

Isle of Wight NHS Trust

Portsmouth Hospitals University NHS Trust



Candidate brief for the position of Group Deputy Chief Nurse

Isle of Wight NHS Trust and Portsmouth Hospitals University NHS Trust

November 2025



Welcome

Thank you for your interest in joining our NHS Group, encompassing Isle of Wight NHS Trust (IWT) and Portsmouth Hospitals University NHS Trust (PHU).

This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people served by our organisations.

IWT and PHU Boards have been in a partnership since May 2019. The two trusts moved to a single CEO and executive team in 2023 and established Boards and Committees in-common at the beginning of 2024. Their collaboration has benefitted the wider health and care in Hampshire and the Isle of Wight.

Whilst each Trust is a separate statutory organisation, you will join as Group Deputy Chief Nurse, working across both organisations.

Further information about the two trusts and latest reports are available via our websites:

www.iow.nhs.uk and www.porthosp.nhs.uk.



Our shared vision

Isle of Wight NHS Trust (IWT) and Portsmouth Hospitals University NHS Trust (PHU) have a shared vision which sets the ambition for both trusts:

“WORKING TOGETHER TO DELIVER EXCELLENCE IN CARE FOR OUR PATIENTS AND COMMUNITIES”



Working together...

We are ambitious for what we can deliver for our communities and people. We work together – within teams, across teams in each hospital, across our two hospitals and with partners in the wider health and care system – to deliver our vision.

to deliver excellence in care...

We will always pursue excellence. Delivering excellence in care means providing the best possible outcomes and experience, with services that are efficient and sustainable.

for our patients & communities

Listening and learning, we serve alongside families, carers, our people and our partners to meet the needs of our patients and communities.



Our values

Each Trust has four core values that were developed through extensive engagement with staff and that describe how we expect each of us to work together and provide care for our patients. All of us who work at IWT and PHU, whatever our role, commit to upholding these values.

We seek to create a culture that enables us to take prompt action when we observe behaviours that are not in line with our values and support each other to do that. To help us live our values, we have described the behaviours that we expect of each other in each Trust.

Our aligned behaviours were developed with staff, to create the culture required to deliver our vision, in each trust and together.

IWT Values



Compassion



Accountable



Respect



Everyone counts

PHU Values



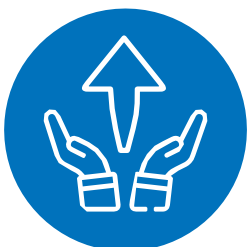
For patients



With compassion



As one team



Always improving

Our strategic aims and true norths

Our shared strategic aims are the key priorities enabling us to deliver our vision, tailored to the next five years, describing what we are committing to do. They define our focus and give clarity to our people, partners and communities about what matters most and how we will do this. Associated with each strategic aim we have a True North, which guides us in assessing the impact and success of our actions in the delivery of our strategy.

Strategic Aim 1: We will meet the needs of the communities we serve

 **True North: No avoidable delays for our patients**



Strategic Aim 2: We will support safe, high-quality patient-focused care

 **True North: Provide the best possible patient experience and eliminate avoidable harm**



Strategic Aim 3: We will ensure our services are sustainable

 **True North: Live within our means and eliminate waste**



Strategic Aim 4: We will support our people to deliver on our vision

 **True North: Be the best place to work**



Strategic Aim 5: We will enable teams to deliver the best care

 **True North: All of us able to improve**



Delivering Excellence is how we deliver our vision. It translates our vision and ambitions into a clear set of actions making it easy for our people and teams to

see the part they play and the contribution they make. First introduced in PHU, the improvement approach helps us to ensure the problems to be solved and the challenges to be overcome are being addressed in

a consistent way by those people best able to solve them. It breaks down our ambitions into smaller, meaningful improvements and directs our expertise and efforts into those things that are demonstrably going to make the biggest difference. It gives us confidence the actions each of us take every day are contributing directly to achieving our vision.

About Isle of Wight NHS Trust

The trust employs around 2,700 staff and has a turnover of £280m. Operating as part of the Isle of Wight health and care system, IWT provides both acute and ambulance services with significant opportunities to deliver integrated urgent and emergency care.

