



Information Pack

**Director of Human Resources & Organisational
Development**

North Staffordshire Combined Healthcare 
NHS Trust

**Simon Potts
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Dear Applicant

Thank you for your interest in the post of Director of HR and OD at NSCHCT. We are a provider of mental health, specialist learning disability and related services for people of all ages across a catchment population of approximately 463,000 people living in the northern part of the county of Staffordshire. The Trust has an income of c. £86million and operates from more than 30 different facilities across North Staffordshire.

The Trust has close links with the two local universities, University of Staffordshire and Keele University and is also a partner with the medical school at Keele. The Trust also belongs to wider academic and research networks, and currently holds the co-ordinating role for the Tipping the Balance Towards Primary Care (TTB) Network, a European research and development collaboration around primary care. Our approach to delivering health care is collaborative and we have strong and effective working relationships with our local primary care trusts, local authorities and elected representatives, those in the social care sector and voluntary colleagues.

We are a Trust with an ambitious vision that needs a senior team that can lead the organisation through a challenging agenda. I was appointed Chief Executive in September 2008 and I have recently recruited a Chief Operating Officer who will commence in post in April. Over the next 18 months the Trust will be facing a period of extensive change, as services are developed to meet the vision of the Board and the needs of our main commissioners, whilst at the same time securing a successful application in respect to Foundation Trust status.

My colleagues and I in the senior team are leading a programme of considerable change which aims to ensure that we have a central quality focus to drive the improvement of quality, safety and efficiency of the services we deliver for patients and their carers. I am keen to develop a close, dynamic, innovative and strong senior team here at the Trust and this post is a step towards achieving this. I believe that real clinical engagement along with a strong visible leadership is fundamental to delivering excellent patient services. We have recently implemented Service Line management, each of four divisions are now led by a Clinical Director and over the coming months we will continue to develop the Trust's approach to team based working. Service line management will mean much greater delegation of key decisions to senior clinicians and front line staff.

To complete our team, I am seeking to recruit a talented individual to lead and maximise our workforce potential. In this role I need a high profile, energetic and ambitious leader who relishes change. You will be a member of the Executive team to coordinate our change programme, leading the Trust in new and different ways of working. I need someone with a grasp of the strategy, who can at the same time deliver the detail required in a complex organisation

If you pursue this application and are successful, you will be part of an energetic, enthusiastic and skilful team who have great ambitions for the Trust and the patients it serves. We are a stable organisation and have a challenging agenda, but we are succeeding in delivering change for the better for our service users, carers and staff and I hope, after finding out more, you will want to take the next steps in applying to join our team.

If you have the experience, mindset and enthusiasm for this role I would very much welcome your application and I am very happy to have an informal discussion, if you would find that of value.

Fiona Myers
Chief Executive



About Us

North Staffordshire Combined Healthcare NHS Trust is a provider of mental health, specialist learning disability and related services for people of all ages across a catchment population of approximately 463,000 people living in the northern part of the county of Staffordshire. The Trust has an income of c. £88 million and operates from more than 30 different facilities across North Staffordshire. Its purpose is working to improve the health and welfare of local communities.

The Trust was established in 1994 and employs in the region of 1,900 staff. The Trust has recently restructured to support the implementation of Service Line Management. The four divisions are as follows;

- Adult Mental Health and specialist services
- Children and Young People
- Organic
- Older People (Frail elderly)

The Trust's Vision

The Trust will provide patient centred mental health, specialist learning disability and related services for people of all ages; aiming to be the best in all that we do and working in partnership to deliver services that promote recovery, well being and independent living.

Our Values

We have consulted with patients, service users, carers and our staff about what our values should be. We encourage staff to apply these values in their work with people who come into contact with our services. We have pledged to promote our values in all the places where we provide support for people and to support each other in making sure as much as we can that we uphold these values in all that we do. Click [here](#) to see the Trust's values.

