

Mid and South Essex University Hospitals

Chief Medical Officer
Candidate Information Pack
April 2019



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Advert

Mid and South Essex University Hospitals

Chief Medical Officer

£Attractive Market Rate

With a clear mandate to move to a single organisation from April 2020, Basildon and Thurrock University Hospitals NHS Foundation Trust, Mid Essex Hospital Services NHS Trust and Southend University Hospital NHS Foundation Trust plan to capitalise on the full benefits and opportunities for patients through transforming the provision of clinical services across Mid and South Essex.

Your opportunity to take a leading and influential role is considerable, the new organisation will provide comprehensive acute, medical, clinical and specialised services for more than: **251,000 Inpatient and Day Cases, 1.2 million Outpatients, 372,000 A&E attendances, a combined income: £945m together with combined staffing levels of 12,182 WTEs.**

Keen to develop your career? This is an outstanding opportunity for you to make your mark as you develop their clinical strategy and translate this into reality through a comprehensive programme of transformation. Arising through the planned retirement of the current incumbent, the Executive team seeks to appoint an ambitious and influential individual able to progress complex service integration, redesign and improvement.

You will join an established board, led by one of the most respected CEOs of today - Clare Panniker. Drawing together the medical workforce and working in tandem with your fellow Board Members in particular, the Chief Nurse and Chief Transformation Officer (Deputy CEO), you will lead clinical engagement across the hospitals in true partnership with other clinicians and Executive colleagues to enhance innovation, service responsiveness and efficiency that deliver greater value and quality in services for patients.

You will enjoy a broad, challenging and rewarding role as the principal medical advisor to the Board, with freedom to use your naturally dynamic, collaborative leadership and clear strategic thinking skills to join-up the medical professions across the hospital sites, whilst playing a major role in building high calibre, high performing multidisciplinary clinical teams and driving the academic research agenda.

To make the most of this varied and fast-paced role, you'll need to be a qualified Doctor or Dentist with full GMC or GDC registration. Ideally, you will offer relevant and recent experience working at board level in a Medical Director role with significant senior clinical leadership experience ideally gained in a large acute, specialist or teaching hospital. You'll be excited about the prospect of working directly with medical teams to inspire results and offer the proven ability to engage colleagues to deliver consistently on clinical effectiveness and patient safety. Your track record of leading service improvement based upon sound improvement methodologies and excellence stands you apart from your contemporaries.

For a confidential discussion about this appointment, please contact our advising consultants: Simon Potts on 07889 736 071 / or Reece D'Alanno on 07711 779022 / reece.d'alanno@veredus.co.uk

For further information please visit www.veredus.co.uk quoting reference 931197.

The closing date for this position is 8th May 2019. Interviews to be held w/c 23rd May 2019.

About us

Mid and South Essex health and social care organisations serve a population of around 1.2 million people. Within the health system there are three acute hospitals trusts including Basildon & Thurrock University Hospitals NHS Foundation Trust, Mid Essex Hospitals NHS Trust and Southend University Hospital NHS Foundation Trust with a combined income of £945 million. Recognising that greater collaboration across this part of Essex was required to solve long standing financial, quality and operational challenges, agreement was reached between the Trusts to develop a new, single structure responsible for strategically leading and developing healthcare provider services within this health economy.

The three organisations began working together in March 2016 as a Group, through consultation it has been agreed that the three Trusts will fully integrate in April 2020 to become Mid & South Essex University Hospitals – a single organisation. The new organisation presents an ideal opportunity for you to take a leading and influential role – the system comprises the following:

The Headlines

- Population: **1.2 million people**
- 3 Local Authorities:
 - **Essex; Southend; Thurrock**
- 5 CCGs
 - **Mid Essex CCG**, Population: 373k, Health and care income: £693m
 - **Basildon & Brentwood CCG**, Population: 269k, Health and care income: £513m
 - **Thurrock CCG**, Population: 169k, Health and care income: £317m
 - **Southend CCG**, Population: 184k, Health and care income: £363m
 - **Castle Point & Rochford CCG**, Population: 179k, Health and care income: £347m
- 3 acute trusts
- 4 community/mental health providers
- System health deficit 17/18: £99.2m

The Vision

The ambition of the MSEUH is to:

“Create a financially sustainable modern health network that delivers excellence in local and specialist services that demonstrably improve the health and wellbeing of our communities and provide a vibrant place for staff to develop, innovate and build careers.”

