



Doncaster and Bassetlaw
Teaching Hospitals
NHS Foundation Trust

Medical Director

Candidate information



A word from

Richard Parker OBE, Chief Executive



Thank you for expressing an interest in the Medical Director post at Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust (DBTH).

As an organisation, it is our vision to be the 'safest Trust in England, outstanding in all that we do'. To serve this ambition, we have an embedded ethos of Quality Improvement (Qi), a strong focus upon performance, and a values-based culture which places the patient at the heart of everything we do as health professionals.

Working to a clear and recently refreshed organisational strategy, this is a very exciting time for the Trust. With an expanding quality improvement programme, we are striving to establish a position as one of the best in class for health, whilst also completing a journey to become Care Quality Commission (CQC) rated 'Outstanding'.

Alongside these aims, we are also further building upon our strengths and reputation for specialised services, ensuring that we remain at the forefront of innovation, research and development, as well as best practice as a Teaching Hospital and learning organisation.

Like all NHS organisations, we expect, and indeed are seeing, increased demand for our services, at the same time as having to respond to a changing healthcare economy. As such, we are working with our local and regional partners and stakeholders to reshape pathways to improve patient experience and offer faster access to the highest quality of care in the most appropriate setting, and this is where you come in.

The Medical Director position is an exciting, challenging role at the heart of our organisation and integral to the above vision. As an Executive Director, you will be responsible for the delivery of the highest quality medical care for our patients, as well as empowering and supporting colleagues to reach their full potential as health professionals.

As the post holder, you will provide inspirational and visible leadership to the Trust's medical staff across our sites at Bassetlaw Hospital, Doncaster Royal Infirmary, Montagu Mexborough and Retford Hospitals. You will have a lead role in the development and implementation of innovation, new

clinical processes and pathways, advising and overseeing service reconfigurations, consultant appraisals, revalidation and related job planning.

As Medical Director, you will work closely with the Director of Nursing, Midwifery and Allied Health Professionals, in addition to the wider Board of Directors, to ensure that the organisation fosters a culture of excellence in all areas of patient care and safety. Additionally, you will support our promise to ensure that all colleagues have the opportunity 'Develop, Belong and Thrive, Here' at DBTH.

With the growing influence of our trail-blazing, Integrated Care Partnerships (ICS), and local 'Place' partners, it is also an incredibly exciting time to join our team

We are looking for a highly influential, enthusiastic and motivated individual with great vision, energy, drive, relationships and the ability to deliver results. You will need to be both a skilled clinician and leader, with a sharp eye for detail and possessing a great deal of empathy in the development of colleagues. In all, we are looking for someone with a constant drive for excellence and improvement. In return we will support and develop you, helping you to thrive within our organisation and reach your full potential.

Please take a few minutes to read the following information, which will give you further context for our organisation. If you would like to discuss the role further, please contact Angela O'Mara, Executive PA, who will organise ample time for a discussion (a.o'mara@nhs.net). I hope you will find everything you need in the attached information and on our website <https://www.dbth.nhs.uk/>.

Richard Parker OBE
Chief Executive

Providing Care

Hosting three main hospital sites and a number of additional services, we are proud to serve the people of Doncaster, Bassetlaw and beyond.

Doncaster Royal Infirmary (DRI): A large acute hospital with around 600 beds, a 24-hour Emergency Department (ED), and trauma unit status. In addition to the full range of district general hospital care, DRI also provides some specialist services including vascular surgery and interventional radiology. It has inpatient, day case, diagnostic and outpatient facilities.

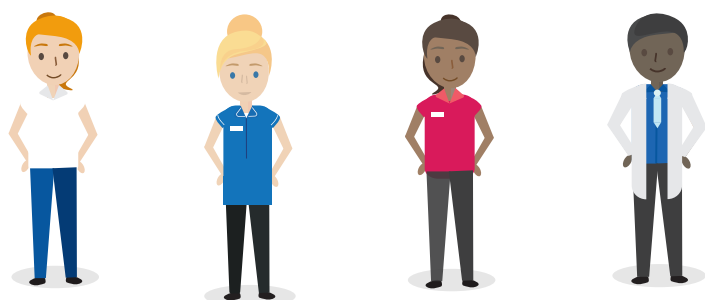
Bassetlaw Hospital (BH) in Worksop: An acute hospital with over 170 beds, a 24-hour Emergency Department (ED) and the full range of district general hospital services including a breast care unit and renal dialysis. Bassetlaw has inpatient, day case and outpatient facilities.