Acute Care Services

Based on the heart of the island, with 280 beds and handling 22,685 admissions each year, St Mary's Hospital in Newport is our main base for delivering acute services for the island's population. Services include the Urgent and Emergency Department, medicine, planned surgery, intensive care, comprehensive maternity, Special Care Baby Unit (SCBU) and paediatric services with 1,338 births last year.

Over the last three years we have invested in excess of £50m into our estate as part of our Investing in Our Future programme, including over £12m into our new Community Diagnostic Centre. We have also refurbished our Emergency Department and expanded the ICU.

We have also opened a dedicated ophthalmology theatre and recovery unit to deliver high quality and timely ophthalmic care.

Ambulance Services

The island's ambulance service delivers all emergency and non-emergency ambulance transport for the island's population. With 21,712 emergency calls and 25,292 emergency vehicles dispatched each year the service operates from a single base across the Island.

The service is also responsible for transporting patients to mainland hospitals when required.

A new ambulance station was also officially opened by HRH The Duchess of Gloucester in 2023, providing a significant upgrade of training and welfare facilities to support the growing demand on the island's urgent and emergency care services.

To find out more about Isle of Wight NHS Trust visit the [website](#).



About Portsmouth Hospitals University NHS Trust

With a turnover of £800m, PHU provides comprehensive secondary care and a number of specialist services to a local population of 675,000 people across South-east Hampshire.

The trust also offers some tertiary services (including the Wessex Renal and Transplant Unit) to a wider catchment in excess of two million people. The trust employs over 8,700 staff and is the largest employer in Portsmouth.

Our busy Emergency Department treats in excess of 166,500 patients each year. We also undertake 65,000 day cases and carry out over 9,600 inpatient operations.

Our maternity services deliver around 5,300 babies per year, making it one of the largest maternity services on the South Coast. In July 2022 we were rated Good by the Care Quality Commission for the second time.

Most services are provided at Queen Alexandra Hospital in Cosham. Included within the modern buildings are:

- Over 30 theatres – with a dedicated endoscopy centre.
- State-of-the-art linear accelerators.
- Purpose built interventional radiology suites, MRI scanners, CT scanners and a PET scanner.
- State of the art pathology laboratory.
- Neonatal Unit, Level 3.
- Hyper Acute Stroke Unit supporting the third largest stroke service in the country.
- Superb critical care facilities.
- Second generation surgical robots – one of the largest robotic-assisted surgical programmes in the UK.



We also offer a range of outpatient and diagnostic facilities closer to patients' homes in community hospital sites and at local treatment centres throughout Southeast Hampshire: St Mary's Portsmouth – midwifery and dermatology services;

Gosport War Memorial Hospital – including the Blake Maternity Unit, Urgent Care Centre, rehabilitation services and diagnostics; Petersfield Community Hospital – we manage the Cedar Rehabilitation Ward and run the Grange Maternity Unit; Fareham Community Hospital – rehabilitation services and outpatient clinics; Havant Community Services – diagnostics and outpatient clinics.

In 2020 PHU was awarded university hospital status. The move has helped to bring significant benefits to patients, students and colleagues in the local community. This trust has also become a major provider of undergraduate and postgraduate education, working with three universities (Southampton, Portsmouth and Bournemouth).

Our hospital also hosts the largest of five Joint Hospital Groups in England. Personnel from all three-Armed Services are fully integrated within the Trust, working alongside their civilian counterparts, helping to treat and care for patients from the local and surrounding communities.

is a major priority. This includes the workforce associated with the Joint Hospital Group, South. Attracting and retaining a high-calibre workforce remains a strategic priority. The implementation of the Single Corporate Service, alongside improvements in our operational practices, is critical to ensuring the continued delivery of safe and effective healthcare services.

In tandem, we are investing considerable effort into strengthening staff retention, recognising its essential role in maintaining service continuity and safeguarding the quality of care.

The trust has been highly successful in apprenticeship schemes and has achieved national recognition. This is proving to be a great source for future recruitment and the vast majority of apprentices that have been trained have gone on to full time employment. This is an area of increasing focus as we aim to grow a local workforce for the future.