MSEUH have stated that this ambition will be delivered by six strategies, outlined below:

1. Leading the reform of clinical services.
2. Radically rethinking and redesigning our corporate & clinical support services, including our patient interface and service support activities.
3. Addressing current workforce gaps through new approaches to training, recruitment, retention and the development of new roles.
4. Creating a culture of high performance, improvement, measurement and innovation through a highly engaged workforce.
5. Reforming physical and technological assets to deliver value.
6. Becoming a commercially astute, partnership focused organisation.

The Strategy

- Respond to the transformation agenda of the clinical strategy as described in the STP's Consultation Business Case for acute services.
- Take steps to build a strong, clinically-led system which can work effectively as a matrix across sites and functions.
- Think about how as medical leaders we can take a role modelling hospitals-wide working approach.
- Build teams made up of professionals from multiple organisations.
- Develop compelling goals that span multiple organisations and unify our actions.

Further details on the strategy can be found in accompanying documents supplied by Veredus.

The Approach

- We are patient-focused, skilled and compassionate clinicians leading services, with professional operational and strategic management support.
- We are working across sites and helping other see how this can be done, so we understand the right issues and work smoothly across boundaries.
- Our clinically-led teams are provided with the right information about the quality and value of their services across the Hospital sites regularly for appropriate oversight and decision-making, allowing best patient outcomes.
- We all understand for each service or group of services the operating model in place, how the governance functions, and who does what.

Organisational Structure

Basildon and Thurrock University Hospitals NHS Foundation Trust

Board of Directors



Clare Panniker
Chief executive



Nigel Beverley
Chairman



Tom Abell
Chief transformation officer and deputy chief executive



Martin Callingham
Chief information officer



Jonathan Dunk
Chief commercial officer



Danny Hariram
Chief human resources director



Eamon Malone
Chief estates and facilities officer



Andrew Hke
Managing director



James O'Sullivan
Chief finance officer



Diane Sarkar
Chief nursing officer



Dr Celia Skinner
Chief medical officer



John Govett
Deputy chairman



Renata Drinkwater
Non-executive director



Margaret Pratt
Non-executive director



Barbara Stuttle
Non-executive director

Site leadership team



Southend University Hospital NHS Foundation Trust

Board of Directors



Clare Panniker
Chief executive and
accountable officer



Alan Tobias OBE
Chairman



Tom Abell
Deputy chief executive
and chief transformation
officer



Yvonne Blücher
Managing director



Martin Callingham
Chief information officer



Jonathan Dunk
Chief commercial
director



Danny Hariram
Chief human resources
director



Eamon Malone
Chief estates and
facilities officer



James O'Sullivan
Chief finance officer



Diane Sarkar
Chief nursing officer



Celia Skinner
Chief medical officer

Non-executive Directors



Fred Heddel CBE
Non-executive
director



David Parkins FCA
Non-executive
director



Mike Green FCA
Non-executive
director



Tony Le Masurier
Non-executive
director



Tim Young
Non-executive
director



Gabrielle Rydings
Non-executive
director



Gail Partridge
Non-executive
director

Site leadership team



Yvonne Blücher
Managing director



Neil Rothnie
Deputy managing
director, medical
director and clinical
safety officer



Clare Burns
Director of operations,
elective care



Mike Quinn
Director of operations,
unscheduled care



Denise Townsend
Director of nursing
and Caldicott guardian



Louisa Cowell
Director of finance



James Fisher
Director of
transformation



Sue Bridge
Head of human
resources

Mid Essex Hospital Services NHS Trust

Joint-executive Group (JEG)