Montagu Hospital (MH) in Mexborough: A small non-acute hospital with over 50 inpatient beds for people who need further rehabilitation before they can be discharged. There is a nurse-led minor injuries unit, open 9am to 9pm. It also has a day surgery unit, renal dialysis, a chronic pain management unit and a wide range of outpatient clinics. Montagu is the site of our Rehabilitation Centre, Clinical Simulation Centre and the base for the abdominal aortic aneurysm screening programme.

We are also registered to provide outpatient and other health services at Retford Hospital, including clinical therapies and medical imaging.

We also provide some screening services in community settings across South Yorkshire and Bassetlaw.

In 2004, Doncaster and Bassetlaw Hospitals became one of the first 10 NHS trusts in the country to be awarded foundation trust status. In 2017, the Trust was awarded Teaching Hospital status.



Doncaster Royal Infirmary



Bassetlaw Hospital



Montagu Hospital

Our performance

What we did, and how we did it.

In 2018/19 we had one of our busiest-ever years. Despite this, we delivered strong performance, reaching most of our targets while delivering high quality care.

We cared for approximately
123,200 inpatients



We cared for approximately
472,000 outpatients



Our performance indicators 18/19



We recorded only **21 cases** of **C.Diff** in year.



We recorded **zero cases** of **MRSA Bacteraemia** in the year.



We achieved **six of eight cancer targets** in year.



We achieved **92.64%** for our **four hour access target**.



We achieved **88.8%** for our **Referral to Treatment** against a target of 89.1%.

We cared for approximately
175,200 emergencies



We delivered approximately
4,700 babies



Thorne



Doncaster



Doncaster Royal Infirmary cared for **515,250** patients.

Montagu Hospital cared for **78,500** patients.

Mexborough



Our clinics cared for **7,900** patients.

Bassetlaw Hospital cared for **174,550** patients.

Worksop





“Everyone at DBTH was so helpful - even when they had a million other jobs to do they still took the time to show me where things were and explain anything I queried.”

Medical student at the Trust

2018/19 in brief



Fantastic feedback

We received a range of positive patient and colleague comments, daily:

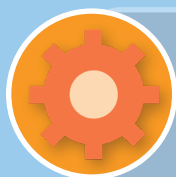
- ★ 99% of patients said we are caring and compassionate
- ★ 99% of patients said they were extremely likely to recommend our services.
- ★ The Trust is rated four stars out of five on NHS Choices.
- ★ The Trust is rated 4.1 out of 5 on Facebook.
- ★ Hundreds of staff share notes of thanks via social media regarding both work and the care received by friends and family.

Incredible staff



We have some of the most talented colleagues in the UK, and this year:

- ★ Two colleagues were elected President of their national professional associations for [ENT](#) and [Laryngology](#).
- ★ Another was awarded a [honorary fellowship](#).
- ★ One colleague was awarded an [OBE](#) and another a [British Empire Medal](#).
- ★ Another member of Team DBTH was recognised for [exceptional contributions](#) to digital imaging informatics.
- ★ In all, the Trust was nominated for more than 20 national awards.



Highly specialised

We have some of the best, specialised services in the country, delivering:

- ★ [UKAS accredited](#) Pathology services.
- ★ Accredited Endoscopy services.
- ★ [Accredited](#) Echocardiography services.
- ★ High performing vascular surgery, one of the few in the North of England.
- ★ Our Stroke services provide [Hyper Acute Stroke Service](#) (HASU) for the region.
- ★ This is in addition to the highly specialised and skilled staff we count on each and every day.

Best performance



We are amongst the best in the country for high performing services:

- ★ Within top 20% highest performing Emergency Departments in the country.
- ★ [Region-leading results](#) for Patient Led Assessment of the Care Environment (PLACE).
- ★ Recently enhanced Cancer Rapid Diagnosis services.
- ★ The first to reach [75% staff flu vaccination](#) in the country for the fourth year running.
- ★ Low HSMR (mortality) rates, reducing from a high of 114 in 12/13. Soon to be enhanced by [Digital Transformation](#).



