

Group Chief Integration Officer
Lincolnshire Community Health Services NHS Trust
and United Lincolnshire Hospitals NHS Trust



Contents

A Warm Welcome	3
Background	5
About LCHS	7
About ULHT	12
Job Description	17

A Warm Welcome

Thank you for your interest in the Group Chief Integration Officer role at Lincolnshire Community Health Services NHS Trust (LCHS) and United Lincolnshire Hospitals NHS Trust (ULHT).

Following extensive consideration about how we can best develop and improve the way NHS providers in Lincolnshire can work better together to improve care for patients, our two NHS providers of physical health care have moved into a Group model. Following the appointment of our Group Chair and Group CEO, we are now looking to recruit to several key positions on our Group Board. The Group Chief Integration Officer will be key in ensuring we have the right plans in place to deliver the Groups' strategy, they will do this by integrating effectively with all key partners ensuring smooth transformation and improvement.

The decision to move to a Group model was made because our patients, their families and carers have consistently told us that, despite receiving great care from individual NHS services, their care is not always as joined up as it can be, nor is it always designed to best meet their needs. In addition, our clinicians tell us that the way NHS services are currently arranged across the county can be improved to enable them to provide more integrated care to better meet patient needs. We want the people of Lincolnshire to enjoy the highest quality health and wellbeing for themselves, their families and their communities, and we are dedicated to collaborating with them to achieve this aim.

Our joint vision will improve the way in which the NHS Provider Trusts, Lincolnshire's Primary Care Networks and our community partners and stakeholders can come together to deliver integrated care. Improved structures, developed specifically to support each locality in the county, will push more focus and resource towards our preventative and self-care ambitions, supporting people and communities to live better, and stay well for longer.

Over many years the NHS has been working toward the ambition of more care being delivered away from the acute trust and within community, primary care, voluntary, community and social enterprise sector and adult social care. We are thrilled that in Lincolnshire this is something we have been developing the foundation stones of for some time. We have been clear that this is our vision across the Integrated Care System. (ICS). This has been demonstrated in the growth in both budget and head

count to deliver direct patient care. Not only has this impacted our community trust in terms of significant growth in the last two years, but this has been led by and in partnership with ULHT as the acute provider. As a system we are dedicated to achieving our financial commitments, and this role is crucial in helping us achieve this.

For the right individual, this role offers a real opportunity to make a significant and positive impact on the provision of care for the benefit of patients, our people and the wider community. We are looking for an individual with the leadership capability to sustain and build on our successes to date, playing their full part in our improvement journey as a leader within the Group.

The person specification summarises the essential attributes of the individual we are seeking, and we would ask you to consider these carefully before applying. We are also seeking an individual who meets the important requirements outlined in the new national leadership competency framework. We welcome applications from individuals who can demonstrate a track-record in tackling complex challenges in a collaborative and system-orientated fashion. Above all we wish to assess leadership skills and values as much as professional expertise. This is a key appointment for our patients, our staff, our senior leadership team and our local and regional health and care system.

If you would like to discuss the role or the recruitment process please contact Simon Behan our Head of Recruitment (Simon.Behan@ulh.nhs.uk). We are planning a recruitment selection process to take place week commencing 10th June and there will be the opportunity to visit both Trusts and meet key stakeholders before the formal processes take place.

Elaine Baylis QPM
Group Chair
Lincolnshire Community Health Services NHS Trust and
United Lincolnshire Hospitals NHS Trust

Professor Karen Dunderdale PhD, RGN
Group Chief Executive Officer Designate
Lincolnshire Community Health Services NHS Trust and
United Lincolnshire Hospitals NHS Trust

Background

Our Group is situated in the beautiful county of Lincolnshire, serving a population of more than 750,000 people. Lincolnshire is such a wonderful place to live and work with many opportunities to grow and develop as well as spend time on hobbies, activities and taking in local historic sites. Find out more on the [Visit Lincolnshire website](#).

Our Group provides community, acute and specialist services to people in Lincolnshire and neighbouring counties. Our 2023/24 Group annual income was c£874m, and we employ approximately 11,000 WTE staff.

