



ODGERS BERNDTSON

OUTSIDEIN

EXPANDING THE LEADERSHIP OF HEALTH AND CARE

Foreword

Ever since its creation in 1948 the NHS has been at the heart of our national life, playing a central role in everyone's life journey from birth to death, from our beginning to our end.

The importance of that role has come even more centre stage as our country grapples with the biggest challenge it has faced since the Second World War.

As someone who spent the first 25 years of his career working beyond the NHS, I recognise that the service can initially seem intimidating, looking from the outside in. Its Byzantine organisational structure. Its obtuse language and forest of acronyms. A lot of "NHS lifers" in senior positions looking like an exclusive club. The centrality of medicine and clinical practice that can take 15 focused and full years for many doctors to fully qualify, so what hope have I got wrapping my head round that?

But having worked in a FTSE 100 PLC and the Civil Service for most of my career, there is much that is immediately familiar when you're on the inside. The importance of values-based leadership; sound finances; proper system and process; good management discipline; getting the best out of those that you lead. These are the bedrock of any NHS leadership career and my observation is that those who can successfully navigate an initial sense of "this feels a bit odd" will rapidly flourish. I think of the trust CEO who managed a rock band; the trust Finance Director who came from the bluest of blue chip PLCs; and two trust HR Directors who came from the same Government Department where I used to work.

For those who do take the plunge, the benefits are enormous. The reward that comes from solving complex

problems to support some of the most vulnerable in our society, often at real crisis points, and defining moments, in their lives. The chance to work alongside some of the brightest and most talented and committed people you could ever meet. A huge range of different roles across a very diverse sector where no day is ever the same. A chance to really improve organisational performance given that there is much in the NHS that can be done better. Roles that are intellectually stimulating and provide huge challenge as well as an enormous opportunity for personal learning. And a chance to play your individual part in the success of a service that the public says is the part of our national life that makes them most proud to be British.

There has been no better time to join the NHS from the outside. Come and join us.



CHRIS HOPSON

Chief Executive of NHS Providers

NHS Providers is the membership organisation of the 217 NHS acute hospital, ambulance, community and mental health trusts that employ 800,000 NHS staff, turn over £80 billion a year and treat a million patients every 36 hours.

There has never been a more critical time to join the health and care sector

In a post-pandemic environment, as our population continues to grow and age, demand in our healthcare services continues to rise while treatments and technology improve and solve our greatest challenges.

Exciting and ever changing, there are few other sectors that offer the sheer scale, complexity, professional challenge and opportunity to impact that a career in health and care provides. Indeed, no other sector will provide the opportunity to make such a tangible difference to people's lives the way a role in the health and care sector can.



THE FUTURE OF HEALTHCARE DELIVERY WILL REQUIRE FRESH INNOVATION AND A MORE DIVERSE SKILLSET AND MINDSET IN ORDER TO BRING ABOUT THE CHANGE REQUIRED TO ACHIEVE WORLD CLASS HEALTH OUTCOMES FOR OUR POPULATION

We believe that the best leadership is transferable. Healthcare providers, trusts, regulators and other bodies need high performing and diverse leadership and to deliver the best possible outcomes for communities, and change and transformation to the sector.

Odgers Berndtson's OutsideIn seeks qualified leaders for executive and senior leadership positions across the health and care sectors. Whether you are seeking a frontline role close to the delivery of care or whether you prefer to shape strategy at a regional or national level, the opportunities are diverse and wide-ranging. You will have the chance to work with purpose, make an impact and deliver improvement underpinned by the core values of the health and care sector.

From workforce, transformation and digital, through to finance and procurement, we have been involved in identifying suitable opportunities for candidates from a diverse range of sectors, backgrounds and experiences making their first move into the health and care sector. We work right across the sector from the Department of Health and Social Care, NHS England, NHS trusts, arms-length bodies, regulators, royal colleges through to independent sector providers, care homes and health technology businesses.

KEY FUNCTIONS

- **CFO and Finance**
- **HR, People and Culture**
- **CIO, IT and Digital**
- **Change and Transformation**
- **Procurement and Supply Chain**
- **Legal and General Counsel**
- **Commercial Boards**
- **Corporate Communications**



Bringing talent from outside in

Much of our work involves talking with prospective candidates with no previous healthcare exposure about the many positive reasons for contributing to health and care at this senior level – never has there been a more important time than the present.

“This is an organisation that cannot stand still and must innovate and be visionary. From front line patient care to digital and robotic advancements, its life saving interventions are extraordinary”

Jenni Douglas-Todd, Director of Equality and Inclusion for NHS England and NHS Improvement

“If you are intellectually curious and keen to learn and challenge yourself, this is a very rewarding career. The complexity of what you deal with is immense and the job is to get the best outcomes and experience for the population that you serve”

Nick Swift, Chief Finance Officer at Barking, Havering and Redbridge University Hospitals NHS Trust

“You have to be brave and you have got to want to do it. It is easier to sit back and follow the pack, rather than the courage to decide what you want to do”

Caroline Anderson, Director of HR & OD at Great Ormond Street Hospital

Bringing talent from outside in

“Bringing a new perspective on the problems the business was facing and utilising my experience to overcome them. I don’t remember there being a main challenge, just opportunities to shape the business and sector”

Martin Jones, CEO of
Home Instead Senior Care

“I felt a real sense of purpose and I could see the difference that I could make not just to patients but to staff... so that they can show up and be even better employees, working to improve services for our patients and delivering quality care”

Tanya Carter, Director of People and Culture
at East London NHS Foundation Trust

“Joining the NHS was exciting and humbling in the sense you have an opportunity to make a difference in such an important national service. As well as delivering high quality care to patients every day there is the possibility and ambition to help lay foundations for an innovative future approach to healthcare”

Jacqui Marshall, Director of People and
Transformation, North Bristol NHS Trust

Dedicated to health and care



In-depth knowledge and experience recruiting for boards, executives, divisional management on a permanent and interim basis. We are keen to hear from the most talented aspiring leaders across a diverse range of sectors to be part of the future of the health and care sector, helping it become an ever stronger, integrated health and care system with a consistent, world-leading reputation in patient care.

PLEASE CONTACT

Carmel Gibbons

Head of the Healthcare Practice

Email: Carmel.Gibbons@odgersberndtson.com

Phone: **+44 20 7529 1128**