2018/19 in brief



New Facilities

This year, we invested over £12 million in our sites, which included:

- ★ Multi-million pound investment in [new catering facilities](#).
- ★ Refurbishment of DRI's Gate Four entrance and installation of 'living wall'.
- ★ Opening of two '[Changing Places](#)' restrooms, one at DRI and another at Bassetlaw Hospital.
- ★ The official unveiling of the [Butterfly Garden](#).
- ★ Breaking ground on the new [CT Suite](#) at DRI.
- ★ This is in addition to countless routine repairs, maintenance tasks and other changes to our sites.

Safety and Quality



We have made excellent progress across our quality and safety indicators:

- ★ [Zero cases](#) of MRSA for almost 700 days.
- ★ 25% reduction in occurrence of [C.Diff](#) since last year.
- ★ Implementation and adoption of better sepsis diagnosis.
- ★ Introduction of a number of projects with an emphasis on patient-centered care including: [Making Mealtimes Matter](#), [Sleep Helps Healing](#) and increasing [visiting times](#).
- ★ Further expansion of '[Sharing How We Care](#)', including second ever conference.



Training, Development and Research

As a Teaching Hospital we have nationally recognised educators and researchers:

- ★ Essential Training rate at 82.5%.
- ★ 47 additional research projects approved by the Trust and support for colleagues to undertake further development.
- ★ Award-nominated mentoring and region-leading feedback.
- ★ We trained 25% of all junior doctors as well as 30% of all other health professionals in the area.
- ★ Introduction of innovative new roles.
- ★ We have begun to roll-out our Leadership programme to help colleagues Develop, Belong and Thrive Here.

Quality Improvement (Qi)



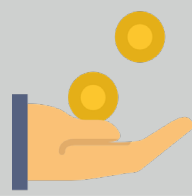
We now host an innovative and pioneering Qi service at the Trust:

- ★ One of six Trusts involved in the NHSI Quality Improvement Programme
- ★ 300 staff are now involved in 190 improvement projects.
- ★ Over 2,000 staff are trained in our Qi way.
- ★ Improvement is embedded in all forms of training such as 'Leading to Outstanding'.
- ★ Outcomes from this work include enhanced pain relief for Trauma and Orthopaedic patients as well as better waiting list management within our Antenatal Clinic.
- ★ This work will continue in 2019/20.





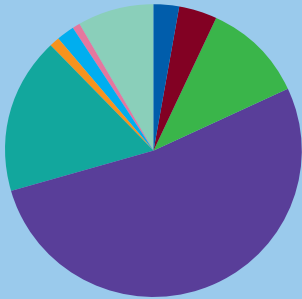
In 2018/19 we had a budget of **£403m.**



We received charitable donations of **£361k.**

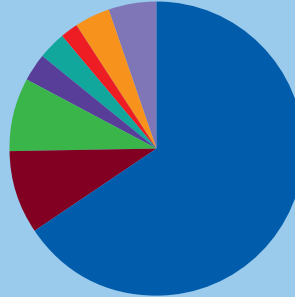


In 2018/19 we made savings of **£12.1m.**



Income Sources

- Health Education England 3%
- Provider Trusts 4%
- NHS England 11%
- Doncaster CCG 52%
- Bassetlaw CCG 17%
- Barnsley CCG 1%
- Rotherham CCG 2%
- DHSC 1%
- Other 8%



Types of Expenditure

- Staff 65%
- Drugs 9%
- Clinical Supplies/Services 8%
- Premises 3%
- Purchase of healthcare 3%
- Depreciation 2%
- Clinical Negligence Insurance 4%
- Other 5%



We have around **2,000** nurses and midwives.

We have around **1,400** clinical support workers.

We have around **600** medical and dental colleagues.

We have around **2,000** office-based colleagues.

We have around **500** 'other' skilled colleagues.

We have around **300** volunteers.