We provide services at Lincoln County Hospital, Grantham and District Hospital and Pilgrim Hospital, Boston, as well as running services from community hospital sites and other community locations across Lincolnshire.

We are looking for an inspirational leader to move our Group into the next phase of integration. We recognise that outstanding care can only be delivered through our people working to co-design services with our population.

The successful candidate will not only have the skills to drive forward this partnership but also take pride in areas where we have already had some amazing success stories around collaborative working. These include:

- Virtual Wards in complex neurology, cardiology, respiratory and frailty with a palliative and end-of-life virtual ward planned for implementation
- Grantham Acute Services Review
- Community cardiology service
- Frailty pathway
- Discharge and flow including rapidly establishing new Discharge to Assess and Urgent Community Response services
- Equality, Diversity and Inclusion including a focus on supporting the Armed Forces Covenant, carer's passport, and allyship
- The Lincolnshire People Plan
- Investment in leadership and culture
- Work to embed approaches including population health management, personalisation and addressing health inequalities.

Our combined organisations are some of the most complex NHS organisations in the

country, with multiple sites across a predominantly rural and coastal location. In common with many NHS organisations, we are faced with growing demand for our services at a time when our models of care and our estates are stretched. We also face ongoing staff recruitment and retention challenges. However, we take extraordinary pride in building working environments where staff feel valued, cared for and part of a team. We are delighted this can be seen within the latest National Staff Survey results showing sustained and improved scores from both organisations.

As an indication of our intent to work in a properly integrated way, the NHS Lincolnshire Integrated Care Board (ICB) Executive Team have recently approved a new Urgent Treatment Centre and integrated community/acute medical service at Grantham and District Hospital. All aspects of the Integrated Community/Acute Medicine Service are now delivered through a collaboration between LCHS and ULHT.

This is just one example of many transformation projects that will require a strong clinical leader who is willing to put themselves and the Trusts at the centre of arrangements for health and care provision in Lincolnshire, ultimately making a positive difference to our patients.

With this in mind the ambition is to:

- Deliver the highest quality and sustainable services to our patients.
- Play our part in delivering locally the national NHS agenda around health inequalities, population health management and delivering care closer to home. Continue to work closely with local government, further and higher education, the voluntary sector and the independent sector.
- Play our part as “Anchor Institutions” within our localities, maximising our role in delivering improved health and wellbeing, economic regeneration, local and regional innovation and increased levels of local employment.
- Maximise the potential of partnerships for education, research and innovation.
- Maximise the skills and strength of our workforce:
 - Sharing resources
 - Developing local where possible
 - Improving training and development opportunities for all staff.
- Implement integrated pathways of care across community and primary care reducing reliance on hospital services and providing services closer to or at

home for our patients.

- Reduce inequalities of provision and access across our local communities.
- Make increased use of technology to support self-help, prevention, early intervention, remote diagnosis and treatment where appropriate.
- Ensure that our infrastructure maximises the use of technology in service delivery including use of robotics and Artificial Intelligence.

About LCHS

Our purpose is described as “Great care, close to home”.

At LCHS, we pride ourselves on creating the right environment for our staff, to support them in giving our patients the best care possible.

Our Strategic Aims for 2024/25 across the Group are:

Strategic Aim 1 - Patients

To deliver high quality, safe and responsive patient services

Strategic Aim 2 - People

To enable our people to lead, work differently, be inclusive, motivated and proud to work within LCHG

Strategic Aim 3 - Services

To ensure services are sustainable, supported by technology and delivered from an improved estate

Strategic Aim 4 - Partners

To collaborate with our primary care, ICS and external partners to implement new models of care, transform services and grow our culture of research and innovation

Strategic Aim 5 - Population Health

To embed a population health approach to improve physical and mental health outcomes, promote well-being, and reduce health inequalities across an entire population

Our Clinical Strategy 2023-28 has three main themes:

- Theme 1: Work with health and care partners to ensure care closer to home:
We will ensure accessible, integrated and responsive care.

- Theme 2: People are at the centre of everything we do: We will work with people to enable them to live their best lives from birth to the end of life.
- Theme 3: Support people to live well in their communities for longer. We will work with people and health and care partners to build strong and supportive communities.