Clare Panniker

Chief Executive



Tom Abell

Deputy Chief Executive &
Chief Transformation Officer



Jane Farrell

Managing Director, MEHT



Andrew Pike

Managing Director, BTUH



Yvonne Blücher

Managing Director, SUHT



Diane Sarkar

Chief Nursing Officer



Celia Skinner

Chief Medical Officer



James O'Sullivan

Chief Financial Officer



Jonathan Dunk

Chief Commercial Officer



Danny Hariram

Chief People &
Organisational Development
Director



Martin Callingham

Chief Information Officer



Eamon Malone

Chief Estates and Facilities
Director

Board of Directors



Alan Tobias OBE

Chairman



Clare Panniker

Chief Executive



Tom Abell

Deputy Chief Executive and
Chief Transformation Officer



Celia Skinner

Chief Medical Officer



Diane Sarkar

Chief Nursing Officer



Parm Phipps

Non-Executive Director



Jill Stoddart

Non-Executive Director



Karen Hunter

Non-Executive Director



Colin Grannell

Non-Executive Director



James O'Sullivan

Chief Financial Officer



David Wilde

Non-Executive Director

Non-voting Members



Jane Farrell

Managing Director
MEHT



Eamon Malone

Chief Estates and Facilities
Director



Martin Callingham

Chief Information
Officer



**The Trust Board is supported
by**

James Day

Trust Secretary and Director of
Strategy



Danny Hariram

Chief People &
Organisational Development
Director



Jonathan Dunk

Chief Commercial Officer

Site leadership team



Jane Farrell
Managing Director



Kevin Beaton OBE
Medical Director



Wendy Matthews OBE
Director of Nursing



Alison Smith
Chief Operating Officer



Stephen Beeson
Director of Finance



James Day
Trust Secretary and Director
of Strategy



Jennifer Canham
Associate Director of
Human Resources



Niki Eves
Head of Communications



John Henry
Director of Specialist
Services

Job Description

Basildon and Thurrock University Hospitals

NHS Foundation Trust



Southend University Hospital

NHS Foundation Trust



Mid Essex Hospital Services

NHS Trust



CHIEF MEDICAL OFFICER MID AND SOUTH ESSEX UNIVERSITY HOSPITALS

ROLE PROFILE

ROLE DETAILS

Role Title:	Chief Medical Officer
Grade:	VSM
Location:	TBC will be expected to travel across all 3 sites
Accountable to:	Chief Executive Officer

ROLE PURPOSE

The CMO as an Executive member of the Trust Board will:

- Lead the Trust's plans to improve clinical outcomes, reduce patient harm and transform the patient experience over the short and long term.
- Lead the clinical service transformation programme working with Executive Directors on the design, development and implementation.
- Provide advice to the Chief Executive and Board on all professional medical issues
- Lead clinical engagement across the hospitals, in partnership with other clinicians and Executive colleagues.

As the Boards most senior medical advisor, will play a key role in ensuring we deliver on the objectives we have set out to achieve the highest possible standards of patient care.

The CMO is therefore expected to:

- Contribute to the development and delivery of the wider organisational strategies, aims and objectives.
- Provide dynamic managerial and clinical leadership to the medical profession across the hospitals and play a major role in building high calibre, high performing, and multidisciplinary clinical teams
- Provide exemplary leadership to the development of high quality services along with research activities in the Trust, working closely with our external academic partners.
- Lead on attracting the best clinical talent, as part of our ambition to be the 'employer of choice' for talented and ambitious clinicians.
- Take the lead role in shaping the policies and strategies for developing and transforming medical practice throughout the new Trust organisation.
- Undertake the role of Caldicott Guardian to ensure the highest levels of confidentiality and security for patient identifiable information are maintained. To support site Caldicott guardians with advice and support when required.
- Take a lead role in identifying, supporting and managing clinical 'talent' to enable effective involvement and success in the Trust.

1. KEY RESULT AREAS

Leadership

- To provide high level and visionary leadership to the Medical Workforce and all senior clinical leaders.
- In conjunction with the CTO and CPOD, to develop effective clinical leadership across all services and sites, ensuring they are highly motivated and responsive to the needs of staff, patients and the public
- Appoint, create and develop a strong CMO Directorate team that are able to support the Trust's needs for high quality clinical care that is effective and supports the Trust's financial improvement plan.
- Enable the Trust's staff to lead change, amongst medical staff, quickly for the benefit of patients and staff themselves.

Strategic Development

- To be responsible for the change and Clinical transformation agenda within the context of a programme of corporate strategy development. A priority will be to design the process for the development of the Trust's clinical service strategy.
 - To support the CTO in working closely and collaboratively with the CQC and NHSI on the Trust's improvement and transition, responding as required to provide clarification and assurance.
 - To contribute to the Trust's strategic vision and, with the support of the CEO, develop the Trust's relationships with key external partners and stakeholders.
 - To provide senior clinical leadership and oversight to the development of the acute services transformation programme.
 - To ensure that the work streams and priorities that are set up are clinically led and supported.
 - To ensure excellent communications, engagement and updates to stakeholders, including media, MPs, local councils, governors, wellbeing boards and Trust Boards.
 - To ensure new models of care are implemented and are evidence based and research in to best practice has been undertaken.
 - To coordinate the implementation of the re-configuration and re-design of services and that this is undertaken within a whole system approach, ensuring cohesion with commissioners, community and social care as well as other key stakeholder groups.
 - To assure that robust clinical leadership is established with strong networking across the health system.
 - To develop a quality and safety agenda with appropriate metrics that is in place and monitored.
- To ensure standardisation and consistency of clinical pathways across all three sites and with local providers.