Achieving Our Purpose

The Trust has a track record of delivering the highest standard of public services within a sound, sustainable and focused business framework. Our high performance is evidenced through:

- Our achievement of a **'good'** for quality of services to patients and **'good'** at managing finances in the 2007/2008 Annual Health Check
- Maintaining financial balance through major change with financial targets having been fully met for a number of years
- Achieving 'fully met' for core standards and existing national targets

The Trust has reviewed its purpose, vision and values and developed five year strategic objectives and key performance indicators around five business priority areas:

- Customer focus
- Business development
- Finance
- Workforce
- Governance

Further information about the Trust's profile, strategy and service development plans is contained in our [Integrated Business Plan for 2008/09](#).



About The Region of Staffordshire – (Information Provided by Staffordshire County Council)

Living in Staffordshire

Staffordshire is a County of contrasts - from the jagged and barren beauty of the Peak District in the north, to the lush and rolling farmland in the south; from the world famous pottery industry to the agricultural economy of much of the County. It is a County as comfortable with its place in the new Millennium as it is maintaining its links with tradition. For more maps of the county [click here](#)

Staffordshire is more than just a place to work, it's great a place to live.

Housing

Staffordshire house prices are very competitive by national standards. The range and choice of housing in the County is extensive, and more importantly affordable. Whether renting or buying there is a fabulous home to be found in Staffordshire. Within the County, there is a vast range of housing to suit all tastes: from modern prestige developments to Victorian and pre-war houses in leafy lanes. Bustling towns, attractive suburbs and peaceful rural villages within easy travelling distance of each other make Staffordshire an ideal place to make your home.

To give you some idea of the average house prices across Staffordshire, here are some examples:

- Stafford: £151,879.00
- Newcastle (ST5): £135,771.00
- Burton-On-Trent: £145,738.00
- Lichfield: £195,773.00
- Cannock: £131,360.00
- Tamworth: £145,992.00
- Leek: £165,747.00
- Wombourne: £152,571.00



National average across England & Wales: £191,438.00 (These figures are a guideline and are based on semi-detached properties dated: July - September 2008)

For more information plus advice on moving house see Yellow Pages and for up to date advice on specific postcode areas see <http://www.upmystreet.com/>



Sport and Leisure

Whatever your taste in sport and relaxation, Staffordshire has what you're looking for.

- Football, rugby & athletics
- Uttoxetter Racecourse
- Peak District National Park - walking & rock climbing
- Tamworth Snowdome
- Angling, rowing, yachting etc.
- Many leisure centres

For family fun why not take a trip to Drayton Manor Family Theme Park - one of the oldest parks in the Country. If it's thrills you're seeking then join the thousands that make a pilgrimage to Alton Towers - Europe's most famous theme park set in the rolling countryside of North Staffordshire.

In addition, the County is well served by a number of theatres, cinemas, clubs, pubs and an outstanding range of award winning restaurants, which all add to a wide and varied entertainment scene.

For more information on the wide range of attractions Staffordshire has to offer, please see [Staffordshire Tourism](#)

Shopping

The keen shopper is spoilt for choice in Staffordshire with the County's towns offering a wide variety of purchasing options. In many of the towns there is a good mixture of high street names and specialist shops as well as indoor shopping facilities. Superstores lie within easy reach of wherever you are in the County, whilst traditional markets of all kinds are a well-established part of life.

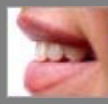
Transport

Superbly situated in middle England, Staffordshire is well placed for easy access to the entire motorway network whilst inter-city train services run to almost every major city, with London just over 90 minutes away, and Birmingham, Manchester and East Midlands international airports all in easy driving distance. In County bus services form a major public transport system with a comprehensive network of services operating in and around the main urban centres.

Education/Childcare

Staffordshire has a diverse mix of over 400 schools to match its varied communities. In most of the county there is a two-tier pattern of Primary and Secondary schools, however the three-tier system incorporating middle schools has been retained in some areas. For more information please see the [Schools in Staffordshire](#) page.

Staffordshire has a wide range of high quality child-care provision across the County. Further information and details of cost can be obtained from the [Children Information Service website](#) or, for a full list of childcare provision, contact Childcare in Staffordshire on Tel: 0845 650 9876.