We Provide the following services;

- Community nursing, a core and essential service provided by LCHS for the people of Lincolnshire, providing support to people with long term conditions, frailty, and those at the end of life. They work closely with a range of professionals from other agencies including Primary Care Networks as part of Neighbourhood Teams, providing integrated care for patients to meet local needs closer to home.
- Specialist nursing services including respiratory and pulmonary rehab, diabetes, bladder and bowel, skin integrity, lymphoedema, heart failure, cardiac rehab, Parkinson's, TB and Electronic assistive technology service (EATS).
- Palliative and end of life services including the palliative single point of access.
- Four community hospitals in Louth, Skegness, Gainsborough and Spalding providing services including inpatient rehab, palliative care, theatre services and outpatient clinics as well as nursing services to Butterfly Hospice in Boston
- Integrated urgent and emergency care services including our award-winning Clinical Assessment Service (CAS), Urgent Treatment Centres (UTCs) at Boston, Gainsborough, Louth, Lincoln, Skegness, and Spalding, and out of hours services at Stamford. We have added a number of new services since 2022 including Urgent Community Response, Discharge to Assess, and Virtual Wards in frailty, cardiology and respiratory. LCHS has on average double the attendances of ULHT's type 1 attendances (including Out of Hours services and CAS).
- Transitional care reablement services to bridge the gap between hospital and home and to maximise recovery and promote independence in partnership with providers including Age UK.
- Adult therapy services including musculoskeletal (MSK) physiotherapy, adult speech and language therapy, community stroke services, community physio and occupational therapy. and podiatry service
- Integrated sexual health and contraceptive health, rated outstanding by our commissioner.
- Children's and young people's services including immunisation and vaccination

services, children's therapy services, and children in care (previously known as looked after children)

- Our Operations Centre was opened in December 2016 and provides a 24/7 multi- disciplinary team for LCHS
- Safeguarding services for both children and adults

Our progress and achievements:

What can you expect from us?

We have many exciting and innovative programmes and initiatives that are ongoing, helping us to deliver our strategic aims and objectives to deliver 'Great care, close to home' and the NHS People Promise.

Our people:

- The Board has continued to prioritise equality, diversity, and inclusion work with LCHS staff networks including participating in events such as LGBTQ+ History Month, Black History Month, International Women's Day, and UK Disability History Month. Our executives also sponsor many of our Staff Networks
- We recognise the value of having apprentices in our workforce as a route to fresh new talent and developing our existing workforce. We not only employ apprentices at entry level, but we also offer ongoing apprenticeship training for staff at all levels. Around 10% of our workforce is on an apprenticeship and nearly 90% of staff have remained employed after completing an apprenticeship in the last seven years.
- As one of only three Apprenticeship Centre in the East Midlands, we are proud that our Apprenticeship Centre is rated 'Good' by Ofsted main provider status by the Education and Skills Funding Agency (ESFA) enables LCHS to deliver apprenticeships to our own staff as well as any other employer.
- In addition to this we have also reaccredited the Department of Education Matrix Standard. This further demonstrates our ambitions for working across our county as an Anchor Institute.
- Our Volunteering Service is flourishing with 54 active volunteers. In 2023 our volunteers provided almost 2,500 hours of support to our services. Several volunteers have achieved the National Volunteering Certificate for completing over 100 hours of volunteering.
- LCHS is piloting the NHS Volunteer to Career project, supporting people who are experiencing barriers to applying for roles through traditional routes.

- LCHS is a People Promise Exemplar site which is working towards improving retention in Nursing and improving the working experience for our people by improving the conditions in which people work.
- LCHS remains in the upper quartile for staff engagement score, posting 9th in the country for National Quarterly pulse survey in Q1 and 3rd across all community trusts.
- We have a comprehensive range of health and well-being offers across mental health, physical, emotional and financial support. We have a dedicated team of trained Mental Health First Aid (MHFA) support and an excellent Employee Assistance Programme (EAP).
- Staff turnover is well within the 15% target and the vacancy rate is comfortably within the 8% target.

