ambition for the next three years. The Executive Medical Director will have a key role in delivering our strategic priorities; patient focused, people, productive and partnerships. This includes working closely with partners and colleagues across our integrated care system, Joined Up Care Derbyshire, and the wider East Midlands region. The Trust is a member of the East Midlands Alliance for mental health, learning disabilities and autism and leads the perinatal provider collaborative across this regional footprint, alongside leading the East Midlands Gambling Harms service.

Derbyshire Healthcare has a strong organisational identity, and we are very proud of our values-led approach to healthcare. The Executive Medical Director will develop and lead a strong culture of clinical engagement and leadership in all aspects of Trust service development and delivery, helping to develop a culture and environment where safe and high-quality patient care is consistently delivered across the organisation.

We are also proud of our approach to staff engagement and the positive feedback we receive through our staff survey results. However, we have an ambition to be even better, and the Executive Medical Director will have a key role in driving forward change, establishing effective and meaningful staff engagement both across the medical workforce and beyond.

The Executive Medical Director has an important role in our Board of Directors and Executive Leadership Team, ensuring that quality and safety standards are met by each of our services and that we achieve continuous quality improvements and outcomes.

A psychiatrist by background, the postholder will provide professional leadership for medical colleagues working across a wide variety of specialities including mental health and children's services. This includes ensuring our medical workforce deliver effective, safe, and high-quality care that supports the development of a values led, compassionate leadership culture. The Executive Medical Director will also respond to current challenges in order to secure an appropriate workforce to meet our current and future challenges. This includes continuing our positive work on international medical recruitment, establishing partnerships both locally, nationally, and internationally.

I am looking for a proactive, values led individual who can lead this and wider changes, working closely with the Chief Delivery Officer and Director of Nursing, AHP's, Quality and Patient Experience to promote triumvirate working across the Trust.

In partnership with the Director of Nursing, AHP's, Quality and Patient Experience the successful postholder will share joint responsibility for developing the Trust's Quality Plan, and for the overall achievement of safety and quality metrics. Additional responsibilities include being the lead director for research and development, information management and technology, digital developments, medical education, and pharmacy/medicines management.

If you feel you have the skills and determination to take on the challenge I've described, please get in touch to discuss this exciting opportunity further.



**Mark Powell**  
*Chief Executive*



# OUR VISION AND VALUES



**Derbyshire Healthcare**  
NHS Foundation Trust



## Caring

We provide safe care and support people to achieve their goals.



## Inclusive

We respect everyone in all we do.



## Ambitious

We offer high quality services, and we commit to ongoing improvement.



## Belonging

We come together to create a culture that is welcoming, open and trusting.



## Collaborative

We work together to achieve the best outcomes for our people and communities.

## OUR TRUST VISION:

**'We make a positive difference in everything we do'**

Our strategy outlines our new, bold vision for the future and the ways we will work in order to achieve our ambitions. We are committed to making positive changes that, in turn, have a positive impact on the people we support.



## Personal Accountability Charter



**Derbyshire Healthcare**  
NHS Foundation Trust



### Caring

We provide safe care and support people to achieve their goals



#### Caring behaviours

- We are kind
- We are person-centred
- We keep people safe

#### How I can show caring behaviours

- I show kindness to others and think about their needs
- I don't walk by if something is wrong or needs to be done
- I meet professional standards



### Inclusive

We respect everyone in all we do



#### Inclusive behaviours

- We are fair
- We embrace and celebrate difference
- We are professional

#### How I can show inclusive behaviours

- I think about the impact of my actions on other people
- I respect people and my surroundings and speak up when things don't feel right
- I actively challenge discrimination



### Ambitious

We offer high quality services, and we commit to ongoing improvement



#### Ambitious behaviours

- We learn
- We are high performing
- We are innovative

#### How I can show ambitious behaviours

- I get the basics right, to underpin improvements
- I listen, learn and improve
- I deliver continuous improvements



### Belonging

We come together to create a culture that is welcoming, open and trusting



#### Belonging behaviours

- We are honest
- We are accountable
- We communicate

#### How I can show belonging behaviours

- I look after my own health and wellbeing
- I recognise the value and contributions of all colleagues
- I take responsibility for what I do



### Collaborative

We work together to achieve the best outcomes for our people and communities.



#### Collaborative behaviours

- We work well with others
- We engage
- We are good partners.

#### How I can show collaborative behaviours

- I work with others to achieve shared outcomes
- I break down barriers to achieving the best outcomes
- I empower people to be partners in their care.



**OUR 2024 STAFF SURVEY BENCHMARKED RESULTS SHOWED HIGHER THAN AVERAGE SCORES RECOMMENDING THE TRUST AS A PLACE TO RECEIVE CARE**

# OUR STRATEGY 2024-2028



Derbyshire Healthcare  
NHS Foundation Trust

Our vision is supported by four strategic priorities, the 4 Ps, which outline the high-level initiatives we will focus on in order to deliver the Trust vision.

## PATIENT FOCUSED

Our care and clinical decisions will be respectful of and responsive to the needs and values of our service users, patients, children, families and carers.

## PARTNERSHIPS

We will work together with our system partners, explore new opportunities to support our communities, and work with local people to shape our services and priorities.