- To provide leadership in the delivery of our Quality improvement (QI) approach that leads to systematic and sustainable change.
- To put in place a range of tools that can monitor and evaluate the clinical work streams.
- To develop a strategy to evaluate the success of the re-configuration with appropriate academic partners.

Operational

- Work closely with the Chief Executive Officer, Site Directors and Chief Nurse in ensuring we deliver high quality, safe and responsive care across all of our services and sites. For example, assessing and reviewing the medical workforce needs across the Trust against the operational and strategic demands.

Clinical

- Lead the Clinical Transformation agenda ensuring the Trust maximises the opportunities to become leading edge and a clinically led organisation.
- Promote the provision of care which is based upon the best evidence and which produces the best outcomes for patients by embedding the Trust's quality strategy overseeing the evaluation of the quality and effectiveness of our services on a routine basis.

Governance

- Working in partnership with the Chief Nurse, to ensure that a robust and clearly understood approach is taken to patient and healthcare governance, including clinical risk and appropriate interventions are in place.
- To advise the Boards of the outcome and implications of inspections conducted by external bodies (for example, CQC, NHSI, NHS England and Public Health England) and ensure that recommended actions are fully implemented and appropriately reviewed to ensure compliance.
- Work closely with Executive Director Colleagues to develop and communicate the strategic vision for clinical governance and galvanise and support staff in promoting our commitment to governance and risk. Develop a culture of learning.
- Ensure that within each clinical area, effective systems and processes are established to enable the delivery of the clinical governance agenda.
- Participate in and support the assurance process for all aspects of governance as an attendee at key Board committees.
- Work with the Chief Nurse to ensure that all aspects of governance are robustly coordinated to enable the Trusts to deliver safe clinical services.
- Work with the CPOD and lead on the delivery and evaluation programmes of learning within the Trust.
- Ensure, with the CPOD, that all consultant medical staff have access to a development programme, which will enable them to develop as medical leaders as appropriate.

- Ensure there is a proactive succession plan in place for senior clinical leadership roles.
- Ensure that standards of postgraduate medical education and training meet national requirements and contribute to the successful recruitment

Corporate Responsibility and Governance

- As a member of the Executive Team, contribute to the key business decisions of the organisation and to contribute to the development, communication and promotion of corporate core purpose, vision, mission and values.

Equality and Diversity

- Actively ensure that the organisation is meeting its statutory responsibilities in respect of equality and diversity.

Personal and Staff Development

- The Hospitals actively encourage development within the workforce and employees are required to comply with trust mandatory training.
- The Hospitals aim to support high quality training to NHS staff through various services. The trust is committed to offering learning and development opportunities for all full-time and part-time employees.
- No matter where you start within the NHS, you will have access to extra training and be given every chance to progress within the organisation. You will receive an annual personal review and development plan to support your career progression and you will be encouraged to develop your skills and experience

Other Responsibilities

- Fulfil statutory responsibilities as a Trust Board member, and ensure that the Trust adheres to appropriate policy and practice where required in the management of medical staff and medical staffing issues.
- Take corporate responsibility in the shaping and delivery of the organisation's strategic direction and the development of the organisation's culture.
- Ensure clinical standards, working practices and performances are commensurate with the aspirations of a leading edge, learning organisation.
- In conjunction with the Chief Nurse develop and maintain systems of clinical governance which ensure that the Trust places patient safety at the heart of the organisation's functioning, and that systems and processes are integrated into the fabric of day to day service provision.
- Support all services in the management of the medical workforce, ensuring that systems and processes are aligned to the success of the organisation and employee relations issues dealt with efficiently and expeditiously.
- Maintain effective communications with medical staff within the organisation, ensuring that the medical workforce is actively engaged in the development of services and clinical policy and protocols.

- Establish and maintain excellent relationships with the local community, ensuring that the reputation of the Trust is supported and maintained. This includes developing effective relationships with commissioners and other important partner organisations.

On Call

To take part in the site and Executive on-call rota and provide practical leadership, advice and guidance during specific periods

2. COMMUNICATIONS AND WORKING RELATIONSHIPS

- Establish and maintain effective communication with Consultants and other medical staff.
- Maintain effective communications with site Medical Directors in order to ensure a corporate approach to the development of medical policy and clinical protocols.