Our services:

- LCHS has led the Care Closer to Home programme which enables those with complex care needs, or who have multiple medical conditions or are frail, to live healthy and independent lives at home or in a place they call home and out of the hospital wherever possible. LCHS has rapidly implemented several new nationally mandated services including:
 - Complex neurology, cardiology, respiratory and frailty virtual wards with a palliative and end-of-life virtual ward planned for implementation.
 - 'Winter' initiatives which helped to create additional bed capacity.
 - Discharge initiatives to support flow such as Discharge to Assess.
 - Urgent Community Response (UCR) which continues to deliver its 97% referral to treatment compliance against the 2-hour target.
- LCHS has driven personalised care for Lincolnshire so that people have choice and control over the way their care is planned and delivered.
- Our Skegness and Mablethorpe Community Nursing Teams ensured LCHS became one of six test and evaluation sites in the Transforming Wound Care Programme in collaboration with the National Wound Care Strategy Programme and the East Midlands Academic Health Science Network (EMAHSN).
- LCHS became the main provider of supporting and co-ordinating all pressure damage in Lincolnshire. Our proposal for new ways of working in pressure damage, co-created with partners, has been endorsed as the first Lincolnshire Quality Group system safety priority.

- LCHS is the lead provider for the mass vaccination services across the county ; Lincolnshire was ranked in the top three systems nationally for all pathways and programmes of vaccination.
- In 2023 we started work on a new and improved environment for Scotter Ward in John Coupland Hospital in Gainsborough. The ward is receiving £3.5m upgrades to provide a modern and improved environment for patients and staff.
- LCHS is driving digital innovation in the county to improve access to services including different ways of getting advice and treatment including such as telephone- based or virtual, matched to the patient's individual needs.

Our partnerships:

- There is a long history of joint working in Lincolnshire between the NHS, primary care, local authority, social care, voluntary, community and social enterprise sector partnerships, housing, and children's services, to address factors that determine health and to seek to reduce demand on healthcare services in a more preventative and proactive manner. We work closely with our partners as part of the 'Better Lives Lincolnshire' Integrated Care System (ICS).
- Our Apprenticeship Centre delivers health and social care apprenticeships to Primary Care our partners including a new General Practice Assistant role to reduce the administration and basic clinical procedures that take up GP time in practice.
- Delivery of the Integrated Care programme including Integrated Community Nursing. Three pilot sites in Boston, South Lincoln, and First Coastal Primary Care Network (PCN) are exploring new templates for working for improve joined up care in the community. The learning and evaluation of the pilot sites will be used to inform future models of working across the county.

Further reading:

- [Our Services](#)
- [2022/23 Annual Report](#)
- [Join Us](#)
- [CQC](#)
- [National Preceptorship Quality Mark - NHS England](#)
- [National Leadership Competency Framework](#)

About ULHT

At ULHT we have a vision statement – “Outstanding Care Personally Delivered” – stating our ambition for our Trust to be among the best. In the last few years, we have made significant progress and, in spite of challenges brought about by the COVID-19 pandemic and increases in demand on our services, we have many achievements to be proud of.

Our values guide everything we do. They are:

- **Patient-centred** – Putting patients at the heart of everything we do, listening and responding to their needs and wishes.
- **Safety** – Following ULHT and professional guidelines. Speaking up to make sure patients and staff are safe from harm.
- **Excellence** – Striving to be the best that we can be. Innovating and learning from others.
- **Compassion** – Caring for patients and their loved ones in ways we would want for our friends and family.
- **Respect** – Behaving and using language that demonstrates respect and courtesy to others. Zero tolerance to bullying, inequality, prejudice and discrimination.

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Strategic Aim 3 - Services

To ensure services are sustainable, supported by technology and delivered from an improved estate

Strategic Aim 4 - Partners

To collaborate with our primary care, ICS and external partners to implement new

models of care, transform services and grow our culture of research and innovation

Strategic Aim 5 - Population Health

To embed a population health approach to improve physical and mental health outcomes, promote well-being, and reduce health inequalities across an entire population

Our five-year Integrated Improvement Plan (IIP) sets out how we will achieve our strategic objectives, for patients, services, people and partners, recognising that our future success depends on our ability to ensure the Lincolnshire healthcare system is successful in achieving its ambition to help people live healthier lives and provide care closer to where people live.