## PEOPLE

We will attract, involve and retain staff, creating a positive culture and sense of belonging.

## PRODUCTIVE

We will improve our productivity and design and deliver services that are financially sustainable.



**FORCES FRIENDLY EMPLOYER**  
WINNER – STEP INTO HEALTH AWARDS 2024

### DERBYSHIRE HEALTHCARE NHS FOUNDATION TRUST

Derbyshire Healthcare NHS Foundation Trust is a lead provider of inpatient and community-based mental health and related specialist services across Derbyshire. The Trust also provides a wide range of services for children, together with learning disability and autism services for adults, across the city of Derby and southern Derbyshire.

We employ nearly 3,500 people, operating across over 50 sites. Our workforce includes over 160 medical colleagues, around 80 of whom are consultants.

The Trust is rated 'Good' overall by our regulator, the Care Quality Commission (CQC). More information can be found on the [Derbyshire Healthcare page on the CQC website](#).

### A DIVERSE POPULATION

Across the county and the city we serve a combined population of over one million people and, within this, provide services to a diverse population, including areas of wealth, alongside significant deprivation. The Trust's catchment area includes both city and rural populations, with over 70 different languages being spoken.

We know that within this diverse population is health inequality and, as an Anchor institution, we can positively contribute beyond providing healthcare through our relationships with our local integrated system partners.

### PARTNERSHIPS

Successful partnership working is essential to the delivery of many of our services. The Trust works in close collaboration with our commissioners and fellow providers of local healthcare services, together with local authority colleagues at Derby City Council and Derbyshire County Council, and voluntary and community sector organisations.

Derbyshire Healthcare is an active system partner in [Joined Up Care Derbyshire](#) (JUCD), a partnership of health and care organisations working collectively to address challenges and improve the level of joined up working within the local health and care economy.



*"I love my role; I love leading and developing the team and I love seeing people go home after a period of severe illness almost back to themselves."*

**Derbyshire Healthcare colleague**



**GREAT AUTISM PRACTICE AWARD 2024**  
AUTISM ASSESSMENT TEAM AND THE SPECIALIST AUTISM TEAM



Derbyshire Healthcare has a broad range of services that are structured within the following clinical divisions:

**Acute mental health services for adults of a working age.** This includes our adult inpatient services at the Radbourne Unit and the Derwent Unit, and urgent assessment and home treatment services including our crisis services and liaison teams, and the Derbyshire Mental Health Helpline and Support Service.

**Community mental health services** are provided across Derbyshire for people with mental health needs that require specialist mental health interventions and care. These teams focus on supporting people to recovery and receive care within the community, reducing inpatient admissions, and a living well approach.

**Forensic and mental health rehabilitation and specialist services.** Following commissioner investment, the division continues to develop the forensic service line. It includes a Community Forensic Team, a Criminal Justice Liaison and Diversion Team and a Placement Review Team with a low secure inpatient service provided at the Kedleston Unit in Derby. There is a rehabilitation inpatient service at Cherry Tree Close in Derby and there is an ongoing transformation to extend the rehabilitation pathway, including a community rehabilitation team. The division also includes a number of specialist teams, including Perinatal services (inpatient and community), Eating Disorders services for adults, substance misuse services through Derby Drug and Alcohol Recovery Service and Derbyshire Recovery Partnership, a gambling support service (see page 7) and Physiotherapy and Dietetics services.

**Mental health services for older people.** This includes an inpatient service for people with dementia on the Cubley Court wards and an inpatient service for older people experiencing functional mental illness. We recently opened a new specialist functional ward in Chesterfield - Bluebell Ward. This division also delivers services locally across Derbyshire within the

Community Mental Health Teams (CMHTs) and Memory Assessment Service (MAS) and provides an intensive alternative to hospital admission through the Dementia Rapid Response Teams (DRRT) and the In-Reach and Home Treatment Team.

**Children's care services.** Provides Child and Adolescent Mental Health Services (CAMHS) including CAMHS RISE, a team supporting Accident and Emergency (A&E) liaison and acute inpatient services. It also includes 0 to 19 Universal Children's Services, with public health teams including health visitors and school nurses and specialist children's services providing therapy and complex needs services, and a service for looked after children in care.

*"People come into hospital very unwell, we care for them and then they get better and go home back to their families. That is immensely rewarding."*

Derbyshire Healthcare colleague

**Neurodevelopmental services.** This division provides Autistic Spectrum Disorder (ASD) assessment and Learning Disabilities (LD) services including an intensive LD support team to help prevent hospital admission.

**Psychology and psychological therapies.** This division provides psychological assessment and interventions for patients across the Trust. Interventions are delivered in 1:1 or group format and utilise the range of psychological models highlighted in guidance. All talking therapies, across all services, sit within the division. Psychological therapy is delivered by a range of therapists and clinical psychologists for all age groups and presentations in the community and in patient services. They are embedded in teams across the Trust.



The **inpatient perinatal (mother and baby) mental health services** in the East Midlands region is the responsibility of a local partnership of healthcare providers. The partnership is led by Derbyshire Healthcare across the East Midlands and includes five NHS trusts and one private healthcare provider from the region, who are working together as the East Midlands Perinatal Mental Health Provider Collaborative. We are excited to lead this collaborative, which seeks to maintain the high quality of perinatal services already provided in the East Midlands and further improve the experience of service users and their families and carers, by involving experts by experience and clinicians to ensure that the service user's voice is heard at every stage of their treatment and recovery.