The Opportunity - Why Should You Apply?

My colleagues and I in the senior team are leading a programme of considerable change. Momentum and ambition is growing across the Trust to innovate and deliver improved and highly effective individually tailored care for patients. We have a new Chairman (Sir Philip Hunter) who commenced in post in March and have recently recruited a new Chief Operating Officer who will commence in April.

The Trust has embarked upon the pathway to become a successfully licensed Foundation Trust. In order to achieve this, a number of work streams have already begun to take shape so this can be achieved. The implementation of Service Line Management and the benefits being experienced from piloting the mental health services phase of the 'Productivity Improvement Programme' have helped build momentum to deliver their current business plan. A great deal of work has been done to raise the profile of the Trust with their Commissioners and key stakeholders; the Trust is currently developing its' 5 year Integrated Business Plan (IBP) and Long Term Financial Model (LTFM) for submission to the StHA in September 2009. Commissioners are fully supportive of NSCHT in applying for Foundation Trust status and see the organisation as the provider of choice for the people of North Staffordshire.

The next phase in their development is to recruit a new Director of Human Resources and Organisational Development. In so doing, working with the board, a new and fully integrated people and organisational development strategy can be established and implemented. Work has already begun in this area and so you will be joining the Trust at a pivotal point in their history, providing you with an opportunity to really shape the future of how patient focussed services are delivered.

Working directly to the Chief Executive, you will be a member of the executive leadership team, attending full board meetings, though the post does not have voting rights. Nonetheless, you will enjoy a role that offers a rich mix of operational and strategic challenges, which will see the adoption of lean methodologies in order that the Trust becomes focussed on delivering highly effective, patient focussed services. To achieve this, you will develop a close working relationship with the new Chief Operating Officer and the executive team to bring about transformational change across the Trust.

The ideal person sought for this role will offer a solid general background in human resources. You will be CIPD qualified and preferably be:

- Seeking to consolidate your experience and gain your first Director level appointment
- An experienced Director, looking to broaden your experience in a different service setting
- An experienced Director, perhaps seeking a board level role on a part-time basis – the Trust is willing to seriously consider this option
- Excited by the opportunity to join a highly motivated executive leadership team and contribute to the development of a clearly patient focussed organisation.

For a more detailed conversation on how this role can help you progress your career please contact Simon Potts on 07770 786 933.



North Staffordshire Combined Healthcare

NHS Trust

JOB DESCRIPTION

Role:	Director of Human Resources, Organisational Development
Managerial Accountability to:	Chief Executive
Base:	Trust Headquarters

A. Background

The Director of Human Resources, Organisational Development (HR & OD) will lead and set the strategic vision and direction for the human resources, workforce planning, organisational development. This post will also be the Director lead for the health and safety functions of NSCHCT.

Working closely with the Chief Operating Officer, the post holder will influence and advise the Trust Board on critical workforce and organizational development matters. The Director will provide human resources advice and support to senior managers across the Trust and will lead the development of training, education and learning for the Trust.

The post holder, working closely with the Trust’s Executive Team, Clinical Directors and Business Managers will develop strategic links with respect to workforce and organisational development to ensure that we develop, improve and align our future services’ delivery on the priorities reflected by commissioners.

NSCHT has an income budget of £86m; it employs approximately 1900 FTE staff and operates out of 30 sites across the county. The Trust is working towards the achievement of Foundation Trust status.

B. Summary of post

- To provide expert professional advice to the Trust Board on all matters relating to human resources and H&S management, workforce development and best practice
- To lead on the implementation of the Trust’s Workforce Development Strategy and its ongoing review in supporting the Trust’s Five Year Integrated Business Plan (IBP) and other supporting strategies that will ensure that the Trust recruits, motivates and develops staff to provide an excellent quality of service provision
- To build, lead, develop and manage a professional HR and Learning and Development service ensuring that these teams are visible, responsive, and innovative and make a difference to the Trust’s reputation, engendering a positive experience within the workforce. Develop in all HR staff a shared vision of the purpose and values of the Trust and the HR service