Research and innovation thrives within the trust which plays a key role in developing multi-disciplinary research and strengthening nursing research ambitions. There are 150 research staff across clinical specialties, increased participation in clinical trials and we receive £8 million in major grants for our research activity.

To find out more about Portsmouth Hospitals University NHS Trust visit the [website](#).



Working in partnership

Although the populations served by our organisations have distinct needs, we both face similar challenges which can be addressed by working together.

We have developed the Group model to reflect our commitment to working at scale, reducing duplication and sharing learning across our organisations, where it benefits patients, staff, and system partners, while retaining our strong local identities as providers of NHS services to our local communities.

As well as unifying our Trust Strategies 'Working Together, Improving Together' and developing our five shared ambitious aims, our joint Clinical Strategy underpins our commitment to putting patients at the centre of everything we do.

The strategy provides a blueprint for us to drive change in the way we think about, plan and deliver our clinical services, driving innovation and excellence to develop care models that prioritise the patient experience.

Our clinical services are supported by single corporate services that work across both organisations to ensure we provide clinically and financially sustainable services for all our patients and communities.

To help us achieve our shared vision and aims, we have several cross-cutting programmes of work that will further release the benefits of our Group model and focus our transformation approach. These are shown below:

Enabling programme	Description
Our clinical model and supporting workforce redesign	The design and implementation of a new clinical model and a redesigned workforce at QAH & SMH which leads to Isle of Wight services no longer being fragile (they have sustainable staffing levels and rotas that can be routinely filled) and, for both trusts, lower risks held in services, lower use of temporary staffing and reduced vacancy rates.
Developing our shared leadership, governance and reporting systems	Creating the leadership and supporting governance arrangements at Board, executive, hospital, division and service levels, with the consistent reporting and control systems to enable the two trusts to work as one.
Our digital systems	Creating the digital and data systems that streamlines processes, reduces duplication, enables clinical teams to provide high quality care for patients from either trust and enables corporate services to work as one across the two sites.
Strategy deployment and improvement	Establishing and embedding a consistent improvement methodology across the two trusts that translates our vision and ambitions into clear measurable actions that make it easy for our people and teams to see the part they play to improve care for our patients.
System strategic plans to rebalance demand and capacity	Working with system partners in the Isle of Wight and Portsmouth & SE Hampshire to develop, agree and implement system strategic plans that ensure patients receive the right care in the right place, leading to capacity and demand in balance and improved patient flow.

Job Description

Title: Group Deputy Chief Nurse

Band: 9

Reports to: Chief Nurse

The role of the Group Deputy Chief Nurse is to provide strategic and operational support to the Chief Nurse across the full Chief Nursing Officer (CNO) portfolio, spanning both Isle of Wight NHS Trust and Portsmouth Hospitals University NHS Trust. The post holder will bring substantial expertise in implementing and supporting nursing, midwifery, and allied health professional (AHP) strategies, as well as in matters relating to quality, patient safety, safeguarding, and clinical governance.

Working in partnership across both organisations, the post holder will lead the development and enhancement of Trust-wide systems and processes that assure the delivery of safe, high-quality care and effective risk management. They will collaborate closely with divisional and care group teams and will champion professional identity and leadership development across both Trusts.

This is a senior leadership role within the Corporate Nursing Team, requiring the ability to influence a wide range of internal and external stakeholders, including regulatory bodies. The post holder will deputise for the Chief Nurse in areas of patient safety, patient experience, and quality, and will be a key contributor to the Trusts Executive on-call (Gold) rota.