Our Trust Board has recently approved year five of this plan. In 2023, the NHS Lincolnshire Integrated Care Board (ICB) Executive Team approved an Urgent Treatment Centre and integrated community/acute medical service at Grantham and District Hospital. All aspects of the Integrated Community/Acute Medicine Service are now delivered through a collaboration between LCHS and ULHT. This means we retain a local team with local knowledge for both services.

Our Clinical Strategy is currently under review.

Our latest CQC inspection report published in February 2022 increased our ratings for being effective and well-led from 'Requires Improvement' to 'Good'. The CQC commended the widespread improvements at the Trust. As a result of these improvements, the Trust was removed from 'special measures' in March 2022.

This is in recognition of the huge amount of work that our amazing staff have done to improve the quality of care for our patients in recent years, our improved monetary management arrangements and demonstrates the progress we have made as an organisation.

Our progress and achievements:

What can you expect from us?

We have many exciting and innovative programmes and initiatives that are ongoing, helping us to deliver our strategic aims and objectives to deliver 'Outstanding care personally delivered' and the NHS People Promise.

Our People:

- We have very active staff networks supporting colleagues across the Trust. These include our Armed Forces Staff Network, our Pride+ Staff Network, our Women's Staff Network, Our Carers' Staff Network, our REACH Staff Network (originally launched as the BAME Staff Equality Network), Men's Staff Network and our MAPLE Staff Network for colleagues with Mental and Physical Lived Experience.
- Our neonatal team has been awarded a Certificate of Commitment in its first step towards gaining recognition from the UK Committee for UNICEF (UNICEF UK) Baby Friendly Initiative (BFI). This builds on the success of our maternity services which are stage 2 BFI accredited.
- We are very proud to have signed the Armed Forces Covenant and were awarded Gold accreditation in 2023.
- We have also taken a stand against discriminatory behaviour with the launch of an anti-racism campaign and strategy, with our EDI action plan receiving a 'Good' rating from NHS Employers.
- We also have an award-winning Patient Experience Team who have been recognised nationally and epitomise our mission to provide outstanding care personally delivered to the people of Lincolnshire.
- Clean registration with the CQC (no conditions or warning notices) – the first time in several years.
- Implementation and roll out of the National Culture and Leadership Programme including the formation of a Leading Together Forum.
- People Promise exemplar site with year one complete moving into year two, which has been nationally recognised for the positive impact this programme has made on retention.
- For the first time in at least two years our vacancy position sits at its lowest percentage with an ambition to get to 4% trust wide by the end of the financial year.

Our Services:

- We are undertaking multi million pound investments to transform our hospitals in Lincoln, Boston and Grantham. The following projects are in addition to an ongoing extensive ward improvement programme, which will ensure that we can not only meet the needs of patients and staff now, but also in the future:
 - We are about to launch the final phase of a £10 million project at Lincoln

County Hospital which has seen the addition of an Urgent Treatment Centre and a new resuscitation department.

- Work on transforming the Emergency Department at Pilgrim Hospital, Boston is underway. This £46m development will see the department more than treble in size and include state-of-the-art innovations and infection prevention control measures, have more cubicles to treat patients and a bigger resuscitation zone for the sickest patients. It will also include separate areas dedicated to providing emergency care for the hospital's youngest patients and their families and additional treatment rooms for mental health patients.
- We have invested £5.3 million in two new state-of-the-art theatres at Grantham and District Hospital. The modular building also includes the associated preparation rooms, utility facilities and a six-bed recovery bay. The hospital has also been named as one of eight surgical hubs nationally to be awarded accreditation for high standards in clinical and operational practice.
- A multi-million pound investment in Lincoln led to the opening of a state of the art Respiratory Support Unit (RSU) in-line with GIRFT (Getting It Right First Time) recommendations and the British Thoracic Society Standards, ensuring patients of Lincolnshire are receiving the best possible respiratory care.
- Our new £1 million pharmaceutical aseptic unit is making lifesaving chemotherapy, intravenous nutrition and other ready-made injectable medicines, for the sickest patients in the county's hospitals.
- The first of the Community Diagnostic Centres in Lincolnshire, run by ULHT, has been opened in Grantham. Plans are underway for centres to be opened in other locations in the county.
- We have a world-class heart centre at Lincoln County Hospital which is not only saving thousands of lives each year but is also sharing its best practices with centres across the world and helping with NICE guidelines.
- A £3.2 million investment in robotic surgery means hundreds of patients are now able to have their surgery closer to home every year.