Internal: Chief Executive Officer and all Executive Team colleagues, Non-Executive Directors, Clinical Directors, Site Managing Directors, Senior Clinicians and Managers, all Staff and Staff Representatives.

External: NHSI, NHS England, CQC, NHSE, local authorities, voluntary sector and patient groups.

3. ADDITIONAL INFORMATION

Professional Standards

As an NHS Manager, you are expected to follow the Code of Conduct for NHS Managers (October 2002). All staff employed in recognised professions are required to ensure they work to the professional standards and/or Codes of Practice set out for their professional group.

Equal Opportunities and Dignity at Work

It is the aim of the Organisation to ensure that no job applicant or employee receives less favourable treatment on the grounds of race, colour, creed, nationality, ethnic or national origin, sex, marital status or on the grounds of disability or sexual preference, or is placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job. To this end each Hospital has an Equal Opportunities Policy and it is for each employee to contribute to its success. All staff should treat other staff, patients and the public with dignity and respect.

Statutory and Mandatory Training

All staff need to ensure that their statutory and mandatory training is up to date so that they can work safely and efficiently to provide the very best care to our patients. It is essential that all staff are fully compliant with the Statutory and Mandatory training as outlined in the Trusts Statutory and Mandatory Policy.

Safeguarding

The Hospitals are committed to safeguarding and protecting children and vulnerable adults. All health employees have responsibility for safeguarding and promoting the welfare of children and young people in accordance with “Working Together to Safeguard Children” HM Gov 2006. This applies to employees with both direct and indirect contact with children and families.

Employees who do not provide specific services for children and families or vulnerable adults require basic knowledge of their responsibilities to identify and refer concerns appropriately. All employees must undertake training in safeguarding children and vulnerable adults but will have different training needs to fulfil their responsibilities depending on their degree of contact with vulnerable groups and their level of responsibility.

Confidentiality and Data Protection

Employees will have access to confidential information and will be required to ensure that the highest level of confidentiality is maintained at all times, adhering to all policies relating to confidentiality.

Employees are required to obtain, process and/or use person identifiable information in a fair and lawful way. The use of such information is governed by the Data Protection Act 1998 (DPA) and includes both manual and electronic records. Staff are expected to hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose, and to disclose data only to authorised persons or organisations as instructed, in accordance with the Data Protection Act 1998.

Access to Health Records

All staff who contribute to patients’ health records are expected to be familiar with, and adhere to the MSEUH’s Records Management Policy. Staff should be aware that patients’ records throughout the Hospitals will be the subject of regular audit. In addition, all health professionals are advised to compile records on the assumption that they are accessible to patients in line with the Data Protection Act 1998. All staff that have access to patients’ records have a responsibility to ensure that these are maintained and that confidentiality is protected in line with NHS Trust Policy.

Health and Safety

All staff are required to comply with the requirements of the Health and Safety at Work Act and other relevant health and safety legislation and NHS Trust Policies and Procedures. All staff are required to make positive efforts to promote their own personal safety and that of others by taking reasonable care at work, by carrying out requirements of the law or following recognised codes of practice and co-operating with safety measures provided or advised by NHS Trust to ensure safe working.

Managers are responsible for implementing and monitoring any identified risk management control measures within their designated area/s and scope of responsibility. In situations where significant risks have been identified and where local control measures are considered to be potentially inadequate, managers are responsible for bringing these risks to the attention of the appropriate Committee if resolution has not been satisfactorily achieved.

All staff must ensure that waste produced within NHS Trust is disposed of in such ways that control risk to health or safety of staff and the public alike in accordance with relevant legislation procedures contained within the policy.

Infection Control

NHS Trust has made a public commitment to make healthcare associated infection a visible and unambiguous indicator of the quality and safety of patient care and work towards reducing it. All Directors and Staff will demonstrate their ownership of, and their support, to this goal through management and corporate action.

Non Smoking Policy

There is a no smoking policy in operation within each Trust. In accordance with this policy smoking is positively discouraged and is not permitted in any areas.

REVIEW OF RESPONSIBILITIES AND DUTIES

This role profile is not an exhaustive list of duties, but is intended to give a general indication of the range of work undertaken and will vary in detail in the light of changing demands and priorities within the organisation. Substantial changes in the range of work undertaken will be carried out in consultation with the role holder.