The **East Midlands Gambling Harms Service** offers specialist treatment and support to people across the region struggling with a gambling problem. The service, which is based in Derby and funded by NHS England, provides specialist therapies, treatment, and recovery to those affected by gambling addiction and gambling problems in Derbyshire, Leicestershire, Lincolnshire, Northamptonshire, Nottinghamshire, and Rutland.

We are also a member of several regional NHS provider collaboratives including:

**East Midlands Adult Eating Disorder (AED) Provider Collaborative** - which provides eating disorder services to patients from NHS organisations across the East Midlands.

**Op Courage Midlands**, the veterans' mental health and wellbeing service.

**IMPACT** - responsible for the commissioning of low and medium secure mental health services and low and medium secure learning disability and autism services for adults in the East Midlands.

**CAMHS Tier 4 East Midlands Provider Collaborative** - responsible for the commissioning of CAMHS Tier 4 (specialist) services in the region.

**Making Room for Dignity programme** - significant national and local investment of more than £150m was allocated for the development of new facilities across Derbyshire. We are nearing the completion of two new acute mental health units; the Derwent Unit in Chesterfield opened its doors to patients in March and the Carsington Unit in Derby is due to open this spring. A new male Psychiatric Intensive Care Unit (PICU) is also being developed at Kingsway Hospital in Derby, alongside enhanced care services for female patients. These will be alongside the refurbishment of our acute wards at the Radbourne Unit on the Royal Derby Hospital site and the refurbishment of the older adult inpatient ward, Bluebell Ward, at Walton Hospital, Chesterfield.



# ROLE DESCRIPTION



**Derbyshire Healthcare**  
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<b>Title:</b>	Executive Medical Director
<b>Location:</b>	Corporate headquarters, Ashbourne Centre, Kingsway Site, Derby, DE22 3LZ but post will require travel across Trust sites
<b>Reporting to:</b>	Chief Executive
<b>Salary:</b>	Competitive salary

## ROLE SUMMARY:

Accountable to the Chief Executive, to work as a member of the Executive Leadership Team, contributing to the formulation of strategy, policy and the delivery of corporate and statutory objectives.

As a member of the unitary Board of Directors, the Executive Medical Director is accountable for ensuring:

- The delivery of the Trust's strategy
- That the essential standards of quality and safety are being met by every service the organisation delivers
- Continuous quality improvement and outcomes
- The workforce is supported and enabled to deliver effective, safe and person-centred care
- Sound financial management in the Trust and the achievement of expenditure and income targets, including the delivery of cost improvement programmes.

The Executive Medical Director is responsible for the leadership of, and management of professional issues associated with the medical workforce and services provided by doctors. This includes all relevant clinical, operational developmental and strategic matters. The Executive Medical Director will support the development of a values led, compassionate leadership culture by acting as a role model and leading by example. They will:

Lead the effective management of medical staff and ensure that they deliver effective, safe and high-quality care to patients, doing so in a way that reinforces the Team approach to service delivery.

Be jointly responsible for the development of the Trust's Quality Plan and for the overall achievement of safety and quality metrics with the Director of Nursing, AHPs, Quality and Patient Experience.

Contribute to the development and implementation of the Trust's long-term vision, strategic direction and governance arrangements.

As the most senior doctor in the Trust, provide strong and effective medical leadership and advice to inform corporate decisions.

In conjunction with the Director of Nursing, AHPs, Quality and Patient Experience, ensure that the Trust's clinical plan is viable and effectively implemented.

Ensure that the Trust delivers its corporate clinical targets, influencing and maintaining alignment, on the part of the Trust's medical workforce, with the Trust's goals and objectives.

Act as 'responsible officer' in relation to the GMC's revalidation requirements.

Act as the Caldicott Guardian for the Trust.

Lead the Trust's international recruitment activity for the medical workforce and take full responsibility for the GMC licence and sponsorship of overseas medical staff, ensuring full compliance with GMC requirements.

Work proactively to raise the profile of the Trust's reputation regionally, nationally and internationally, building on some of the Trust's partnership work – for example, in India.

Actively engage in clinical and professional leadership in both Joined Up Care Derbyshire and the East Midlands Mental Health, Learning Disability and Autism Alliance, taking a lead role in programmes of work as required.