Our Partnerships:

- We continue to welcome medical students from the new Lincoln Medical School.
- A pioneering end-of-life 'hospice in a hospital' is embedded into Grantham and District Hospital.

- We have clinical research facilities at Lincoln and Boston which complement our Trust wide research to ensure our communities can access innovative, as well as safe, responsive care.

Further reading:

- [ULHT Annual Reports and plans](#)
- [Board meetings](#)
- [CQC](#)
- [Latest news](#)
- [Innovations and enhancements at ULHT](#)
- [Trust website](#)
- [ULHT careers](#)
- [National Leadership Competency Framework](#)

Job Description

Job Title:	Group Chief Integration Officer
Responsible to:	Group Chief Executive
Accountable to:	Group Chief Executive
Location:	Across the Group of LCHS & ULHT – based at Trust HQ (but required to attend all sites as a matter of routine)
Grade:	VSM

Job summary:

The Group Chief Integration Officer is a full Executive (voting) Director of the Lincolnshire Community Health Services Trust & United Lincolnshire Hospitals Trust (the Group) and member of the unitary Group Board and is expected to work as part of an integrated team and take lead responsibility for strategic and corporate issues both within and external to their immediate portfolio, making a major contribution to the achievements of the Groups vision and strategic goals.

As a key member of the Group Board and Group Executive Leadership team, the Group Chief Integration Officer will provide strong and effective leadership across the Group and advise the Group Board on all aspects of their portfolio.

The Group Chief Integration Officer has the crucial leadership function overseeing the complex and interconnection with the out of hospital community-based operational delivery along with the Chief Operating Officer who oversees the interconnected hospital operational delivery, within a wider Integrated Care System. The postholder will build strong and lasting relationships with Primary Care and Third Sector partners.

The Group Chief Integration Officer will work with the Group Chief Finance Officer and ICB to ensure the best possible use of resources can be achieved through new and innovative ways of working whilst delivering the operating model. The post holder will work with partners to ensure we have effective leadership in place, engaged and skilled staff to ensure we have a motivated and effective workforce which is delivering best in class health and care services.

All Group Directors are expected to demonstrate highly visible leadership working as part of a cohesive, multi professional senior team, contributing to the overall strategic direction and leadership of the Trust, and when necessary, take lead responsibility for corporate issues outside their immediate sphere of responsibility.

The post holder will support the Group Chief Executive in fulfilling their Accountable Officer responsibilities and represent the Group, often in difficult or sensitive situations in relations with the public and must project a professional and confident image at all times.

The post holder will model the values and behaviours of the Group.

The Group Chief Integration Officer will also be the Executive lead for strategy & planning and for digital and information technology transformation across the Group providing leadership and managerial oversight of the Director of Strategy & Planning and the Director of Digital.

Role Profile

- Accountability for operational delivery of the community and out of hospital and corporate performance, working across the Group and wider system to ensure a sustainable model that meets constitutional standards and provides the best possible patient experience and the best possible staff environment.
- As a member of the Group executive leadership team, contributing to the key business decisions of the Group and contribute to the development, communication and promotion of Group purpose, vision, aims and objectives.
- As a member of the Group executive leadership team, provide assurance to the Group Board through the sub-committees and the non-executive leads, on the delivery of the Group purpose, vision, aims and objectives.
- Create a compassionate, just and positive culture where the skills and behaviours needed to develop great teams and organisation cultures are implemented. This includes ensuring all staff and service users are listened to and heard, being respectful and challenging inappropriate behaviours.
- Working closely with the Group Chief Executive and the Group Executive Leadership Team to lead plans to achieve positive changes in organisational culture within operational delivery areas, implemented at site level.
- The Group Chief Integration Officer is the accountable Executive lead for the operational management of all the Group out of hospital services.