- To develop a culture of continuous learning to ensure that all staff have the skills, knowledge and understanding necessary to provide the highest quality services to service users in order to achieve maximum return on investment
- To lead on the development and delivery of the full range of health and safety services for the Trust and ensure the provision of health and safety expertise and support in a timely way to the trust management
- To represent the Trust on workforce matters within the local health and social care communities ensuring that the Trust's agenda is integrated with the aims and objectives of the health and social care economy
- To support the Chief Operating Officer in implementing the organisational development (OD) strategy across the Trust and to ensure its impact on improving the Trust's reputation and trust with staff, service users and key stakeholders
- To provide leadership in the creation and celebration of a diverse and socially inclusive workforce ensuring the development and delivery of effective strategies for dealing with all aspects of equality and diversity and embedding this into the culture of the Trust
- To deliver all activities through formal business-planning processes with clear objectives and key performance indicators to monitor progress and to support and drive for success in the implementation of the trusts business development strategy
- To be accountable for the improving working lives programme and the Trust progress towards becoming a employer of choice, ensuring the Trust delivers creative strategies for recruitment and retention
- To lead the Trust's compliance with all relevant employment and H&S legislation, ensuring managers are kept up to date with developments and best practice
- To develop, implement and monitor effective and relevant workforce policies and procedures that foster positive employment relations and comply with relevant employment legislation and codes of practice
- To lead implementation and further development of key pay systems and processes ensuring there are appropriate and fair systems for managing job evaluation and awards processes
- To lead the development of the Trust's strategy for temporary staffing; working closely with the Chief Operating Officer to ensure solutions are tailored to the organisational context
- Working closely with the Chief Operating Officer and other Executive Directors to lead the delivery and operation of workforce planning processes that promote workforce transformation and the development of new roles and deliver efficiency savings as agreed. Ensure workforce plans are effectively integrated with the Trust's business development strategy
- To ensure continuous development of workforce information systems to support workforce and business planning processes and ensure the provision of high quality timely workforce information to the Trust Board
- To lead on employee relations matters, ensuring effective partnership working and the development of effective mechanisms for communication, consultation and negotiation with staff side representatives



- To lead the development of people management capacity and capability across the Trust ensuring that individual people management responsibilities are transparent and understood and that managers are trained and supported in discharging these responsibilities
- To ensure the maximum return on investment in staff resources through improvements in workforce productivity by modernising roles and practice, in particular through the benefits realisation to be achieved through Agenda for Change and the New Ways of Working

C. Key Responsibility areas

a. Functional

- Providing leadership and direction for the HR department, Organisational Development and Health and Safety teams - managing the provision of high quality operational HR services to a consistent standard throughout the Trust
- Ensuring each element of the HR, Organisational Development and H&S function works proactively with all managers and professional leads to provide expert advice, support and input to the effective management of the Trust
- Manage and be accountable for the Trust HR, Organisational Development and H&S budgets, advising the Executive Director of Finance of adverse movements and proposing remedial action including cost improving requirements
- Monitoring and evaluating diversity/equal opportunities practice throughout the Trust, maintaining an awareness of the developments in best practice within the Trust. This includes monitoring and evaluation compliance with equality legislation and related national and regional guidance, including the Race Equality Scheme, Gender Equality Scheme and the Disability Equality Scheme
- Working in conjunction with senior managers and professional leads to ensure HR and H&S policies, practices and processes support the achievement of quality and performance standards, including Health Care Commission, Auditors Local Evaluation (ALE), National Audit etc and support the Trust's governance and risk management objectives and standards
- Liaising with the Trust's legal advisor regarding Employment Tribunal applications and other employment-related legal claims against the Trust, interpreting information received and applying the best interests of the Trust's reputation and business objectives
- To be responsible for the delivery of effective Occupational Health and Counselling services for the Trust staff
- To be overall responsible for the Human Resource Electronic Staff Recording Systems (ESR) ensuring fitness for purpose

b. Operational

- To discharge responsibilities in a manner that commands the support and confidence of the Chief Executive, Chair, Board, Strategic Health Authority, staff and the public
- To contribute to the Board and Management Team to ensure the delivery of the Trust's strategic and operational plans
- Build and lead an HR service with the necessary capacity and expertise to support the delivery of high quality patient care and to meet service targets