- Act as an integral and equal partner within the Corporate Nursing Team, providing expert advice to the Chief Nurse, Trust Boards, and Divisional Management Teams on quality and safety matters.
- Ensure the delivery of high-quality, high-value patient care across both Trusts.
- Director of Infection Prevention and Control (DIPC)
- Provide professional, visible leadership that inspires, motivates, and empowers nurses and AHPs in all care settings.
- Offer expert advice, support, challenge, and decision-making to nurses, ANPs, senior managers, and staff across both organisations.
- Develop and maintain systems that provide assurance to the Chief Nurse on all aspects of the quality and safety agenda.
- Represent the Trusts and contribute to regional and national working groups to inform and shape policy and service design.
- Ensure the implementation and achievement of national and local policies and targets related to nursing and AHP practice.
- Deputise for the Chief Nurse at internal and external meetings and participate in the Trust Executive on-call (Gold) rota.
- Lead the safeguarding agenda for both child protection and vulnerable adults, representing the Trusts at local Child and Adult Safeguarding Boards.

Key Responsibilities

- Lead the development and implementation of practice initiatives that align with both national and local priorities for quality and patient experience across the Group.
- Drive the creation and delivery of a unified Group Quality Strategy, ensuring alignment with organisational goals and measurable outcomes across both Trusts.
- The role of the Director of Infection Prevention and Control (DIPC) across the Group model providing strategic leadership and expert oversight for all infection prevention and control (IPC) programs. Key responsibilities include developing the organisation's IPC strategy, ensuring compliance with policies and

legislation, overseeing staff education and training, managing outbreaks, and monitoring performance through surveillance and auditing.

- Champion the patient equality, diversity, and inclusion agenda, supporting the implementation of the Equality Delivery System (EDS2) across the Group.
- Ensure the development and sustainability of robust, integrated systems and processes for quality assurance across both organisations.
- Coordinate the delivery of a Group-wide Quality Assurance Framework, ensuring consistency and effectiveness in monitoring and reporting.
- Embed resilient and scalable management systems that operate seamlessly across all levels and services within both Trusts.
- Lead the implementation of systems that promote patient safety and ensure compliance with Care Quality Commission (CQC) registration requirements across the Group.
- Collaborate with Divisional Nursing Directors to develop and implement performance management arrangements that support patient safety and quality improvement.
- Interpret and implement national guidance and policy related to patient safety and quality, ensuring consistent application across both Trusts.
- Provide expert leadership and guidance in quality, risk management, and clinical governance to all professional groups and levels of staff.
- Lead the development and review of relevant corporate policies that support quality and safety across the Group.
- Foster strong partnerships with system partners, including Integrated Care Boards (ICBs), local authorities, and other health and care providers, to advance the quality and patient safety agenda.
- Prepare high-quality, timely briefings and reports for the Chief Nurse, Trust Boards, and external stakeholders.
- Promote inclusive leadership and ensure staff across all directorates are supported in embedding equality, diversity, modernisation, and continuous improvement into everyday practice.
- Maintain effective communication with the Chief Nurse, providing strategic insight and updates on key issues impacting the quality and safety agenda, including:
 - Feedback from internal and external meetings
 - Professional judgement and strategic advice based on experience and evidence
 - Recommendations and updates on areas of responsibility

Staff and Stakeholder Engagement

- Act as a role model, maintaining and upholding high standards of professional behaviour and maintaining own clinical skills
- Provide, receive, and interpret highly complex and sometimes contentious information
- Provide leadership and direction to Nursing and Midwifery staff and Allied Health Professionals
- Promote a positive image of nursing inside and external to the Trusts
- Develop robust networks, guided by the Chief Nurse, regionally and nationally
- Represent the Trusts at a national or regional level through membership of working groups, publications or conference presentations as required acting at all times as an advocate and role model for PHUT nursing
- Ensure the Chief Nurse is briefed on all professional issues
- Participate in Delivering Excellence and associated meetings as required
- Participate in the Executive (Gold) on call rota
- It is expected that employees of the Trusts will take part in the appraisal process each year with the first appraisal taking place within the first 6 months from appointment. The Deputy Chief Nurse is responsible for agreeing with the Chief Nurse a date and time for their own annual appraisal and mid-year review

Quality and Performance

- Act in accordance with the Nursing & Midwifery Council Code (2018).
- Have highly developed analytical skills and problem solving skills to ensure assessment of service delivery plans across a multiplicity of specialties