# ROLE DESCRIPTION



**Derbyshire Healthcare**  
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## PRINCIPAL DUTIES AND TASKS

### Leadership and Service Delivery

- Share corporate responsibility by working in partnership with executive colleagues for the development of strategy and policy. With other members of the executive team take collective responsibility for ensuring high performance of the Trust and the delivery of corporate objectives. In particular, ensuring the delivery of local and national performance frameworks and standards within budget and resource availability, through the effective leadership of all medical staff.
- Work closely with the Chief Delivery Officer/DCEO and Director of Nursing, AHPs, Quality and Patient Experience to develop a joint approach to medical, operational and nurse/AHP leadership through all levels of the Trust focusing on compassionate and person-centred leadership as well as one that devolves responsibility as close to front line delivery wherever possible.
- Provide effective professional leadership and management to all medical staff working in the Trust via delegated authority to the Deputy Medical Director and Clinical Directors. Ensure that the performance, appraisals and job plans of medical staff is conducive to the delivery of the Trust's clinical strategy and wider objectives and values.
- Provide line management support to the Director of Medical Education (DME), Chief Pharmacist, Head of IM&T and Head of Research & Development, ensuring annual appraisals and job planning is completed for those individuals.
- Ensure that effective systems are in place for job planning, appraisals and revalidation of medical staff. Through the DME and Clinical Directors, ensure that systems are in place to monitor the adherence to continuing medical education requirements for all career grade medical staff.
- Support delivery of the vision and objectives of the Trust to achieve continuous improvement of service delivery.
- In partnership with the Director of People, OD and Inclusion, have responsibility for the application of procedures in relation to 'Handling Concerns about Conduct, Performance and Health of Medical Staff' and any associated Human Resources procedures.
- Act as lead management representative on the Trust's (Medical) Local Negotiating Committee (LNC) and promote effective partnership working in respect of this group. Attend the Trust JNCC meeting as required and act as the lead Executive at the Trust's Medical Senate.
- Operate in a way that promotes visible Executive leadership, regularly attending services to engage with colleagues, share corporate messages and receive feedback. Develop and lead a strong culture of clinical engagement and leadership in all aspects of Trust service development and delivery.
- Help to develop a culture and environment where safe and high-quality patient care is consistently delivered across the organisation.
- Take an active role in developing an engaged and open culture where staff feel able to raise concerns, share innovations and continuous quality improvement is proactively enabled.
- Translate corporate, local and national strategies into clear objectives and action plans and lead the implementation of these plans.
- Actively engage with the Council of Governors on issues across the breadth of the Medical Director's portfolio.

### High Quality Service Delivery

- In partnership with the Director of Nursing, AHPs, Quality and Patient Experience, ensure the development and delivery of an effective, outcome focused clinical governance strategy across professional care groups and services.
- Act as the lead Executive in relation to the Mental Health Act.

# ROLE DESCRIPTION



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- Attend other Board-level Committees as agreed and relevant, in particular the People and Culture Committee and Quality and Safeguarding Committee.
- Support the Director of Nursing, AHPs, Quality and Patient Experience with the development and delivery of the Trust's Quality Plan & Report.
- Act as Executive co-lead for clinical governance with particular responsibility for clinical effectiveness, quality outcome measures and patient safety.
- Be responsible for all matters relating to Medicines Management within the Trust including working with the Chief Pharmacist to ensure an effective and efficient process is in place for the supply, control, dispensing and prescribing of medicines.
- Work with the CDO and Director of Nursing, AHPs, Quality and Patient Experience to identify and report appropriate performance measures for clinical service delivery; including patient reported outcome measures.
- Support the CDO in developing robust and intelligent clinical information systems and reporting.
- Act as the Executive lead for reducing health inequalities.
- Ensure directorate support for the completion of the CQC PIR process.
- Ensure all Trust projects identify clear outcome measures and have a robust benefit realisation plan.
- Promote the need for continuous improvement and excellence in the provision of clinical services throughout the Trust.
- Develop Clinical Audit and Research throughout the organisation and develop and participate in national and international benchmarking activities to drive clinical improvement.
- As the Trust's 'medical voice', network and consult with local GPs and NHS medical colleagues in support of the corporate agenda and clinical strategy.
- Advise the Board of Directors on the impact of professional issues, statutory requirements, changes in clinical practice and the provision of clinical services.

## Education

### Professional Advice and Leadership

- As the Trust's most senior doctor, provide appropriate professional and clinical leadership and be the officer responsible for supervising the conduct and performance of all doctors working in the Trust.
- Represent the Trust on medical committees and other such bodies at a system, regional and national level.
- Work with the Director of Nursing, AHPs, Quality and Patient Experience, the Clinical Directors and Chief Delivery Officer/DCEO to ensure that the views of clinicians are available to the Board of Directors.
- Provide guidance on the development and implementation of a Medical Education strategy which supports the Trust's strategies and contributes to the wider NHS development agenda.
- Work with the Medical Education leads and others involved in medical education, to provide post-graduate medical education and training and the professional development of doctors in the Trust.
- Ensure that the Trust meets all its obligations for the training and education of its junior medical staff, and complies with Royal College and NHS guidance, regulations and recommendations.
- Ensure action is taken following visits from Colleges, Post Graduate Dean, Taskforce etc, and help to promote close and effective relationships with these and the University and General Practitioners and other appropriate bodies and individuals.
- Support Specialty Doctors in their continuing education and professional development.
- As part of the Trust's workforce planning, develop a non-medical skilled and competent workforce that supplements medical workforce development and forward-thinking service delivery.

# ROLE DESCRIPTION



**Derbyshire Healthcare**  
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## Board Assurance

- Work closely with all Directors in the implementation and delivery of the Trust's agreed approach to Board Assurance.
- As a Board-level Director, contribute to the provision of effective risk management and governance structures and robust systems which assure implementation of the Trust's risk and governance objectives through the proactive identification and prioritisation of key organisational and clinical risks.