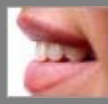
- Promote excellence in partnership working with staff representatives and partner organisations
- Undertake key projects in the delivery of the organisational development strategy
- Produce and regularly review the Trust's workforce strategy and supporting action plans
- Produce regular workforce information reports and the annual workforce plan for the Trust
- Develop programmes to promote leadership, development and succession planning within the Trust
- To ensure health and safety regulations are fully met
- To ensure robust corporate processes are in place, with measured targets to monitor Trust performance against income, quality and workforce requirements, and provide the necessary assurance to the Chief Executive
- Coordinate the annual staff survey and production of associated action plans
- Promote equality and diversity across the Trust
- To work with the Executive Team to ensure effective Healthcare Commission standards are fully met and minimise organisational risks

c. Staff Management

- To manage, develop and coordinate the activities of a diverse range of professionals to facilitate the implementation of Service Line Management and promote continuous improvement in workforce and organisational development
- To work with Clinical Directors and Business managers to support of workforce planning, staff appraisal, objective setting and personal development plans
- To create a workforce that reflects our local diversity
- To build, lead, develop and manage a professional HR and Learning and Development service ensuring that HR, OD and training and development are visible, responsive, and innovative and make a difference to the Trust's reputation, engendering a positive experience within the workforce. Develop in all HR staff a shared vision of the purpose and values of the Trust and the HR service

d. Generic

- To assist the Board, Management Team and Clinical Directors to deliver the Trust's strategic and operational plans, in particular the workforce and organisational development plan
- To lead on specific projects with other Directors, staff and partners to deliver the Trust's main functions
- To provide leadership of the highest possible standard to both internal and external clients, ensuring that all employees reflect the values and ethos of the Trust



Other Duties

The post holder is required to participate in the Director-on-call rota.

Indemnity

A Director who has acted honestly and in good faith will not have to meet out of his/her own personal resources any civil liability which is incurred in the execution or purported execution of his/her board function, save where the person has acted recklessly. The successful post holder will be expected to comply with all statutory legislation, Corporate Governance Framework and guidance and approved Trust policy.

Confidentiality

The post holder will treat all information that he/she handles with tact and discretion. No knowledge of a confidential or patient related nature will be passed on to any person who is not a Trust employee or authorised to have such information.

Mobility

The post holder is contracted to work at any Trust premises at any time throughout the duration of his/her contract and may be expected to travel to any part of the United Kingdom in connection with the position.

Data Protection

The post holder will, if required to do so, obtain, process and/or use information held on a computer or word processor in a fair and lawful way. Data will only be held for the specified registered purpose and will not be disclosed to any unauthorised persons or organisations.

Health and Safety

Staff must not do anything to compromise the health and safety of either their colleagues or themselves. Staff should also be aware of the responsibilities placed on them by legislation to ensure that agreed safety procedures are carried out. This will help to maintain a safe workplace for all.

Equal Opportunities Policy

It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment on grounds of gender, religion, race, colour, sexuality, nationality, and disability, ethnic or national origins or is not placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end, the Trust has an Equal Opportunities in Employment Policy and it is for each employee to contribute to its success.

Smoke Free Policy

NSCHT operates a smoke-free policy. Smoking is not permitted on any Trust premises (including the grounds that its premises are sited on) or in any Trust-owned vehicle. Applicants should be aware that it may not be possible for them to smoke throughout working hours.