- Analysis of highly complex facts and situations which have unique characteristics that do not have obvious solutions
- Undertake clinical activity to monitor the quality of services impacting on the experience of patients
- Ensure that there are robust and credible systems in place to routinely measure the quality of care and experience of patients in all clinical settings. The job holder must analyse and present findings
- Ensure that there is a rigorous approach to maintaining privacy and dignity and high standards of cleanliness, accountable for taking prompt and direct action should practice fall below expected standards
- Provide specialist advice in relation to managing an investigation following harm to patient(s) as a result of care delivery
- Where appropriate act as a key contact between the Trusts and patients/families/carers involved with serious patient safety incidents
- Develop a process for internal and external benchmarking

Service Planning, Delivery and Development

- Be an effective leader of change, embedding a culture of continuous quality improvement
- Support and contribute to the Trust wide nursing strategy
- Work with the Divisional Nursing Directors and Matrons across Divisions to embed systems to deliver high standards of safe care based on best practice and clear evidence
- As part of the Chief Nurse senior professional team take an active role in developing the professional agenda and supporting the wider Trusts where necessary e.g. disciplinary appeals, corporate lead roles, deputising for the Chief Nurse where appropriate
- Work strategically with the Chief Nurse to meet the national nursing agenda and professional guidelines
- Work strategically with the Chief Nurse to define and communicate local objectives aligned to the national agenda
- Influence the development of the future professional agenda
- Develop and implement systems to identify opportunities for learning and sharing good practice
- Take a lead role in the short and long term strategic planning for redesign and modernisation of nursing within the Trusts
- Translate national guidance and direction into local actions for service delivery
- Take responsibility for the review and development of Nursing, Midwifery and Allied Health Professional roles in ensuring they add value to the patient experience
- Take the lead for designated corporate projects or policies or programmes of work for the nursing agenda
- Assist in the development of operational policies and shared care protocols within the Trusts
- Support the ratification process of SOP, nursing guidelines, policies, procedures and Patient Group Directives
- To deliver the Trust Nursing Strategy and to ensure that the agreed nursing structure is in place influencing the recruitment and retention strategy to ensure a high calibre and sustainable workforce

Clinical Care

- To demonstrate that patient care is evidence based, monitored and evaluated, instituting appropriate improvement when required, in order to provide high standards of care to all patients
- Support or lead on aspects of the implementation of local and national initiatives, in close collaboration with Ward/Departmental Sister/Charge Nurses to ensure patients' needs are being adequately met
- Demonstrate that best practice is identified and shared Trust wide
- To support the monitoring of performance against local and national Key Performance Indicators, taking action to continually improve performance
- Provide assurance to the Chief Nurse that patient care is evidence based, monitored and evaluated, instituting appropriate education and workforce development when required, in order to provide high standards of care to all patients
- Support and encourage multi-disciplinary working, which focuses upon patient pathways ensuring the smooth transition of the patient through the care process including facilitating the movement of patients through care locations, to ensure patients are cared for within an optimum time frame
- Support the implementation of local and national initiatives, in close collaboration with the Divisional Nurse Directors and Divisional Matrons to ensure patient's needs are being adequately met

- To act as an expert resource and provide advice on nursing care in relation to clinical interventions, policies, service development and delivery
- Challenge traditional practice, ensuring that best practices are identified and shared across both Trusts
- Deputise for the Chief Nurse contributing to the Trust Board agenda providing professional advice on nursing issues

Management

- Responsibility for the Chief Nurse's budget, ensuring it meets its financial targets and contributes to the Trusts meeting its corporate financial obligations
- Responsible for the day-to-day management of staff within the portfolio with regards to the Corporate Nursing including recruitment, deployment, training and disciplinary matters
- Develop and promote a positive culture within Nursing to enable continuous quality and service improvement
- Take a lead role in the short, medium and long term strategic planning for redesign and modernisation of nursing within the Trusts
- Take responsibility for the review and development of new roles ensuring they add value to the patient experience and are developed with a professional regulatory framework
- In developing the nursing service within the Trusts, they will be expected to lead in developing links with quality and safety providers. The post holder will need to be comfortable in communicating with and negotiating with staff from an academic background
- To support the development of a culture that values continuous professional development and strives for excellence in the delivery of patient care
- Ensure all staff are appropriately supported across the organisation and there is a culture of support and encouragement for all
- Undertake annual performance development review of staff, ensuring each has a personal development plan to optimise their performance and potential for career progression
- Develop and promote a positive culture to enable continuous quality and service improvement
- Take action when professional standards fall short of those acceptable

