

Job Description

Integrated Care Systems (ICB) Chief Executive

Role priorities, summary, responsibilities, and accountabilities

These are the core standards of all NHS ICB CEO roles. Additional success criteria may be added to reflect local requirements.

Final appointment as ICB Chief Executive will be made by the ICB Chair, subject to the approval of NHS England.

Key accountabilities

1. You will be accountable for devising and delivering a Joint Forward plan for the ICB in conjunction with your boards, your partners across the ICS and your local community, in accordance with the published guidance: <https://www.england.nhs.uk/publication/joint-forward-plan/>
2. You will allocate and manage the NHS budget across your system in line with the plan agreed by your Board, the ICS's Integrated Care Strategy, the NHS Long Term Plan and NHS People Plan. You will be accountable for ensuring financial balance for the NHS, good value for money for taxpayers and long-term financial health in your system.
3. You will establish performance oversight arrangements with each provider of NHS services within the ICS. You will lead on the identification of performance risks and issues related to the quality of patient care and work with relevant providers and partners to enable solutions. You will actively focus on poor performance, working with NHSE's regional teams to agree intervention as required. The CEO will ensure effective governance systems are in place throughout the ICS to do this, to secure the ICS plan and ensure the highest quality and safety of care is delivered.
4. Innovation in the delivery of patient care and particularly in improved access, better patient experiences, increased patient safety - and reduced inequalities in these regards - will be a key priority. The CEO will help create the culture and environment to bring about transformation and encourage activity to accelerate this across their system.
5. The CEO will ensure their ICB is 'Well Led' and lead the development of a system-wide workforce strategy securing workforce supply and productivity. This will include workforce planning, training, and activities to secure the NHS People Promise. Arrangements for driving significant improvements in Equality, Diversity and Inclusion will be key. The CEO will also play a lead role (with the NHS Leadership Academy) in the development of leaders, leadership teams and next generation leaders in their system and across their Region. They should ensure their ICB is well positioned as an anchor employer in their system.
6. This role is dependent on highly effective relationships with local patient communities, their representatives and ICS partners. The CEO will therefore invest in and ensure an effective approach to engagement and communication is developed and implemented.

Essential Person Specification

Personal values

- Demonstrates a compassionate leadership style with a track record of improvements to equality, diversity and inclusion (in respect of boards, patients and staff)
- Lives by the values of openness and integrity and has created cultures where this thrives.
- Personal commitment to the values of the NHS Long Term Plan, the NHS People Plan, Nolan principles and the Fit and Proper Persons regime.

Experience

- A CEO or equivalent leadership track record in a comparable, high profile and complex organisation, gained in health, local or national government, private or third sectors
- Experience of leading multi-stakeholder environments, delivering improved outcomes within resource limitations.
- Experience of successfully navigating the media and political stakeholders.
- Experience of delivering digital and workforce transformation at scale.

Knowledge

- A clear understanding of 'systems thinking' and how to inspire this in others.
- Good understanding and knowledge of the health, care and local government landscape and an understanding of the social determinants of public health.
- Current thinking on practices which reduce health inequality, improve patient access, safety and being 'Well Led'.
- Sound understanding of strategic financial planning, oversight, and control of significant public funds.
- Understanding regulated environments.

Skills

- Effective communication skills which engender community confidence, strong collaborations and partnerships
- Good critical thinking and strategic problem-solving: the ability to anticipate and frame issues to drive effective strategy, problem resolution and action. Analytical rigour and numeracy will play a key role in this.
- Sophisticated, authentic and adaptive leadership and influencing skills; building compassionate cultures where individuals and teams thrive at organisation, partnership and system levels.