We have around **6,500** staff



Sickness absence **4.39%**



Vacancy rate was **7.9%**

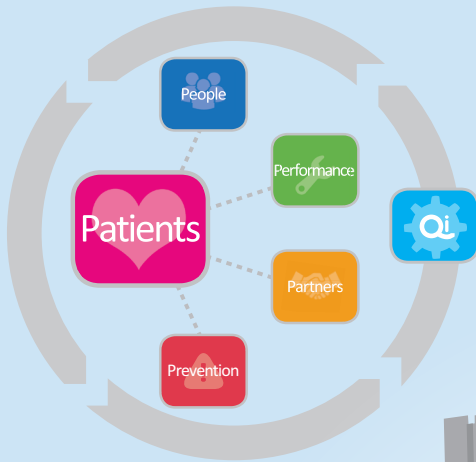


How we intend to **secure our future**

Our vision:

To be the safest trust in England

Outstanding in all that we do



We always put the patient first.

Everyone counts – we treat each other with courtesy, honesty, respect and dignity.

Committed to quality and continuously improving patient experience.

Always caring and compassionate.

Responsible and accountable for our actions – taking pride in our work.

Encouraging and valuing our diverse staff and rewarding ability and innovation.



Our Trust strategy 2017-2022

Key Trust publications

Access the latest Trust publications using the links below:

[Strategic Direction and enabling strategies](#) for 2017-2022

[Annual report](#) 2018/19



Key partner publications

Access the latest partners publications using the links below:

[South Yorkshire and Bassetlaw ICS Sustainability and Transformation Plan](#)

[Doncaster Place Plan 2019-2022](#)

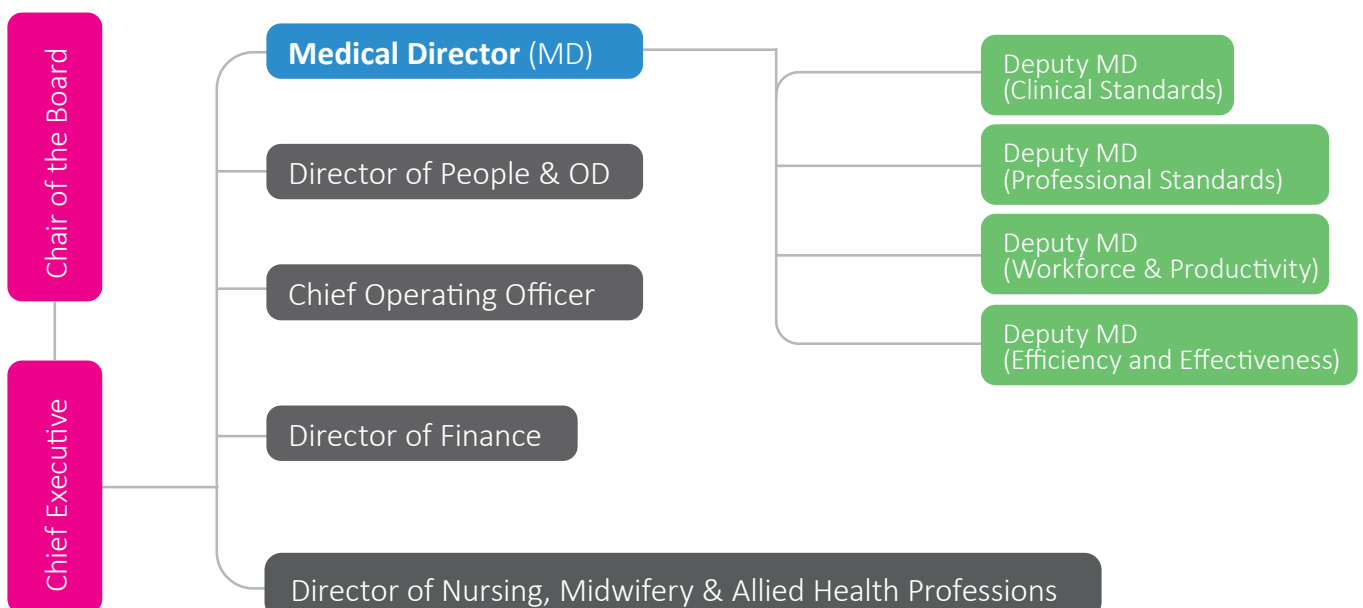
[Bassetlaw Place Plan 2019-2022](#)



Structure Charts for DBTH



Medical Director organisational diagram:



The area

Spread across a wide and varied area, Doncaster and Worksop offer the perfect balance, with the best of the country and all of the comforts of city living.

