

Candidate pack for the recruitment of:

Chief Finance Officer.

West Hertfordshire Teaching Hospitals NHS Trust



By Nicola Brooks, i&e Professionals **May 2024**



**West Hertfordshire
Teaching Hospitals**
NHS Trust

Welcome.



Dear Candidate,

Thank you for your interest in the role of Chief Finance Officer at West Hertfordshire Teaching Hospitals NHS Trust. I am delighted that you are exploring the opportunity to apply. This is an exciting time to join our Board and help support our future ambitions. I joined the Trust as Chief Executive in July 2022, and I was attracted by the dynamism of this high achieving trust and its ambitions for the future.

We are very much at the heart of our communities in West Herts, employing more than 5,000 staff and treating more than 650,000 patients every year. We are an organisation that puts patient care first and explores and embraces new ways of working to deliver excellent patient care. This requires inspirational leadership of our corporate functions, especially finance as this underpins clinical and executive level decision making, delivering, and supporting financial efficiencies and enabling future continuous improvement.

We have now published our new five-year strategy that will focus on delivering excellent patient care, developing our hospitals, achieving financial sustainability, embracing diversity, and designing services with our local partners. We were awarded Teaching Hospital status in December 2021 and we launched our new values this month to reflect our reputation for being a compassionate, inclusive, empowering and professional organisation. We want a finance leader who can drive and inspire their team to achieve outstanding performance by embracing these values every day.

Huge progress has been made in recent years to improve services for our patients. We have won a range of national awards, partnered successfully with other organisations within our system and have delivered innovative services, for example, our nationally recognised pioneering work on the 'virtual hospital' for Covid-19, which has now expanded into more services and attracts significant interest from other hospitals nationally and internationally.





As part of the New Hospital Programme we will see construction of a new hospital start in 2026. We are immensely proud of what we have achieved with our redevelopment programme thus far and our Chief Finance Officer will be instrumental in bringing this large-scale investment to reality, ensuring sound financial stewardship through strategic leadership, commercial, influencing and negotiation skills. We want you to be proud of the legacy you will create at West Herts.

This role will suit an exceptional leader with passion, ambition, and the experience to help us achieve our goals. The postholder will provide visible and transformational leadership within the Finance team, across the wider trust and with our external system partner organisations. You will join a supportive and diverse Board and experienced and forward-thinking executive team motivated by effective team working and an inclusive approach.

I hope this pack gives you all the information you need, but please do contact our recruitment partner, **Nicola Brooks** at i&e Professionals for further information. We very much look forward to hearing from you.



Nicola Brooks.

nicola@ie-professionals.com

Yours faithfully

Matthew Coats

Chief Executive

Chief Finance Officer.



Chief Finance Officer, West Hertfordshire Teaching Hospitals NHS Trust

VSM grade, Salary: **£150k – 170k per annum**

Watford General Hospital – With Cross site working

West Hertfordshire Teaching Hospitals NHS Trust is looking for a new Chief Finance Officer.

There has never been a more exciting time to join our high achieving trust as it excels in developing pioneering work, harnessing strong relationships within the healthcare system, embarking on a large-scale new hospital development and providing the best care for our patients.

This is a key Leadership and Executive role, influencing the strategy, direction and ambition of the trust and reporting directly to the Trust's Chief Executive, Matthew Coats.

As CFO of West Herts, you will influence decision making across the wider NHS system, working closely with the system partner organisations across Hertfordshire and west Essex as well as with other organisations in the London and East of England Regions.

Our simple new vision is Excellent patient care, together. We are a diverse, proud and ambitious Trust and live by our new values: to be **empowered, compassionate, professional** and **inclusive**.

Main Duties

As Chief Finance Officer for the Trust, your role will be to lead the financial strategy, financial performance and financial governance for the trust, overseeing a strong, motivated and diverse team of financial professionals.

Responsibilities will include:

- Ensuring exemplary financial performance

- Setting, developing and delivering financial Strategy against the trust's overall strategic aims
- Enabling financial decision making leading to financial sustainability and transparency
- Maintaining a sound financial framework, governance and statutory financial control
- Leading input into cost improvement programme, ensuring the trust delivers on challenging targets
- Ensuring board reporting is accurate, timely and supports strategic operational and corporate decision making
- Driving decisions within the Trust's Executive team, providing challenge, advice and support to your Executive and Board colleagues on wider hospital leadership issues.

Chief Finance Officer.



The ideal candidate will be an accomplished Senior Financial Leader who has an impressive track record of achievement at board level or near to board level in the NHS or another large, complex organisation.

Your skills will include influencing and negotiation at executive level, as well as developing and enhancing financial performance and leading, inspiring and motivating a large and diverse team. We are looking for a candidate who can evidence a strategic mindset and the ability to assess the wider landscape, navigate NHS politics and gain credibility from colleagues and system partners. You will have a positive attitude to change, high expectations of yourself and your team and the enthusiasm and dynamism to succeed in uncharted territory.