## Contribute to the effective management of the Trust's resources

- Maintain effective information management and communication systems.
- Maintain delegated budgets in line with Trust policy and contribute to the development of cost improvement initiatives.
- Manage relevant budgets such that resources are targeted to meet agreed objectives.

## ADDITIONAL REQUIREMENTS

The post holder:

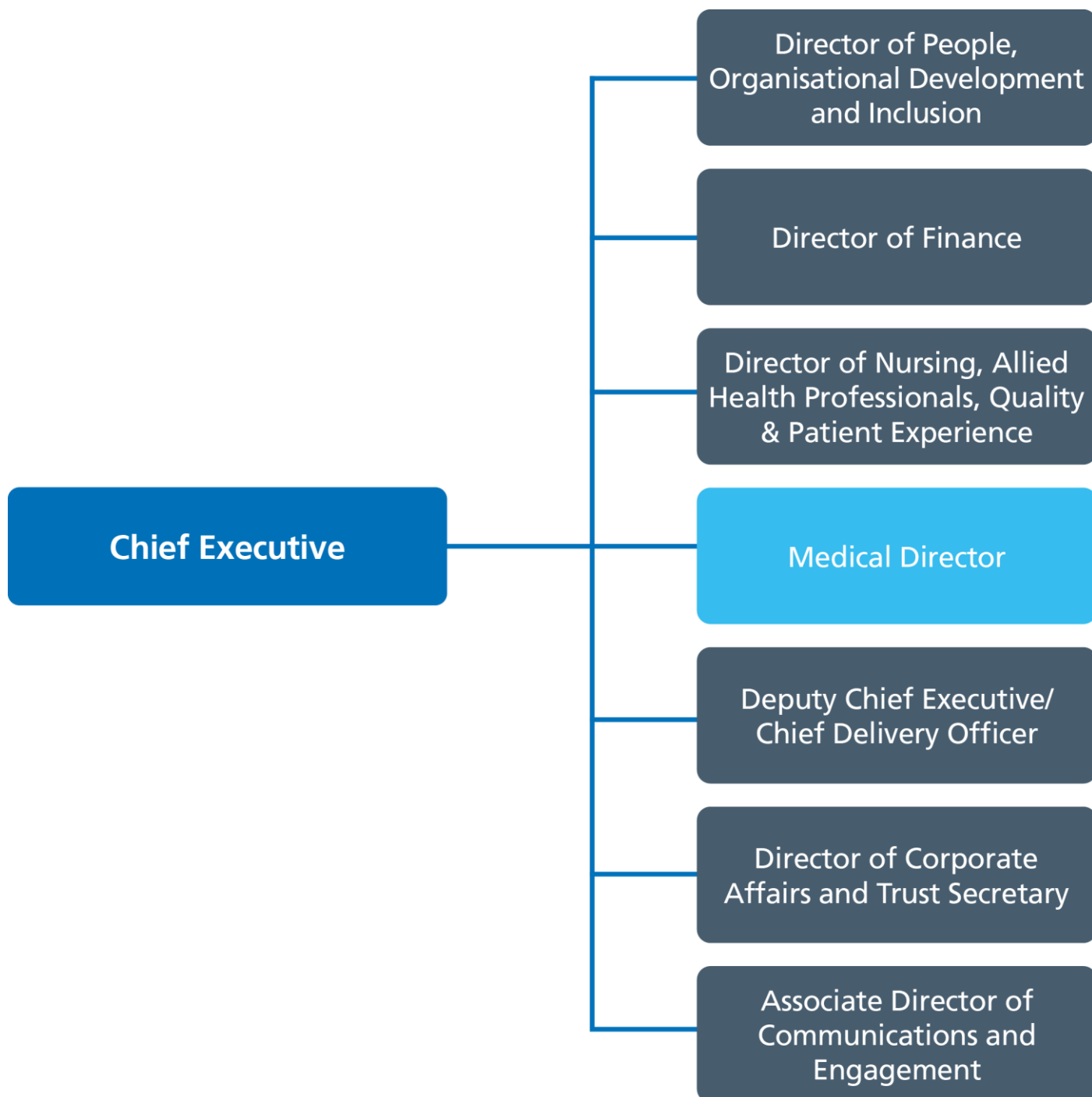
- Is required to work within the NHS Managers Code of Conduct, meeting the requirements of the Fit and Proper Person Test and to have due regard to the Duty of Candour.
- Must operate with due regard to the Trust's values and in accordance with the Trust's agreed standards of behaviours.
- Is expected to actively promote and implement the Trust's equal opportunities policies and procedures.
- Must ensure that personal information for patients, members of staff and all other individuals is accurate, up-to-date, kept secure and confidential at all times in compliance with the Data Protection Act 1998, the Caldicott principles and the common law duty of confidentiality.
- Must comply with the Freedom of Information Act 2000.
- Will be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
- Is expected to take responsibility for self-development on a continuous basis, undertaking on-the-job and other training as required.
- Is expected to develop IT skills.
- May be required to undertake duties at any location within the Trust, in order to ensure safe, effective continuity of services.
- To carry out such other duties that may reasonably be required by the Chief Executive.