The Trust operates over an area of 20 miles between our sites in Doncaster and Worksop, meaning that we are perfectly situated to take advantage of the sites, attractions and shopping destinations of both South Yorkshire and Nottinghamshire.

Both Doncaster and Worksop are located within easy access of the A1, M1, M18 and are only twenty minutes from Doncaster Sheffield International Airport.

Doncaster

An historical market town, at the southern edge of Yorkshire, Doncaster is renowned for its horse racing, rich railway heritage and its wealth of Georgian and Regency architecture on the Great North Road.

As a modern and ambitious town, with some of the most affordable real estate in the country, Doncaster hosts a vibrant town centre with first-class retail outlets, a fantastic night-life scene and ample opportunity for excursions, events and activities at the Dome, Yorkshire Wildlife Park or one of the town's sporting clubs.

Further afield, the town is home to some truly stunning scenes of a natural beauty, with rambling little villages to visit, ample woodland to explore and even a Norman castle to conquer.



Whether you fancy a trip to Meadowhall or wish to spend a lost afternoon in nearby Sheffield, Hull or Leeds, Doncaster is your perfect launch pad, combining the best of the country with all of the comforts of the city.

Doncaster Growing Together is a set of concrete plans for now and big ideas for the future. Find out more about the town's ambitious next steps.

Worksop

A quaint market town, Worksop is famed as the 'Gateway to the Dukeries', a unique selection of Ducal properties in north Nottinghamshire which includes Clumber Park, Welbeck Abbey, Thoresby Hall and Worksop Manor.

A former mining town, Worksop has many local attractions in the town and nearby, you'll find plenty of things to see and do and places to stay along with a whole host of bars and restaurants.

Like its neighbour, Worksop has some truly beautiful stretches of country side, boasting truly idyllic scenery and playing the perfect host for a good ramble through North Nottinghamshire's delectable sights and sounds.

A picturesque place to live and work, if the above isn't convincing enough, a recent study has found Worksop to be the happiest place in Nottinghamshire!





“Patients are at the heart of everything we do. As a member of the team I always try to ensure that patients in my care receive the best quality care and have a good experience while at the Trust.”

Member of Team DBTH

Job outline

1. We care for you



We care because:

We always put the patient first.

Everyone counts – we treat each other with courtesy, honesty, respect and dignity

Committed to quality and continuously improving patient experience.

Always caring and compassionate.

Responsible and accountable for our actions – taking pride in our work.

Encouraging and valuing our diverse staff and rewarding ability and innovation.

2. Job identification

Job title: Medical Director

Grade: VSM/Medical and Dental

Responsible: Chief Executive

Department/area: Trust-wide

3. Job purpose

Role Summary

The overriding purpose of this job is to support the provision of the highest quality patient care through personal actions and continuous improvement. We want to ensure that Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust the best place in the NHS to work and receive care.

The Medical Director is a full member of the Board of Directors and will provide advice to the Chief Executive and Board of Directors on all professional medical issues and lead clinical collaboration within the organisation, and across Trust boundaries, in partnership with other clinicians.

The Medical Director is expected to contribute to the development and delivery of the wider organisational agenda, whilst advising the Board of Directors on the full range of medical issues.

The post holder will have a lead role in advising on and developing medical/clinical aspects of the Trust strategic plans, clinical service strategy, service re-configuration, clinical performance and conduct, clinical governance, consultant appraisal, revalidation and job planning and all areas relevant to the role.

In conjunction with the Director of Nursing, Midwifery & AHPs, the Medical Director will provide strategic leadership in shaping the clinical culture and implementing clinical governance and patient safety arrangements across the Trust.

Finally, you will play a crucial role in supporting the Trust's ambition to be the safest Trust in England, outstanding in all that we do.