We are looking for an exceptional individual with the skills and mindset to embrace collaborative partnership working and to raise standards in

everything they do. You will have the appetite and energy to be inspired by the trust's ambitions and to work with an enthusiastic, bright and professional executive team to turn these into reality.

About us

West Hertfordshire Teaching Hospitals NHS Trust has over 5,800 staff and volunteers working across four locations to provide care for over 600,000 people living in and around Watford, Three Rivers, St Albans, Harpenden, Dacorum and Hertsmere. We provide emergency and planned care across more than 50 specialities. Our new five-year strategy will focus on delivering excellent patient care, developing our hospitals, achieving financial sustainability, embracing diversity and designing services with our local partners. We were awarded Teaching Hospital status in December 2021 and we refreshed our vision and values this month to reflect our

reputation for being a compassionate, inclusive, empowering and professional organisation. We want a finance leader who can drive and inspire their team to achieve outstanding performance by embracing these values every day.

As part of the New Hospital Programme we will see construction of a new Hospital start in 2026. We are immensely proud of what we have achieved with our redevelopment programme thus far and our Chief Finance Officer will be instrumental in bringing this large scale investment to reality, ensuring sound financial stewardship through strategic leadership, commercial, influencing and negotiation skills.

We want you to be proud of the legacy you will create at West Herts.

[View full job description here](#)



West Hertfordshire Teaching Hospitals NHS Trust has over 5,800 staff and volunteers working across four locations to provide care for over 600,000 people living in and around Watford, Three Rivers, St Albans, Harpenden, Dacorum and Hertsmere.

We provide emergency and planned care across more than 50 specialities. A range of more specialist services also support people living in North London, Bedfordshire, Buckinghamshire and East Hertfordshire.

We gained Teaching Hospital status in 2021 and have bold ambitions to deliver training and education for the next generation of clinicians.

We are part of the New Hospital Programme and will be building a new Watford General Hospital during the life of this strategy.

Key facts and statistics



Over 5,800
staff



600,000
people



More than 50
specialities

Every day we take care of **500** people through our urgent and emergency care services, see **1,900** people in our outpatient clinics and undertake **70** operations across all of our sites.

Key facts and statistics

West Hertfordshire Teaching Hospitals NHS Trust is part of a wider health and care system covering Hertfordshire and West Essex, our Integrated Care System (ICS) covering around 1.6 million people.

Over 90% of the services we provide are for our local catchment population of 600,000, which broadly sits within the Dacorum, Hertsmere, St Albans, Three Rivers, and Watford district boundaries. In developing our strategy, we are grateful for the expert advice of our public health colleagues at Hertfordshire County Council who have shared insights on our local population profile and how that is expected to change:

- The population is slightly younger and more diverse than other areas of Hertfordshire and West Essex Integrated Care System.

- The deprivation levels are low on average, with some more affluent areas and some areas with higher levels of deprivation, contributing to poorer health outcomes. For example, women in the most deprived areas live 5.25 years fewer compared to the least deprived. For men the difference is even greater at 6.95 years. This is primarily caused by deaths from cancer and cardiovascular diseases.
- The population will become more ethnically diverse over time and increasingly better at using digital tools.
- There will be a significant shift to a higher proportion of people aged over 65 and the number of people living in more deprived areas. These two trends will lead to increased demand for health services, especially for urgent and emergency care.



Excellent patient care, together

Empowered



We are all listened to and are accountable for what we do. We achieve our potential through continuous learning teaching and education.

Compassionate



We care about patients and colleagues. We always support each other and show kindness by considering the impact of our actions and decisions.

Professional



We set high standards for ourselves and others, delivering brilliant basics every day. We are calm, measured, fair and respectful; and commit to continuous improvement.

Inclusive



We value diversity and individuality in all its forms. We actively seek contributions from patients, partners, and colleagues. We speak out against discrimination.

Our strategic priorities.



Please look at the following links to help inform your decision to apply:

[What's it like working at West Herts NHS? - YouTube](#)

Here is our acute redevelopment page:

[Home: Investing in our hospitals \(westhertshospitals.nhs.uk\)](#)

This link outlines a rough timeline year by year on the progress. There is a specific paragraph by Alex White our Chief Redevelopment Officer:

[Secretary of State visits Watford General Hospital \(westhertshospitals.nhs.uk\)](#)

Here is a walkthrough of the new hospital and what it will look like:

[A new NHS hospital for West Hertfordshire - the new Watford General Hospital \(youtube.com\)](#)



How to apply.



To apply, please send your CV and Supporting Statement to our recruitment partner, Nicola Brooks at i&e Professionals:



Nicola Brooks.

nicola@ie-professionals.com

07860 737740

Closing date for applications – **Midnight on 6th June**

Final interviews to take place on **26th June**

