



Position Specification

Manchester University NHS Foundation Trust
Chief Executive Officer



Manchester University NHS Foundation Trust

Manchester University NHS Foundation Trust (MFT) was established on 1st October 2017, following the merger of Central Manchester University Hospitals NHS Foundation Trust (CMFT) and University Hospital of South Manchester NHS Foundation Trust (UHSM). Since then, MFT has acquired North Manchester General Hospital and is delivering a sector-leading, progressive redevelopment [programme](#) with integrated health and social care facilities, high-quality new homes, and access to better education and training. Details of the breadth and scale of MFT can be found at www.mft.nhs.uk.

As the largest NHS Trust in England with a turnover of £2.5bn, MFT is on a different scale to most other NHS Trusts. Bringing together ten hospitals and community services from across Manchester and Trafford, MFT promotes collaboration and a culture of continuous improvement, encouraging its 28,000 staff and 8000 associates to pursue their most ambitious goals. In this way, MFT brings together outstanding people, resources and expertise to provide high quality and safe care for people living in the city of Manchester, Trafford, and beyond. MFT sets standards that other Trusts seek to emulate, and, in the process, staff benefit from a scale of opportunity that is nothing short of exceptional.

Figure 1: MFT Group



MFT has consistently invested in Research & Innovation capacity and capability within the Trust, and through collaborative working with other Greater Manchester Partners, it has developed a mature R&I ecosystem. With the City Labs 1.0 and 2.0 buildings on the campus the Trust hosts a range of life sciences partners and facilitates sector-leading private sector collaboration that enables NHS patients to benefit from cutting edge discovery. In May, MFT, Manchester University and global diagnostics leader, Qiagen, signed a [strategic partnership](#) deal that strengthens existing relationships and is a template for NHS-private sector collaboration.

Against a backdrop of the pandemic and now with the unrelenting pressure to manage urgent care and achieve elective recovery, MFT is at the forefront of healthcare reform in Greater Manchester. Working as a prominent contributor to the Greater Manchester Provider Federation Board, MFT accepts its system leadership responsibilities, often taking the lead on major work streams. This is not simply because of the scale and complexity of MFT but because of the expertise and resourcefulness of its senior leaders. This includes the breadth and reach of specialist services and MFT's place as a tertiary provider for Greater Manchester, the North West of England and beyond.

MFT's *vision* is to improve the health and quality of life of our diverse population by building an organisation that:

- Excels in quality, safety, patient experience, research, innovation and teaching.
- Attracts, develops and retains great people.
- Is recognised internationally as a leading healthcare provider.

This is underpinned by specific *strategic aims*, which are:

- To focus relentlessly on improving access, safety, clinical quality and outcomes.
- To improve continuously the experience of patients, carers and their families.
- To make MFT a great place to work, where we value and listen to our staff so that we attract and retain the best.
- To implement our People Plan, supporting our staff to be the best that they can be, developing their skills and building a workforce that is fit for the future.
- To use our scale and scope to develop excellent integrated services and leading specialist services.
- To develop our research and innovation activities to deliver cutting edge care that reflects the needs of the populations we serve.
- To achieve and maintain financial sustainability.
- To work with partners and play our part in addressing inequalities, creating social value and advancing the wider green agenda.

Equality, Diversity and Inclusion

MFT's ambition is to have the highest quality services, provide the best patient experience and to be the employer of choice for health and care staff. Diversity matters and building a representative and supported workforce to reflect the communities that it serves is a strategic priority. The Trust's Diversity Matters Strategy, 2019-2023, provides a framework for embedding equality, diversity and inclusion into everyday practice. It provides a framework for action, focusing on three aims:

- Improved patient access, safety and experience.
- Representative and supported workforce.
- Inclusive leadership.

COVID has highlighted and exacerbated existing health inequalities both for the populations served by MFT and for its staff. In doing so it has strengthened the Trust's resolve to go further, faster, to embed equality, diversity, and inclusion into its core business.

The Role

Accountable to the Group Board of Directors, and reporting to the Chair, the Group Chief Executive will be responsible for the strategic leadership and management of MFT, ensuring it provides high quality services for patients / service users. As MFT is one of the largest providers in the UK of all age specialist services the role will require an ability to operate and lead the complex agenda associated with delivery of highly specialist services.

The Group Chief Executive will ensure that the Group model underpinning MFT continuously develops in accordance with agreed strategic aims. This will require high-profile and impactful leadership to ensure MFT remains a high-performing, innovative organisation with a credible reputation as an employer that values and supports staff.

They will have four principal responsibilities:

- Provide executive leadership as the Accountable Officer.
- Ensure safe and efficient service delivery, including compliance with all statutory requirements expected of the Group.
- Deliver the Trust's Strategic Aims.
- Collaborate with stakeholders in the interests of MFT and the wider health and social care community.

The Group Chief Executive is supported in their role by an experienced and highly-skilled team of Group Executive Directors. In addition, each of the MFT Hospitals, Managed Clinical Services, and Local Care organisations is overseen by a Chief Executive and their leadership teams. Appendix 1 describes the group structure through which the Group Chief Executive will deliver agreed objectives on behalf of the Group Board of Directors.