4. Main duties/responsibilities

The Medical Director through the Divisional management structure will:

1. Provide dynamic leadership of the medical profession in the Trust, working in collaboration with the Deputy Medical and Divisional Directors, Clinical Directors and other senior clinicians.
2. Take the lead role in shaping the policies and strategies for developing and modernising medical practice and medical education throughout the Trust, in order to ensure high quality, safe and appropriate health care services for our patients.
3. Be responsible for the development and implementation of effective Job Planning processes to ensure the efficient utilisation of medical resources.
4. Develop policies and a strategic direction for the development and delivery of clinical services prioritising quality and patient safety.
5. Work alongside the Director of People & OD in dealing with the employment issues relating to medical staff, working closely with Medical HR Manager.
6. Work with colleagues to ensure an effective and vibrant culture and a positive clinical leadership environment within the Trust.
7. Work with the Director of Nursing, Midwifery & AHPs to ensure the development, implementation and maintenance of robust clinical governance, and assurance systems.
8. Be responsible for overseeing clinical audit.
9. Be the "Responsible Officer" for revalidation (including medical staff appraisal) ensuring the development and implementation of effective processes and monitoring systems.
10. Play a key leadership role in the development of the strategic vision of the Trust whilst ensuring the development and alignment of individual service line clinical strategies.

Key responsibilities

1. The Medical Director will be required to fulfil statutory responsibilities as an Executive Member of the Board of Directors and ensure that the Trust adheres to appropriate policies and practice when required in the management of medical staff and medical staffing issues.
2. Take corporate responsibility in the shaping and

delivery of the organisations strategic direction and the development of the organisational culture.

3. In conjunction with the Director of Nursing, Midwifery & AHPs, develop and maintain robust systems and processes of clinical governance, such as quality impact assessments which are integrated into day to day service provision ensuring patient safety and high quality services are at the heart of the organisation.
4. Establish systems and processes which support the maintenance of outstanding levels of clinical performance, efficiency and effectiveness including revalidation, medical staff appraisal and job planning.
5. Work closely with the Divisions and service lines in the reconfiguration of clinical services to meet the Trust's strategic direction, and with the Chief Operating Officer and Director of Finance to develop coherent and reliable clinical information.
6. Support the Divisions and service lines in the management of the medical workforce working alongside the Director of People & OD, ensuring that systems and processes are aligned to the success of the organisation and employee relations issues dealt with efficiently and expeditiously.
7. With the Directors of People & OD and Education & Research support the delivery of training and encourage talent management, succession planning and the development of clinical leadership.
8. Maintain effective communications with medical staff within the organization, ensuring that the medical workforce is actively engaged in the development of the Trust, its services and clinical policy protocols.
9. Establish and maintain excellent relationships with the local community, ensuring that the reputation of the Trust is supported and maintained.
10. Develop and implement the infrastructure required to support the Medical Director including clinical leadership at all levels and designated roles in clinical governance.
11. Play an active role in the development of pre and post basic education and development and high quality research.
12. Develop robust strategies and action plans for the ongoing reduction of healthcare acquired infections.

Statutory responsibilities

1. Fulfil all statutory responsibilities as an Executive member of the Board of Directors and Executive Director of the Trust.
2. Provide advice on medical staffing issues, have regard to statutory requirements and national

and local policy and guidance. This includes the implementation of national policy, directives and the development and implementation of clinical indicators to ensure safe and appropriate standards of medical practice.

3. Take a lead role in the resolution of medical performance issues, working closely with the Director of People & OD and ensure the consistency of application of the disciplinary procedure for medical staff on behalf of the Board of Directors undertaking the specific roles required of the Medical Director.
4. Support the Director of Nursing, Midwifery & AHPs to ensure compliance with the Health Act 2006 (also known as the Hygiene Code) ensuring that the Trust surpasses all relevant performance targets.
5. Contribute to the strategic direction and development of the Trust through the leadership of key areas of work agreed with the Board of Directors and Chief Executive.
6. With the Director of Nursing, Midwifery & AHPs and senior clinicians continuously improve the quality of patient care against national and local indicators and establish and maintain relationships with GPs, commissioners and other local representative organisations.
7. Advise the Chief Executive on the review of medical job plans in conjunction with the Director of People & OD in a timely manner to ensure that clinical performance and productivity are maximised.
8. Ensure that appraisal for all doctors is carried out to a high standard and that clear objectives are agreed which meet the needs of the doctor, the Trust and satisfy revalidation requirements.
9. Undertake the role of Responsible Office for medical revalidation, ensuring systems and processes are designed and implemented to ensure a review of practice and conduct of all doctors carried out as required by the General Medical Council.
10. Act as Caldicott Guardian, responsible for overseeing all procedures affecting access to person-identifiable data.