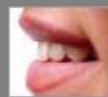
Code of Conduct

All Directors of the Trust are expected to work to exemplary standards and at all stages in accordance with the principles outlined in the *NHS Code of Conduct for Senior Managers and Directors* and Trust values – professional, positive and polite



PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	To be evidenced by
Qualifications	<ul style="list-style-type: none"> Member of Chartered Institute of Personnel and Development Masters degree or equivalent experience Evidence of continuous professional and personal development, including employment law. 	AF/Q
Experience (Nature & Level)	<ul style="list-style-type: none"> Evidence of a successful track record as a senior HR practitioner. Thorough knowledge and experience of translating and applying a range of employment law. Experience of leading collaborative partnership working with stakeholders within and external to the organisation. Proven experience of leading transformational change and development in a large and complex organisation. Experience of developing and implementing workforce related strategies. Successful track record in leading and developing teams and individuals including service line management. Record of effective involvement in service modernisation, workforce planning and productivity. Proven successful budgetary management and achievement of cost improvement and savings projects. Knowledge and successful application of key NHS/business policies and procedures. <u>THIS IS DESIRABLE NOT ESSENTIAL AS THIS MAY BE LEARNED WHILST IN POST</u> 	AF/I/R
Evidence of particular <ul style="list-style-type: none"> Knowledge Skills Aptitudes 	<ul style="list-style-type: none"> In-depth knowledge of leading edge HR practice and experience in implementation. Knowledge and evidence of Strategic HR policy development and implementation. A strategic thinker capable of setting and communicating clear strategic direction in order to meet service needs. Ability and political acumen to network and influence effectively internally and externally at a 	AF/I/R



	<p>senior level.</p> <ul style="list-style-type: none"> To have knowledge of and be able to demonstrate a level of competence against the HR NHS Leadership Qualities Framework. <u>(LEARNABLE IN POST)</u> . Understanding the business drivers for effective organisational development. Effective interpersonal skills – persuasiveness, diplomacy, tact, ability to listen effectively. Ability to present complex information to mixed audiences. Able to lead, motivate and develop team working. Highly developed communication skills and presentation skills with the ability to present complex information to a variety of audiences. Ability to meet key targets and deadlines and demonstrates a commitment to continuous performance improvement. 	
Personal Qualities	<ul style="list-style-type: none"> Outstanding personal impact, drive, enthusiasm, commitment and presence. Flexible & copes well in a rapidly changing environment Determination, perseverance and resiliency. Team player with a 'can do' attitude. Tough minded in regard to strength of character. 	I/R
Values	<ul style="list-style-type: none"> Can demonstrate support for the values and philosophy of Trust. Demonstrates the drive, enthusiasm, energy and ability to ensure HR management directly contributes to the organisation's objectives. Can demonstrate the ability to embed the principles of Improving Working Lives in everyday work. Strong belief in diversity and inclusion including evidence of putting this into practice. Can demonstrate a clear vision for HR and sees its' importance to service delivery. 	I/R
Special Requirements	<ul style="list-style-type: none"> Able to work flexibly to meet the needs of the service and participate in the Executive on-call rota. 	
Travelling	<ul style="list-style-type: none"> Full driving licence and the ability to travel between locations. 	I/R

Key: AF = Application form/CV
 Q = qualifications/certificates
 I = interview and selection process
 R = references



Terms & Conditions of Employment

Annual leave

On appointment to NHS	27 days
After 5 years NHS service	29 days
After 10 years NHS service	33 days

NHS Superannuation Scheme

The NHS scheme provides a retirement pension based on 1/60th of your pensionable pay on retirement for each year of scheme membership and a tax free sum on retirement equal to three times pension.

Life assurance of 2 years' pay applies while you are working and pensions and allowances for your spouse and children if you die. The scheme also provides ill-health retirement and redundancy benefits. Further details can be found at www.pensions.nhsbsa.nhs.uk.

References

The appointment is subject to the receipt of two satisfactory references. One of these references must be from your current or most recent line manager.

NHS Manager's Code of Conduct

The contract of Employment offered to the successful candidate will incorporate the NHS manager's code of conduct. This code has two aims, firstly to guide NHS managers in the work they do and the choices they have to make. Secondly, it reassures the public that these decisions are being made against a background of professional standards and accountability.