Chief Executive Competencies

Competency	Description	Knowledge, Experience and Skills required
Setting strategy and delivering long-term transformation	<p>Leads the organisation in the development and delivery of the ICS's/ICB's plan to meet population health needs and allocates resources <u>accordingly</u> to deliver the plan.</p> <p>Works with partner organisations to develop and support a "one workforce" strategy including purposeful arrangements for effective clinical and professional care leadership across the ICS.</p> <p>Leads a system-wide strategy on data and digital and drives joint working on estates, procurement, supply chain and commercial strategies.</p> <p>Plans for, responds to, and leads recovery from incidents such as Covid-19.</p>	<p>Extensive knowledge of the health, <u>care</u> and local government landscape.</p> <p>Ability to thrive and innovate in a complex and politically charged environment of change and uncertainty.</p> <p>Extensive experience of providing compassionate and inclusive leadership at board or equivalent level in a complex public sector organisation such as an NHS provider, Local Authority or CCG or have suitable leadership experience independent of the system.</p> <p>Considerable experience of navigating politically sensitive situations and environments.</p>
Building trusted relationships with partners and communities	<p>The Chief Executive communicates effectively and builds strong partnerships. Their inclusive leadership engages partners to ensure collective planning, monitoring and intervention.</p> <p>Understands local priorities, tracks delivery of plans, monitors and addresses variation and drives continuous improvement.</p> <p>Engages and builds momentum with a broad alliance of organisations to address poor health outcomes through excellent treatment and social movement to improve prevention, enabling VCSE organisations to play a full part.</p>	<p>Broad experience of working across agency and professional boundaries, collaboratively with the board and other stakeholders to commission services and consult on transformation initiatives.</p> <p>Exceptional communication skills and be comfortable presenting in a variety of contexts, with experience dealing with the media on topics of healthcare or other public sector activities.</p> <p>Highly developed interpersonal and influencing skills, with the ability to lead in a creative environment which enables people to thrive and collaborate.</p>
Leading for Social Justice and Health equality	<p>Ensures the patient voice and stakeholder engagement are embedded in the development and delivery of the plan and acts as a leader for diversity, health equalities and social justice.</p> <p>Promotes the values of the NHS Constitution and role models the behaviours embodied in Our People Promise and forthcoming Leadership Way to ensure a collaborative, inclusive and productive approach across the system.</p> <p>Ensures the NHS plays full part in social and economic development, and environmental sustainability, to address the wider determinants of health.</p>	<p>Understanding of different sectors, groups, <u>networks</u> and the needs of diverse populations.</p> <p>An awareness and appreciation of social justice and how it might apply within an ICS.</p> <p>Ability to remain independent and neutral to provide independent and unbiased leadership of the board.</p> <p>Creates and lives by the values of openness and transparency.</p>
Driving high quality, sustainable outcomes	<p>Takes ultimate responsibility for services under delegation arrangements with place-based partnerships or with other statutory bodies, or through lead provider contracts, together with proportionate mechanisms to provide assurance on the spending of public money.</p> <p>Fosters a culture of research, innovation, learning and continuous improvement.</p> <p>Together with the Chair, leads the system in implementation of the Long-Term Plan and the People Plan and oversees progress against their objectives.</p> <p>Ensures plans are developed for effective clinical and professional care leadership throughout the ICS.</p>	<p>building teams to deliver major transformation of public services.</p> <p>Problem solving and the ability to identify issues and areas of risk, leading stakeholders to effective resolutions and decisions.</p>

	<p>Fosters a culture of research, innovation, learning and continuous improvement to support the delivery of high-quality services for all.</p> <p>Supports the system to play its part in social and economic development and achieving environmental sustainability, including the Carbon Net Zero commitment.</p>	
Providing robust governance and assurance	<p>Ensures effective governance, performance management arrangements and controls are put in place to support delivery of the ICS's/ICB's objectives and regulatory responsibilities.</p> <p>Leads the development of appropriate people and workforce capability to discharge the responsibilities of the ICS/ICB.</p>	<p>Sound understanding of good corporate governance as well as the difference between governance and management.</p> <p>Comprehensive experience of chairing complex professional meetings at a very senior level in a collaborative, efficient and effective manner.</p> <p>Experience providing governance of a board, to identify and address issues, including underperformance and balance the competing objectives of quality, operational performance, and finance.</p> <p>Confidence in constructively challenging information and explanations provided by others and negotiating when needed.</p> <p>Demonstrate a strong commitment to public sector and NHS values.</p>
Creating a compassionate and inclusive culture for our people	<p>Responsible for appointing and holding the executives to account for delivery of their portfolios, ensuring they are supported and developed to maximise their contribution.</p> <p>Ensures the executive team has the right balance and diversity of skills, knowledge and perspectives and takes responsibility for succession planning.</p> <p>Together with the Chair, provides visible leadership in developing a healthy and inclusive culture for the organisation which promotes diversity, encourages and enables system working and which is reflected and modelled in their own and the board's behaviour and decision-making.</p>	<p>Demonstrates respect and adopts a compassionate and inclusive leadership style with an understanding of inclusion (in respect of boards, patients and staff).</p> <p>Works to espouse the values set out in the NHS People Plan, Nolan Principles and soon to be published Leadership Way.</p> <p>Ability to lead and build strong relationships across different sectors, and to adapt to changing situations.</p> <p>Track record of promoting equality diversity and inclusion in leadership roles at board level and across systems.</p> <p>Understanding of your own strengths and the strengths of others, and where these are best deployed to solve challenges.</p>

Eligibility

Applicants should ideally have or be prepared to gain good understanding and affiliation with the area served by the ICS.

Given the significant public profile and responsibility, it is vital that the appointee inspires confidence of the public, patients and NHS staff at all times. ICB makes several specific background checks to ensure that those we appoint are “fit and proper” people to hold these important roles. More information can be found on our [website](#).

Applications will be assessed on merit, as part of a fair and open process, from the widest possible pool of candidates. The information provided by applicants will be relied on to assess whether sufficient personal responsibility and competence have been demonstrated in previous/other roles, to satisfy the experience, skills and values being sought.

Terms of appointment

All NHS CEOs are required to comply with the [Nolan Principles of Public Life](#) and meet the [Fit and Proper Persons requirements](#).

More information

The four core purposes of an ICS are laid out in [Integrating care: Next steps to building strong and effective integrated care systems across England](#), namely to improve outcomes in population health and healthcare; tackle inequalities in outcomes, experience and access; enhance productivity and

value for money and help the NHS support broader social and economic development, all rooted in underlying principles of subsidiarity and collaboration.

BOB ICB respects your privacy and is committed to protecting your personal data. We will only use personal data where we have your consent or where we need to comply with a legal or statutory obligation. It is important that you read our [privacy notice](#) so that you are fully aware of how and why we are using your data.