The Group Chief Executive will also play a key leadership role within Greater Manchester's Integrated Care System as part of the Provider Federation Board. This membership organisation brings together the Chief Executives of Greater Manchester Provider Trusts to help shape policy and service delivery, as well as enabling the wider system to benefit from provider expertise. In addition, the Group Chief Executive will contribute nationally to the success of the Shelford Group.

PRIORITIES

Some immediate priorities for the Group Chief Executive will include the implementation of a major transformation programme associated with a new [Electronic Patient Record](#), elective recovery, improving cancer services and providing safe urgent care delivered in the context of effective financial stewardship; and caring for the workforce.

The Group Chief Executive will have seven overarching priorities:

- Maintain the position of MFT as a vibrant, clinically-renowned, efficient and well-respected institution.
- Promote patient safety and drive service improvements that not only satisfy regulatory requirements but which are recognised as ground-breaking.
- Support, enable and progress the Group's established research, innovation and development portfolio.

- Encourage and enable the workforce, promoting diversity, inclusion and equality at every stage of operational and strategic delivery.
- Make better use of data and digital technology.
- Ensure that MFT remains a collaborative organisation in the interests of patients, staff and use of public money.
- Progress the capital development of North Manchester General Hospital and advancement of the Wythenshawe Master Plan.

Candidate Profile

The Group Chief Executive of the largest NHS Foundation Trust in England is a unique role. As such you will be expected to lead an incredibly strong and experienced cohort of Group Executive Directors. This will require well developed leadership skills, stamina, resilience and capability.

Experience and Knowledge

Essential

- At least five years' experience as Chief Executive of a complex organisation, ideally within healthcare.
- A proven track record of recent and relevant experience leading large scale transformation.
- Experience of managing a complex research and innovation portfolio.
- Accustomed to dealing with multiple stakeholders across a range of organisations, liaising with very senior people, including at a national level.
- An effective ambassador and public speaker
- Track record of building high performing and inclusive teams.

Desirable

- First-hand experience of working at a national and / or regional tier of the NHS, Department of Health and Social Care or related structures.
- Familiarity with global health care.

Leadership Style

- People-focused leader, able to empathise with colleagues at all levels.
- Motivational and galvanising leader with personal authority.
- Able to align colleagues and stakeholders behind a vision using influence, not relying on authority.
- Performance manager with high standards and expectations.
- A naturally collaborative, team-orientated style.
- Coaching style with the ability to deliver credible outcomes that engages staff.
- Clear focus on diversity, inclusion and equality.

Personal Qualities

- First class communication skills.
- Resilience and resourcefulness.
- Capable of working to tight deadlines while delivering work of a high standard.
- Personal integrity.

The Selection and Recruitment Process

Russell Reynolds Associates (RRA) has been retained to support this appointment, which will be made by the Board of Manchester University NHS Foundation Trust with the support of NHS England leadership.

The selection process will include competency-based interviews and conversations with selected MFT colleagues. The anticipated timeline envisages candidate assessments and stakeholder discussions in October, culminating in a final panel interview in November 2022.

MFT's aim is to be an employer of choice that recruits and develops staff fairly, so that talented people choose to join, remain and develop within the Trust. Strong equality, diversity and inclusion at all levels underpins consistently good patient care across all services. Applications are encouraged from all candidates.

How to apply

To apply, please submit applications by email to Responses@RussellReynolds.com. The closing date for applications is **Friday 30th September 2022**.

Your submission should include:

- The reference number in the subject line **2208-062L**.
- A **short covering letter** of not more than three A4 sized pages explaining why this appointment interests you and how you meet the appointment criteria and competencies as detailed in the candidate profile.
- Your **current CV** with educational and professional qualifications and full employment history, explaining any gaps in your employment history, giving details (where applicable) of budgets and numbers of people managed, highlighting relevant achievements in recent posts.
- The **names of at least two referees** who may be contacted at shortlist stage, i.e., before the final interview, describing in what capacity and over what period of time they have known you. Referees will not be contacted without your consent.
- A daytime, evening and mobile telephone contact number, and your preferred email address for correspondence, which will be used with discretion.
- A **completed Monitoring Form** – link available [here](#). The NHS is committed to achieving a workforce that reflects the society it serves, at all levels including the most senior. All applicants are invited to complete this form to assist the NHS with monitoring its commitment to equality and diversity within recruitment processes.

The questionnaire includes:

- *Monitoring questionnaire*: All information collected is reported anonymously and will not be disclosed to anyone involved in assessing your application.
- *Guaranteed interview scheme* for people with disabilities, if applicable. We are committed to making reasonable adjustments in order to support disabled job applicants and ensure that you are not disadvantaged in the recruitment and assessment process. All monitoring data will be treated in the strictest confidence and will not affect your application in any way.

For an informal discussion about the role, or if you have any difficulty accessing these documents, please contact the Russell Reynolds Associates team at Responses@RussellReynolds.com.

Appendix 1: Group Structure

