

Mid and South Essex NHS Foundation Trust are one of the largest Trusts in the country, serving a population of 1.2 million people. As a fully established, merged organization, the newly formed Trust, comprising acute hospital sites at Broomfield in Chelmsford, Basildon and Southend is a well-led, high performing and innovative organisation working in the best interests of the people they serve.

The brief

Veredus were retained to appoint a Managing Director for each of their hospitals who would be responsible for the leadership and management of their respective hospital as a component of the Trust's portfolio of hospitals, and accountable to the Group CEO.

We were briefed by the executive team to conduct a nationwide executive search campaign designed to identify exceptional individuals with a proven track record of senior leadership experience within a complex healthcare organisation as well as experience of driving lasting transformation and cultural change. The Managing Director will promote the Trusts vision and ten-year strategy, underpinned by their refreshed clinical strategy, to harness the skills and expertise of the clinical staff to drive improvements in patient care and realise the merger benefits. Identifying a people leader who truly values the impact they have on other people along with being a compassionate leader who values the power of psychological safety was also a key component of the search.

System collaboration was also a key component for the incoming Managing Director, with integrated care and population health management key strands of the strategy, so appointing someone that had demonstratable experience in leading their teams to work closely with primary care colleagues, community collaborative, stewards, local councils and Place/alliance teams to improve health outcomes was a key part of our search.

Our solution and result

These were time critical hires for the Trust due to internal strategic deliverables which required appointing three Managing Directors prior to moving to stage 2 of their strategic plan. This resulted in a three-week search window as opposed to the standard four, where the Veredus team utilized their extensive NHS network, with diversity being front and centre of our search activity.

We attracted a longlist of candidates of which 50% were from underrepresented groups, and following preliminary interviews with Veredus, five candidates were shortlisted, all of whom were diverse. We designed our interview questions to promote diversity and wanted to be sure candidates were able to showcase their skills and not favour those who had mastered interview technique. Following preliminary interviews, the five shortlisted candidates were progressed to psychometric testing and staff engagement exercise with Veredus' in house Business Psychology Team before final panel interview, and we are delighted to have appointed three successful candidates, all of whom from an underrepresented group.

If you'd like to have an informal chat regarding our approach to helping your organisation hire talent that makes an immediate and positive impact, please get in touch.

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