How to Apply

To apply for this position please send:

- Your up to date Current curriculum vitae, along with details of your current salary package
- Completed Equal Opportunities and Rehabilitation of Offenders Declarations and covering letter detailing how your experience and qualities meet the person specification requirements of the post (no more than three sides of A4)
- For a downloadable information pack click [here](#)

To Louise Griffiths –

Hays Executive
Hays House
71 Sankey Street
Warrington
WA1 1SL
Email: Louise.Griffiths@hays.com

For any further information, or to arrange a confidential discussion with Simon Potts please contact Louise Griffiths on 01925 654 312

Recruitment Timetable

Advert appears	Week Commencing 9th March
Closing date	27th March 2009
Long list sift	30th March 2009
Long list interviews with Simon Potts	30th March 2009 – 9th April 2009
Shortlist meeting	9th April 2009
Final selection interviews	16th April (pm only) + interviews 17th April



Useful Links

[North Staffs Combined Healthcare](#)

North Staffordshire Combined Healthcare NHS Trust web site

[Social Care Inspectorate](#)

This organisation inspects and reports on care services and councils to improve social care and stamp out bad practice.

[Healthcare Commission](#)

The health watchdog in England. It's their job to check that healthcare services are meeting standards in a range of areas.

[Monitor](#)

Monitor authorises and regulates NHS foundation trusts making sure they are well-managed and financially strong so that they can deliver excellent healthcare for patients.

[National Library for Health](#)

Online health resource

[NHS UK](#)

About the NHS England

[Department of Health](#)

Providing health and social care policy, guidance and publications



Recruitment Advert

North Staffordshire Combined Healthcare NHS Trust

“Create the vision that successfully shapes the future”

Director of Human Resources & OD **North Staffordshire Up to £85,000 + Pension + Relocation**

North Staffordshire Combined Healthcare NHS Trust has begun its journey to become a leading national force in the provision of; patient centred mental health, specialist learning disability and related services for people of all ages. Their objective is to promote where possible recovery, well-being and independent living for all patients. Close to the M6 corridor they serve a population of 463,000 people, operate from some 30 sites, employ 1900 staff with an income of c£86million.

Invigorated leadership amongst the board has advanced the organisation considerably, they are now poised to embark upon their Foundation Trust application; achieved good Healthcare Commission ratings, implemented service line management and are piloting with the StHA the mental health Productivity Improvement Programme. The Trust has an ambitious appetite for success and to draw together a number of work streams, they now seek to recruit a new Director of HR and OD.

Work has begun on their people and organisational development strategies, which you will help to shape, implement and develop whilst driving forward the Trust's ambition to become a truly patient led organisation. To achieve this, transformational change is necessary. Reporting to the Chief Executive and working closely with newly appointed Chief Operating Officer, you will be an integral member of the executive leadership team, proving expert professional advice and support to the Trust board. You will lead an established and multi disciplinary team of HR, Training, Clinical Support, Health & Safety, OD Personnel and Counselling professional. Key aspects of the role include:

- Developing and implementing the workforce and organisational development strategy - using your teams to develop and embed an integrated, responsive HR, learning and Development service using the HR business partner model
- Director lead for the Health and Safety portfolio
- Supporting the Board and Business Managers understand their priorities and implement changes that deliver more effective, efficient patient focussed services
- Designing and implementing strategies, policies and systems to position the Trust as a clear employer and provider of choice
- Engaging and developing cohesive relationships with staff and representative groups
- Contributing to the broader development and strategic planning for the Trust including its performance management.

You will be CIPD qualified with considerable generalist HR experience. Ideally you will have worked at board or equivalent levels previously, though this may be your first board appointment. Alternatively, you may be an experienced HR director seeking to broaden your experience in a different setting. **Consideration will be given to candidates from large complex organisations outside the NHS and to those seeking a part time role.** Self aware, you demonstrate creative thinking skills, political astuteness and shrewd commercial acumen. Above all, you are driven and enthused by your work, creating the vital motivation from which you can inspire change within others.

To discover more about this role can help you continue to forge your career pathway and the future of healthcare services please visit:

www.hays.com/jobs/northstaffscombined

For an informal, confidential conversation please contact Simon Potts on T 01625 419653 M 07770 786 933 E simon.potts@hays.com

Closing date for applications is 27.03.09