- The Group Chief Integration Officer will lead the development and delivery of the Group Integration Strategy.
- Group wide responsibility for IT & Digital, managing EPR project, the IM&T programme and the sustainability plan.
- Group wide responsibility for Strategy, Planning, Transformation and Delivery.

KEY RESPONSIBILITIES:

Leadership Responsibilities

- Working closely with the Group Chief Clinical Governance Officer and the Group Chief Operating Officer on transformation and improvement programmes, translate these into risk-managed operational delivery that fully realises the Group objectives.
- Design and lead on the performance and assurance framework within which all operational and corporate delivery is governed, and which anticipates trends and provokes continuous improvement.
- Lead the development of the Group strategic direction and strategic planning.
- Lead the delivery of the Group strategy, integrating effectively with all partners.
- Ensure activity and service objectives are effectively met in compliance with the Group's Standing Orders and SFIs, scheme of delegated authority and legislation and play an active role in the overall management of the Group.
- Along with other Directors, ensure each Trust's policies and procedures are adhered to and where necessary direct changes to support the operation of the Group.
- Coordinate with Lead Clinicians and Practitioners in the development and delivery of end-to-end pathways that improve the outcomes for Lincolnshire by addressing health and wellbeing challenges.
- Coordinate the views of patients and citizens ensuring that pathways and services models address the challenges through effective co-design.
- With other Group Executives, develop and deliver the integrated crossover elements of Group and partner improvement plans addressing organisational needs.
- Ensure there are systems in place to monitor and evaluate the impact, safety and effectiveness of any changes with clear reporting lines and transparency around risks, issues and implications for all involved.
- Lead the development of each stage of the transformation plan through the coordination of the Programme Office and the Senior Management team. Drive an ambitious programme of transformation aimed at helping partners to

implement high quality, affordable integrated care for our residents.

Strategic and Operational Responsibilities

- Ensure the effective operational management and executive leadership of the Group's community and Out of Hospital Services and partner services.
- Build strong relationships and collaboration of Primary Care Networks (PCNs) which have been established across Lincolnshire. The PCNs are important building blocks of the future care system and will need a programme of support and an evolving strategy which will need to be tailored to local need and effectively implemented.
- Ensure the effective executive leadership of operational leaders from across the Group.
- Deliver agreed performance standards and develop a reporting framework.
- Work within the allocated resources as outlined in operational plans and taking account of the requirements of commissioners, NHSE, Department of Health & Social Care and the Care Quality Commission.
- Ensure good use of resources, operating within agreed budgets, developing and delivering cost efficiency and ensuring high levels of productivity.
- Ensure the Group has a clear view of the activity levels required to meet demand within agreed standards and a costed and evidence-based capacity plan to deliver this.
- Work with partners to implement arrangements to monitor the performance of operational teams identifying and responding to any areas of concern.
- Work with the clinical and professional leads to ensure that the Group continues to provide safe, high quality care as outlined by each organisation.
- Ensure operational teams develop and deliver effective plans to ensure services provide a high quality user experience.
- Play a lead role in delivering the various Group wide improvement plans, with specific responsibility for digital transformation.
- Ensure close working between the directorates and group support services including IM&T, HR, Finance and Estates and Facilities.
- Build strong relationships internally and externally, giving confidence to stakeholders that there is strong oversight and scrutiny of our operational and corporate performance.
- In conjunction with the Group Chief Operating Officer, work across Lincolnshire to ensure that system-wide solutions are in place to provide care in the most appropriate setting, be that in acute, community or home-based care.

- Work with partners to drive change and improve patient care and outcomes, address health inequalities, and redesign pathways across health and social care boundaries.
- Provide system-wide leadership and management in the delivery of the agreed vision and strategic priorities of the Group.
- Working with all partners, develop a strategy that meets the needs of the population and aligns to each partner organisation as well as ICB purposes and objectives.
- Ensure that operational services fully participate in the annual planning process.
- Work with key partners including local authority commissioning and provider Chief Finance Officers to progress a shared public funding model to ensure risk / gain strategies are in place and tested across the system to enable safe and sustainable service delivery.
- Monitor and manage population health outcomes and performance, ensuring that effective systems and processes are in place to use data effectively across Lincolnshire to drive improved experience, outcomes and financial sustainability.
- Ensure that local citizens and carers are fully engaged in co-designing and co-producing future services and outcomes and that their experiences remain central in any future organisation of local care.
- Oversee the development of integrated reporting (integrated finance reporting and integrated system wide dashboard) which supports further integrated working and to ensure that these reports.
- Represent the Group at regional, national, and international level as appropriate.
- Participate in the Director on-call Gold rota.
- Support the statutory duties of the Group Chief Executive.