Corporate responsibilities

1. Take responsibility with other Directors for the efficient delivery of high quality care to patients, which meet in support of the delivery of the Trust's performance and financial targets.
2. Take strategic responsibility for clinical service, policy development and implementation, particularly relating to national or regional initiatives, directives from NHSE/I, the Care Quality Commission and other national bodies including the National Institute of Clinical Excellence (NICE), National Patient Safety Agency (NPSA), Health Protection Agency (HPA), Department of Public Health Commissioners.

3. Provide professional leadership for medical staff and promote multidisciplinary team working
4. Be responsible for driving forward and shaping a culture of change, innovation and modernisation, to facilitate the implementation of effective medical leadership and management arrangements and to support service improvement and reconfiguration.
5. Take responsibility with the Director of People & OD for the development and implementation of a strategy for medical workforce planning within the Trust's People Strategy.
6. Advise the Board of Directors on the impact of legislation and national policies on the Trust's ability to deliver clinical services.

Clinical governance

1. Ensure the development and operation of a robust and clearly understood process for clinical governance and board assurance, including clinical risk management.
2. Support the Director of Nursing, Midwifery & AHPs and Chief Executive in the development and implementation of a comprehensive risk management strategy.
3. Co-ordinate inspections by external bodies including the Postgraduate Medical Education and Training Board (PMETB), the Royal Colleges, the Deanery, Care Quality Commission, Task Force and the response to National Confidential Enquiries.
4. Advise the Board of Directors of the outcome and implications of external inspections and ensure that recommendations are implemented.
5. Work closely with the Director of Nursing, Midwifery & AHPs and other executive colleagues to develop and communicate the strategic vision for clinical governance.
6. Ensure that within each clinical Division and service line, effective systems and processes are established to enable the delivery of the clinical governance agenda.
7. Participate in and support the assurance process for all aspects of governance as the chair of the Clinical Governance Committee and member of the Quality and Effectiveness Committee.

Managing clinical performance

1. Take responsibility for ensuring that systems and processes are in place for medical staff appraisal, revalidation, job planning and review mechanisms through senior clinical and divisional infrastructure.
2. Take responsibility for managing local systems which are effective in enabling individual doctors and clinical professionals to discharge their

professional obligation to identify clinical colleagues if there is a cause for concern or reason to believe that their conduct, performance or health might present a threat to patients as outlines in 'Duties of a Doctor' and to raise these concerns in confidence.

3. Take responsibility for ensuring that effective clinical audit processes are in place.

Managing the medical profession

1. Take Board responsibility for the management of the job plan review, pay progression and appraisal processes, working closely with the Divisional Directors to ensure that these are embedded across the Trust.
2. Take a lead role with the Director of People & OD in any employment matters for medical staff in relation to conduct, capability, competence or performance.

Other duties

1. This job description is indicative of the range of duties for the post-holder. It is not intended to be an exhaustive list and changes may be required which will be discussed with the post-holder.

5. Communications and working relationships

Integral:

1. Board of Directors
2. Executive Team
3. Deputy Medical Directors
4. Divisional Directors
5. Other Clinical Colleagues in relation to clinical work
6. LNC/TMC Representatives.

External:

1. Commissioners
2. Other Care Providers in the local health community
3. Royal Colleges
4. Multi-Professional Deanery
5. PMETB

6. General Medical Council
7. NCAS
8. BMA.

As part of this partnership work, you will also play a crucial role in the development of our ambitions to become a University Hospital, further enhance our clinical sites in both Doncaster and Bassetlaw, as well as support other projects in the region which will positively impact both colleagues and patients.

6. Personal attributes

A. Core Attributes

-  Demonstrate an understanding of the importance of quality of care.
-  Demonstrate that you will be open to improving everything that you do.
-  Be accountable for own actions and those of their team.
-  Demonstrate that everyone's contribution is valued.
-  Have an ability to work efficiently, effectively and professionally in a multidisciplinary team.
-  Work to ensure the care group/directorate improves efficiency and reduces waste.
-  Displays networking skills.
-  Have an ability to consider and implement new solutions.