CQC FIT AND PROPER PERSONS TEST (FPPT)

All NHS Directors are expected to comply with the Fit and Proper Persons Test, and this post will be subject to all relevant checks contained within the regulations relating to FPPT.

Person Specification

Role: Chief Medical Officer

Band VSM

Department: Corporate

Essential = E Desirable = D		E or D	Application Form	Interview
Qualifications	Medical graduate.	E		
	Higher medical professional qualification.	E		
	Post graduate medical qualifications.	E		
	Unblemished registration with GMC.	E		
	Management qualification.	D		
	Postgraduate qualifications in either medical education or clinical governance.	D		
	Master's degree in management	D		
Experience	Substantial experience at consultant level.	E		
	At least three years' experience at Medical Director or equivalent level in a relevant healthcare organisation.	E		
	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.	E		
	Experience in building organisational capabilities, including establishing a clear strategic vision and direction and translation into successful outcomes.	E		
	Experience of managing governance agendas, including clinical governance and research governance	E		

	Evidence of continuing professional and managerial development	D		
	Previous Medical Director experience	D		
	Experience of managing postgraduate training	D		
	Experience of leading a large complex organisation through significant change	E		
Knowledge	In-depth understanding of the complexity in providing secondary healthcare	E		
	Knowledge of the UK health care sector	D		
Skills	Successful team leadership/motivation of others.	E		
	Success as a team player and the ability to work with staff at all levels	E		
	Innovation and vision, including an ability to build organisation capabilities, establishing a clear strategic vision and direction and translating this into successful outcomes.	E		
	A proven ability to plan strategically.	E		
	Financial awareness and business acumen.	E		
	Excellent interpersonal skills.	E		
	Intellectual flexibility, including the ability to understand both operational detail and wider longer strategic visions, and to articulate these to others; and the ability to cope with ambiguity and perform through uncertainty where necessary.	E		
	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.	E		
	Drive for improvement with the proven ability to set and meet ambitious targets and monitor against targets.	E		

	Computer literacy	E		
Attributes	The energy, stamina and drive commensurate with working as an executive director in a large NHS Trust, evidenced by health record and attitude to work.	E		
	Ability to work flexibly and to work across hospital sites associated with the Trust	E		
	Satisfactory health screening and DBS checks.	E		
	Willingness to undertake training required for the job.	E		
	Understand confidentiality	E		
	Consistently role model the values and behaviours across the Hospitals.	E		

How to Apply and Timetable

All applications will be acknowledged. Candidates are encouraged to submit their applications as soon as possible; preliminary interviews will begin as soon as expressions of interest begin to be received. The latest dates for applications is 29th April but if you have missed this date, please contact Veredus, as it may be possible to consider late applications.

Element	Date
Closing date	8 th May
Preliminary Interviews	On going
Shortlist meeting	TBC
Final selection interview	Week commencing 23 rd May

Long listed candidates will be invited to preliminary interview with Veredus at our London Office. Please note you will be asked to bring to your preliminary interview: evidence of your identity; right to work; and original certificates relating to any qualification that you reference in your CV, and to complete a form enabling us to check these at source.

To apply, please send:

- A full CV which demonstrates your ability to meet the criteria contained in the person specification;
- A short (no more than 2 pages) supporting statement highlighting your motivation for the role of Chief Medical Officer for MSEUH and how your experience matches the requirements of the position;
- Names, positions, organisations and telephone contact numbers and email addresses for at least two business referees. If you do not wish referees to be approached without permission, please indicate this.

Finally, please ensure you include your telephone contact numbers and email address, as well as any dates when you will not be available.

Applications should be emailed to veredushealthteam@veredus.co.uk quoting ref 931197

If you have any queries on any aspect of the appointment process, need additional information or wish to have an informal and confidential discussion, please contact our advising consultants Veredus:

Simon Potts on 07889 736 071 or simon.potts@veredus.co.uk

Reece D'Alanno on 07711 779022 or reece.d'alanno@veredus.co.u

Equality & Diversity monitoring

You are invited and encouraged to complete the Equality and Diversity Monitoring Form which can be found by accessing this [link](#). This will help our client to follow the recommendations of the Equality and Human Rights Commission, that employers should monitor selection decisions to assess whether equality of opportunity is being achieved. **Veredus is accredited by the Investors in Diversity and the information collected is important to us as a means to ensuring continued best practice in the promotion of diversity.** The information on the form will be treated as confidential, and used for statistical purposes. The form will not be treated as part of your application.