Culture, Inclusion, Equality and Diversity

- Ensure operational delivery is inclusive and addresses health inequalities, mitigating against cultural hesitations and digital exclusion, and accelerating preventive programmes that proactively engage those at greatest risk of poor access and outcomes.
- Lead on developing a fair and inclusive values-based culture that ensures equity for our staff and service users and that challenges poor behaviours.
- Be a visible champion of the Group's Equality, Diversity, and Inclusion strategy,

promoting a culturally intelligent leadership style.

- Actively ensure that the organisation is meeting its statutory responsibilities in respect of equality and diversity.
- This job description may be reviewed from time to time in light of developments and may be amended in consultation with the post holder.
- The postholder will be fully compliant with the 'Fit and Proper Persons' requirements and will undertake the relevant DBS check.

Person specification

Job Related Criteria	Essential	Essential/ Desirable	How Identified
Qualifications (Academic, Professional & Vocational)	<ul style="list-style-type: none"> • Master's Degree and/or relevant management qualification. • Evidence of continuing professional and personal development. 	E E	Application Form and Interview
Previous Experience (Nature & Level)	<ul style="list-style-type: none"> • Significant senior management experience in an NHS Trust or Social Care, operating in a multi-agency environment at Board level. • Extensive experience of leading successful change in patient centred care delivery. • Extensive experience of leading multi partner level change and redesign. • Extensive experience of delivering demonstrably high-quality services. • Experience of delivering against challenging performance targets, and of managing others to do so. • Experience of delivering high levels of productivity and efficiency. • In-depth understanding of the complexity in providing secondary healthcare • In-depth understanding of providing community healthcare • In-depth understanding of Primary care • Experience of leading major service and/or transformational change • Experience of leading a cross organisational and professional boundaries • Experience of working with patients and the public to enhance and develop patient pathways. 	E E E E E E E E E	Application Form and Interview
Leadership & Management Style	<ul style="list-style-type: none"> • Dynamic, passionate, open, participative, and supportive leadership style. • Team builder, able to delegate. • Able to make decisions and take charge of events through a performance management approach. • Excellent interpersonal skills. 	E E E E	Application Form and Interview

	<ul style="list-style-type: none"> • Strong influencing skills with the ability to shape development across the health and social care system. • Able to establish and maintain relationships with key people, both internally and externally. • Evidence of successful track record of achieving results in a senior leadership role. • Ability to think strategically without losing touch with day to day service delivery. • Ability to engage others in the process of service change. • Experienced coach and mentor 	E E E E E D	
Evidence of Particular: - Knowledge - Skills - Aptitudes	<ul style="list-style-type: none"> • Production of business case scale documentation to influence corporate decision making. • Significant experience of delivering Board level reports and presentations • Knowledge of the local health community and the health challenges for the population of Lincolnshire • Evidence of successfully leading and developing a geographically dispersed large team where outcomes are improved and sustained. • Highly developed influencing, persuading and communication skills and able to get key messages across on complex issues • Knowledge of key current issues in NHS and Social Care systems reform. • Understanding of the issues facing community health services. • Understanding of the issues facing Primary Care • Conversant with the new strategic context of integration and collaboration as reflected in the health care white paper. • Clear understanding of systems management, especially the Integrated Care Partnership agenda. 	E E E E E E E E E	Application form and Interview

Personal Qualities	<ul style="list-style-type: none"> • Ability to flex style and approach. • The intellect and interpersonal skills to command the respect of clinicians, managers and academics . • Able to succeed in highly pressured environment. • Model the values and behaviours of the Group • Able to travel/work around large county 	E E E E E	
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