**This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.**



# ROLE DESCRIPTION

## ORGANISATION CHART



# PERSON SPECIFICATION

Competency/ Attribute	Essential criteria
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Medical qualification and appropriate Royal College membership or fellowship</li> <li>• Full GMC registration</li> <li>• Consultant psychiatrist with CCST</li> <li>• Evidence of revalidation with licence to practise</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of Medical Management in a leadership position at or close to the Board level in a mental health provider</li> <li>• Extensive senior management experience in a senior role within the NHS or similar complex and highly regulated healthcare environment including working with Boards</li> <li>• Extensive experience and successful track record in the leadership and management of medical services</li> <li>• Up to date knowledge of / experience of managing Pharmacy, IM &amp; T and Research and Development services</li> <li>• Significant experience of taking the lead in the development of strategic direction which aligns with regulatory scrutiny and delivery of high quality, safe care</li> <li>• Experience of leading and managing service transformation and change with a proven track record of achieving improvement in quality and safety</li> <li>• Evidence of successfully developing and implementing service user, carer and public involvement strategies</li> <li>• Evidence of successfully developing and implementing quality assurance systems, safety, risk management, infection control and governance strategies</li> <li>• Evidence of involvement of leading change through people and securing high performance by effective collaborative working and empowering others</li> <li>• Experience and knowledge of equalities issues and success in addressing discrimination and inequalities in employment and service delivery</li> <li>• Experience of service innovation and development with proven positive outcomes for patients</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Sound expertise of clinical governance and effective systems of medical management such as job planning, appraisal and clinical assessment</li> <li>• Understanding of medical recruitment and training matters</li> <li>• Significant knowledge of roles and responsibility of Caldicott Guardian</li> <li>• Knowledge of medical Doctor International recruitment</li> <li>• In-depth knowledge of the challenges facing Mental Health Trusts</li> </ul>

# PERSON SPECIFICATION



**Derbyshire Healthcare**  
NHS Foundation Trust

Competency/ Attribute	Essential criteria
<b>Skills and abilities</b>	<ul style="list-style-type: none"> <li>• Ability to set out a clear strategic direction, inspire others and assume command, together with an ability to translate strategic objectives into deliverable operational plans</li> <li>• Ability to formulate and implement plans whilst liaising with and engaging all appropriate stakeholders</li> <li>• Ability to contribute to effective Board working and organisation, monitor compliance with risk management, legal, ethical, clinical, social and environmental requirements</li> <li>• Clear vision for medical workforce and the ability to secure the active commitment of multi-disciplinary staff in working towards achieving this</li> <li>• Clear commitment to delivering quality user-focused services</li> <li>• Proven ability to set high standards of patient care and influence significant change to practice</li> <li>• Exceptional communication, interpersonal, negotiating and influencing skills and the ability to build professional and personal credibility with colleagues and teams.</li> <li>• Ability to communicate with staff at all levels and with colleagues within and external to the organisation</li> <li>• Proven skills in the development of alliances and partnership</li> <li>• Ability to address difficult situations and problems including those relating to individual colleagues, by using effective problem-solving techniques</li> <li>• Advocate for all staff groups and individuals, particularly those with protected characteristics, and for promotion of equality, diversity, and inclusion</li> <li>• Able to make a significant contribution to Trust's cost improvement programme to reconcile affordability, safety and quality</li> <li>• Ability to analyse and interpret complex data to lead improvements in patient care</li> <li>• Ability to motivate, support, coach and mentor staff</li> <li>• Excellent organisational and time management skills. Able to prioritise work demands and meet deadlines</li> <li>• Highly skilled at addressing and resolving conflict</li> </ul>
<b>Values and Board level requirements</b>	<ul style="list-style-type: none"> <li>• Professional approach that is in tune with and demonstrates <a href="#">our Trust vision and values</a></li> <li>• Meet <a href="#">Fit and Proper Persons requirements</a></li> <li>• Meet <a href="#">NHS leadership competency framework for board member</a></li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Ability to travel regularly across the whole of the county and to attend regional and national events as required.</li> </ul>



# A GREAT PLACE TO PUT DOWN ROOTS



Derbyshire Healthcare  
NHS Foundation Trust

## DERBYSHIRE

Derbyshire is a wonderful place to live. Our county has stunning countryside, amazing history and of course, fabulous people.

Derbyshire is an area of great natural beauty with rugged, peat-covered moorlands and magnificent limestone dales, with picturesque towns and villages, historic churches and some grand houses. It is the location of Britain's first National Park - the Peak District National Park, a popular place for walkers and climbers.