B. Values Based Behaviours for Leaders

The following characteristics are expected for senior leaders in the organisation:

Strategic Approach

(Be clear on objectives and clear on expectations)

- Will always plan and take initiative in the best interest of the patient
- Will make decisions based on the strategic direction of the organisation
- Can make success criteria clear to others and focuses them on what matters most
- Avoid major problems by anticipation and contingency planning.

Relationship Building

(Can communicate effectively, be open and willing to help, courteous)

- Able to consistently understand and meet the needs and interests of patients
- Can develop joint solutions by use of open questions and listening to others
- Can involve key stakeholder and staff in planning organisational change.

Personal credibility

(Is visible, approachable, confident, good role model, resilient and honest)

- Can articulate a compelling vision
- Will consistently deliver on promises and champions DBTH's values
- Displays sensitivity to the needs and feelings of others
- Will have a zero tolerance to bad behaviour and actively manage poor performance.

Passion to Succeed

(Is patient centred, positive attitude, takes responsibility, and aspires to excellence)

- Will motivate others with enthusiasm and a positive attitude
- Can maintain optimism and sense of humour in stressful situations
- Can infuse pride and joy in work
- Always leads by example by taking responsibility, being compassionate and aspiring to excellence.

Harness Performance through Teams

Able to develop staff, actively listen and value contribution, give feedback, empower staff and respect diversity, champion positive change, creating a culture without fear of retribution)

- Able to take proactive steps to develop team members using a variety of approaches
- Will involve team members in planning and delivering change
- Matches the needs of activity to available resources
- Seeks out and listens to team members and stakeholders, welcoming warnings or problems.

7. Person specification

Attributes	Essential	Desirable
KNOWLEDGE AND EXPERIENCE	<ul style="list-style-type: none"> • In-depth understanding of the complexity in the provision of healthcare • Knowledge of the UK healthcare sector including the implications of Foundation Trust status on governance and service provision • Substantial experience at consultant level, with senior experience in a large DGH or Teaching Hospital environment • Proven experience as a Medical Manager • Outstanding reputation as a clinician and clinical leader, with a proven track record of producing high quality results in the management and leadership of clinical services • Experience in building organisational capabilities, including establishing a clear strategic vision and direction and translation into successful outcomes • Experience of managing governance agendas, including clinical governance Evidence of continuing professional and managerial development. 	<ul style="list-style-type: none"> • Experience of managing postgraduate training • Experience of leading a large complex organisation through significant change.
ELIGIBILITY/ QUALIFICATIONS/ TRAINING	<ul style="list-style-type: none"> • Medical Graduate • Postgraduate Medical Qualification • Full registration with GMC • Evidence of sustained personal professional development. 	<ul style="list-style-type: none"> • Masters degree and / or other professional management qualification.
ABILITIES AND PERSONAL QUALITIES	<ul style="list-style-type: none"> • Strong interpersonal skills with the ability to command credibility with colleagues • Success as a team player and the ability to work with staff at all levels • Excellent interpersonal and communication skills • Innovation and vision, including an ability to build organisational capabilities, establishing a clear strategic vision and direction and translating this into successful outcomes • Intellectual flexibility, including the ability to understand both operational detail and wider longer strategic visions, and to articulate these to others • Political awareness, with the ability to understand the wider interest groups and stakeholders within the Trust, and to work sensitively to overcome their differing positions and interests • Ability to take on the responsibilities of the responsible officer as outlined by the GMC • Drive for improvement with the proven ability to set and meet ambitious targets and monitor against targets • The energy, stamina and drive commensurate with working as an Executive Director in an acute hospital. 	<ul style="list-style-type: none"> • Financial awareness and business acumen • A proven ability to plan strategically.
CONTRACTUAL REQUIREMENTS	<ul style="list-style-type: none"> • Able to travel between sites • The post holder will be expected to undertake on call as part of clinical practice or as a member of the Executive Team. 	





**Doncaster and Bassetlaw
Teaching Hospitals
NHS Foundation Trust**