
About the Role

Job Title:	Chief Executive Officer
Band:	VSM
Location:	Shire Hall - Gloucester
Responsible to:	ICB Chair and Board
Accountable to:	ICB Chair and Board

Purpose of the Integrated Care Board CEO

The core purpose of this role, as ICB CEO, is to lead action to drive improved health outcomes for the people and communities living within their Integrated Care System area.

The postholder will do this by:

- Bringing together all those involved in planning and providing NHS services to agree and deliver their ambitions for improving the health of their population.
- Working in partnership with their local government colleagues and other partners to ensure the effective operation of the ICS Integrated Care Partnership and development and delivery of its integrated care strategy.

The CEO will be accountable for the development of the long-term plan for the ICB, delivering the related NHS commissioning and performance arrangements for their entire system and, through this, securing the provision of a comprehensive health service for people in the ICS area. They will be accountable for delivering improvements in the quality of patient care, patient safety, health inequality, workforce productivity and financial health across their ICS.

The CEO is accountable to the ICB Chair and Board for the delivery of the ICB plan including the requirement that the system delivers against the agreed financial plan Performance oversight will be provided by the NHS England Regional Director.

Key Accountabilities

You will be accountable for devising and delivering a 5-year Joint Forward Plan for the ICB in conjunction with your boards, your partners across the ICS and your local community. This will include measures to address elective recovery times, tackle health inequalities and deliver the objectives of the NHS Long Term Plan. The plan must deliver digital innovation and transformation in the delivery of health and care services across the ICS and a sustainable People Plan for the ICS workforce.

You will allocate and manage the NHS budget across your system in line with the plan agreed by your Board, the ICS's Integrated Care Strategy, the NHS Long Term Plan and NHS People Plan. You will be accountable for ensuring financial balance for the NHS, good value for money for tax-payers and long-term financial health in your system.

You will establish performance oversight arrangements with each provider of NHS services within the ICS. You will lead on the identification of performance risks and issues related to the quality of patient care and work with relevant providers and partners to enable solutions. You will actively address poor performance, working with NHSE regional teams to agree intervention as required. The CEO will ensure effective governance systems are in place throughout the ICS to do this, to secure the ICS plan and ensure the highest quality and safety of care is delivered.

Innovation in the delivery of patient care and particularly in improved access, better patient experiences, increased patient safety - and reduced inequalities in these regards - will be a key priority. The CEO will lead this transformation and encourage activity to accelerate this across their system.

The CEO will ensure their ICB is 'Well Led' and lead the development of a system-wide workforce strategy securing workforce supply and productivity. This will include workforce planning, training and activities to secure the NHS People Promise. Arrangements for driving significant improvements in Equality, Diversity and Inclusion will be key. The CEO will also play a lead role (with the NHS Leadership Academy) in the development of leaders, leadership teams and next generation leaders in their system and across their Region. They should ensure their ICB is well positioned as an anchor employer in their system.

This role is dependent on strong relationships with local patient communities, their representatives and ICS partners. The CEO will invest in an engagement and communication plan which builds confidence through routine listening events and involvement in the design of care improvements. Reducing health inequality and improving equal access to care will be prioritised.

You will lead the Emergency, Preparedness, Prevention response and hold civil contingency responsibility for the ICB reporting through to the Regional NHS England team.

The Opportunity

One Gloucestershire is a well-established partnership of health and care organisations based around trusted and collaborative relationships to deliver joined up services for the people of Gloucestershire. The Gloucestershire Integrated Care Board (ICB) is seeking to appoint a Chief Executive (CEOs) of the highest caliber to provide collaborative executive leadership of the Integrated Care Board (ICB) and to help us to continue to deliver the four core purposes of an ICS :- to improve outcomes in population health and healthcare; tackle inequalities in outcomes, experience and access; enhance productivity and value for money and help the NHS support broader social and economic development.

Bringing a breadth of expertise of galvanising collective endeavour around service transformation and financial recovery, your proven experience of delivering results will enable you to drive innovation and change across organisational boundaries. You will embed collaborative working enabling effective integrated commissioning and population health management, thus improving the health and wellbeing of the people of the area.

You will be deeply committed to the integration agenda and have a natural ability to engage, influence and collaborate with multiple and varied stakeholders including our partners, residents, communities and staff to create a real sense of shared purpose towards improving the health and wellbeing of our population.

As a result, we are looking for a high calibre individual who can lead us through this continued journey of transformation. If you share our ambition, vision, and values, then we look forward to receiving your application and meeting with you in due course.

We value and promote diversity and are committed to equality of opportunity for all. We believe that the best boards are those that reflect the communities they serve. We want to increase the diversity of our NHS leadership and particularly encourage applications from women, people from black and minority ethnic communities, LGBT communities, younger candidates and from people with lived experience of disability, who we know are all under-represented in these important roles.

All members of the board will be required to comply with the Nolan Principles of Public Life and meet the Fit and Proper Persons requirements.

Appointments will be made after a fair and open process so that the best people, from the widest possible pool of candidates, are appointed.

Essential Person Specification

Factors	Description
Personal Values	Personal commitment to the values of the NHS Long Term Plan, the NHS People Plan, Nolan principles and the Fit and Proper Persons regime.
	Demonstrates a compassionate leadership style with a track record of improvements to equality, diversity, and inclusion (in respect of boards, patients, and staff).
	Lives by the values of openness and integrity and has created cultures where this thrives.
Experience	Executive health care experience is essential. Additional experience outside of health is desirable.
	Substantial experience of operating at board level, leading across a complex and regulated environment. A track record of navigating the media and political stakeholders will be key.
	Experience of delivering digital and workforce transformation at scale.
Knowledge	Extensive knowledge of the health, care and local government landscape and an understanding of the social determinants of public health.
	Current thinking on practices which reduce health inequality, improve patient access, safety and Well Led.
	Sound understanding of strategic financial planning, oversight, and control of significant public funds.
Skills	Exceptional communication skills which engender community confidence, strong collaborations, and partnerships.
	Strong critical thinking and strategic problem-solving: the ability to anticipate and frame issues to drive effective strategy, problem resolution and action. Analytical rigour and numeracy will play a key role in this.
	Sophisticated leadership and influencing skills; building compassionate cultures where individuals and teams thrive at organisation, partnership, and system levels.