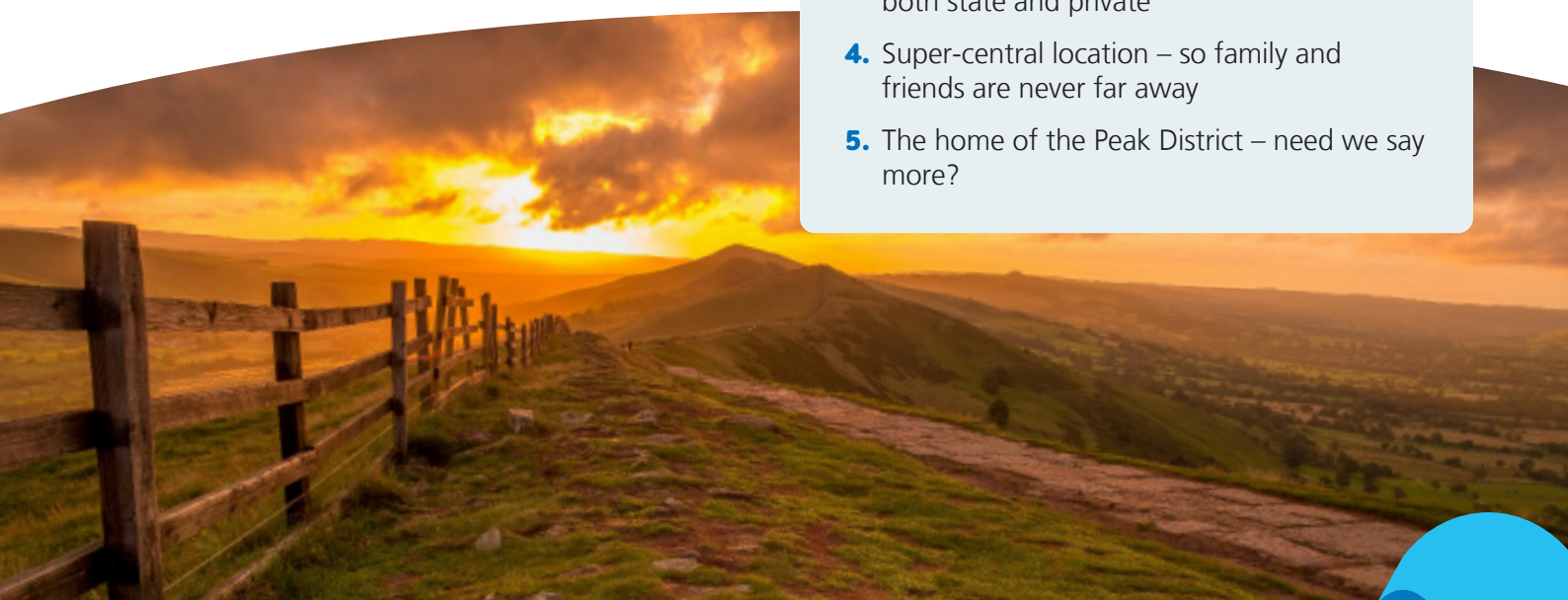
*"From grand rural vistas to inner-city challenges, the world is here and yet we work in a close-knit and supportive organisation. Give us a try and you are likely to get hooked."*

Derbyshire Healthcare colleague

Whether you enjoy your shopping or leisurely sightseeing trips, Derbyshire's lively towns offer a delightful array of attractions. Derby itself offers the best of both worlds – multicultural city life on the doorstep of a stunning rural environment.

## TOP 5 REASONS TO LIVE IN DERBYSHIRE

1. It offers a mix of thriving towns, a busy, buzzing city and beautiful countryside
2. It is one of the most affordable places to live in the country and the perfect place to buy a house. Derbyshire offers great value for money, with Zoopla figures showing that the average price of a house in the county is well below the national figure, and nearly half the average price of the south-east of the UK.
3. Some of the best schools in the country – both state and private
4. Super-central location – so family and friends are never far away
5. The home of the Peak District – need we say more?



**FINALIST - HSJ DIGITAL AWARDS 2025**

**'DIGITAL ORGANISATION OF THE YEAR' - FOR IMPLEMENTING AN ELECTRONIC PATIENT RECORD SYSTEM THAT COMMUNICATES WITH HEALTH PARTNERS AND AN ELECTRONIC PRESCRIBING SYSTEM**

# A GREAT PLACE FOR YOU



**Derbyshire Healthcare**  
NHS Foundation Trust

**Our Trust is committed to ensuring equality, diversity and inclusion, and human rights are central to the way we deliver healthcare services to our service users and how we support staff.**

**This means we all play our part:**

- To be a caring and forward thinking organisation that promotes equality, values and celebrates diversity and creates an inclusive and compassionate environment for receiving care and as a place to work;
- To ensure that our staff provide inclusive services that are equally good to all service users, which meet their needs and are delivered with kindness, dignity and respect;
- To ensure that all our team members are engaged, valued and treated equally with kindness, dignity and respect.

We recognise that the Trust has a diverse workforce and we have the following staff networks to offer colleagues a safe place to receive support, advice and encouragement about work related issues. They also serve as forums to exchange views and experiences and raise concerns.

- Our Armed Forces Network
- Our Black and Minority Ethnic (BME) Staff Network
- Our Disability and Wellness Staff Network
- Our LGBTQ+ Staff Network
- Our Christian Network
- Our Multi Faith Forum
- Our Women's Network

To learn more and view a video where Trust colleagues share what inclusion means to them, visit: [derbyshirehealthcareft.nhs.uk/about-us/equality-and-diversity](https://derbyshirehealthcareft.nhs.uk/about-us/equality-and-diversity)



*"There are lots of opportunities within the Trust. You have the chance to work with other people and get to know them and try different things that make use of your skills."*

Derbyshire Healthcare colleague



**WINNER - TRUST OF THE YEAR**  
**ASIAN PROFESSIONALS NATIONAL ALLIANCE (APNA)**  
**NHS AWARDS 2023**

# A GREAT PLACE FOR YOU



Derbyshire Healthcare  
NHS Foundation Trust

## YOUR EMPLOYMENT PACKAGE

We offer a comprehensive and competitive employment package to ensure you benefit from the work you do here with us. Working here you will not only become an integral part of delivering high-quality care, but also become part of a friendly organisation that nurtures and encourages you to make the most of our progressive employment policies and excellent benefits.

### 1. LEASE CAR SCHEME



Working in partnership with our lease car partner GMP Drivercare, the salary sacrifice lease car scheme uses the latest tax incentive benefits offered by HMRC which - particularly on electric vehicles - provide a competitive way to car leasing.

### 2. RELOCATION



If you are looking to move to beautiful Derbyshire, we will pay relocation of up to £8,000 subject to HMRC requirements.

### 3. ANNUAL LEAVE



We reward you with a generous annual leave entitlement. You can also buy up to 10 additional annual leave days per year.

### 4. FAMILY AND CARER LEAVE



We offer comprehensive maternity, paternity, adoption and shared parental leave schemes with benefits in excess of the statutory schemes. We also recognise that many employees have caring responsibilities outside work and that from time to time, emergency leave may be required. We have a supportive Special Leave policy that covers a variety of life events and circumstances.

### 5. SICKNESS ABSENCE PAY



You are entitled to occupational sick pay. You may be entitled to up to six months at full pay and six months at half pay, depending on your length of service

### 6. SALARY SACRIFICES



The Trust offers a fantastic range of salary sacrifices. These include home and electronics, cycle to work scheme, family pay, gym membership and travel and leisure. The Trust also offers a health cash plan.

### 7. PENSION SCHEME



You'll automatically be able to join the NHS Pension Scheme as soon as you start working with us. Employer pension contributions are generous and as your contributions are taken from your salary before tax, so you receive tax relief on any amount you pay. The NHS pension scheme is guaranteed by the government and protected against inflation.

### 8. STAFF DISCOUNTS



Working for the NHS comes with a range of staff discounts accessed via Health Service Discounts or the Blue Light card programme. Both provide access to a huge range of NHS discounts and healthcare staff benefits.



OUR 2024 STAFF SURVEY BENCHMARKED RESULTS SHOWED HIGHER THAN AVERAGE SCORES FOR BEING A COMPASSIONATE AND INCLUSIVE EMPLOYER.



# A GREAT PLACE FOR WELLBEING



**Derbyshire Healthcare**  
NHS Foundation Trust

The health and wellbeing of all our colleagues is and will remain a priority for the Trust. Our leaders are constantly seeking innovative ways to support our staff and we have a wide range of wellbeing offers in place, to both prevent and respond to health and wellbeing needs.

We have a dedicated wellbeing team who are on hand to support colleagues whilst focussing on developing and improving our staff wellbeing offer, as well as providing access to 24/7 counselling support when needed.



## SOME OF THE WAYS WE SUPPORT YOUR HEALTH AND WELLBEING

- Resolve Staff Support service for confidential counselling
- Urgent and proactive support with our Employee Assistance Programme
- Schwartz Rounds
- Financial wellbeing support including access to low cost loans
- Physical activity opportunities and sessions
- Health and wellbeing training
- Resources to support your and your team's wellbeing
- Peer support groups
- Physiotherapy
- Lifestyle advice and resources



### **WINNER - EXCELLENCE IN PEOPLE AWARD**

**2024 HEALTHCARE PEOPLE MANAGEMENT ASSOCIATION (HPMA)  
EXCELLENCE IN PEOPLE AWARD - FOR THE 'ICARE' PROGRAMME TO  
SUPPORT NEWLY EMPLOYED HEALTHCARE SUPPORT WORKERS**

# HOW TO APPLY



**Derbyshire Healthcare**  
NHS Foundation Trust

**Base:** Kingsway Hospital, Derby

**Salary:** Competitive dependent on experience

## CLOSING DATE SUNDAY 8 JUNE 2025

**Please apply via Trac jobs where you need to register to submit your covering letter and CV.**

Please note any correspondence will be sent to this registered emailed address so please check your junk folder on your email account.

You should outline your motivation for applying for this position and the knowledge, skills and experience you have that will make a positive impact on achieving our strategic objectives. In addition, you should highlight how you align with our vision and values and how these contribute to the delivery of high quality care. Please ensure your CV covers your full employment history.

## THE SELECTION EVENTS

**Online stakeholders panel – 10 July 2025**

**Face to face interviews – 14 July 2025**

Our Trust is a Disability Confident employer and a signatory to the Armed Forces Covenant. If you meet the essential criteria on our person specification and have declared a disability on your application form or are part of the armed forces you will be guaranteed an interview.

## CONTACTS

If you require any support applying or would like an application form in a different format please contact our recruitment team on **dchst.recruitment@nhs.net**.

For an informal discussion about the role please initially email Nicole Mathiesen to arrange a call with Mark Powell (Chief Executive): **nicolamarie.mathiesen@nhs.net**



*"The Trust fosters a culture of support and compassion for its staff and understands the need for those working in the front line to be involved in decision making which will affect patient care."*

Derbyshire Healthcare colleague



**OUR SPECIALIST COMMUNITY MENTAL HEALTH SERVICES FOR CHILDREN AND YOUNG PEOPLE IS RATED OUTSTANDING BY THE CQC**