Responsibility for Research & Development

- Support the development of the nursing research agenda within the Trusts
- To regularly undertake surveys or audits as necessary to own work/regularly undertake research and development activity
- Advise the Nursing Directorate in the development and implementation of education and training programmes within nursing, ensuring compliance with mandatory training and CNST standards
- Accountable for ensuring that nursing care delivered to patients is safe, evidenced based and meets the individual needs

Personal/Professional Development

- To take every reasonable opportunity to maintain and improve your professional knowledge and competence
- To participate in personal objective setting and review, including the creation of a personal development plan. It is expected that all employees of the Trusts will take part in the appraisal process each year with the first appraisal taking place within the first 6 months from appointment
- Keep up to date with and disseminate national and local developments in nursing/midwifery and NHS policy and practice

Standards of Behaviour

- The principles of "Improving Working Lives" must be upheld at all times
- To comply with Standards of Business Conduct
- Act in accordance with the Nursing & Midwifery Council Code

Health and Safety

- To take reasonable care for your own Health and Safety and that of any other person who may be affected by your acts or omissions at work
- Ensure statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to

Equality and Diversity

- To promote equality and diversity in your working life ensuring that all the staff and patients who you work with feel valued and treated in a fair and equitable manner

Infection Control

Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of Healthcare Associated Infections including MRSA

All staff employed by the Trusts have the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas and between each patient contact
- Staff members have a duty to attend mandatory infection control training provided for them by the Trusts
- Staff members who develop recurrent skin and soft tissue infections and other infections that may be transmittable to patients have a duty to contact Occupational Health

Safeguarding Children and Young People

All staff are responsible for ensuring that they are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines. All health professionals who come into contact with children, parents and carers in the course of their work have a responsibility to safeguard and promote the welfare of children and young people up to the age of 18 years of age as directed by the Children's Act 1989/2004. Health professionals also have a responsibility even when the health professional does not work directly with a child but may be seeing their parent, carer or other significant adult.

All staff are required to attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to their role.

Values and Behaviours

All staff must be able to evidence that they possess and exhibit the behaviours which underpin the core values of the Trusts.

Other

This job description is not intended to be an exhaustive list and may be subject to change from time to time. All documents referred to throughout this Job Description can be found on the Trusts intranet, or alternatively copies can be obtained from the Human Resources Directorate.

Person Specification

Qualifications and Experience

- Professional knowledge acquired through degree, supplemented by specialist training to doctorate or equivalent level
- Post graduate qualification e.g. MSC or the equivalent applied post-graduation management learning relating to a number of disciplines
- Membership of a clinical and/or management professional body
- Evidence of continuing professional development
- Previous successful management experience, at a senior level
- Proven successful track record in:
 - Leading and sustaining transformational change within a complex organisation
 - Developing and translating business strategy into operational delivery
 - Managing operating budgets and delivering financial surplus
 - Leading and performance-managing teams and individuals
- Extensive senior management experience within the NHS

Skills and Knowledge

- Strong customer service skills
- Judgments involving complex facts or situations, which require the analysis, interpretation and comparison of a range of options
- Exercise expert reasoning and professional judgment to resolve complex problems including areas such as procurement and management support, service delivery and supporting arrangements
- Highly developed leadership skills
- Ability to quickly establish effective working relationships and develop strong team working
- Detailed knowledge and understanding of clinical and corporate governance and risk management systems and processes
- Highly developed interpersonal and facilitation skills, with ability to gain and maintain credibility with senior clinicians
- Highly effective presentation skills and the ability to present well-reasoned and structured argument orally and in writing
- Highly developed analytical skills
- Proficiency in the use of ICT applications to support efficient work activity, including the analysis, interpretation and presentation of complex data
- Ability to manage priorities in order to meet specific deadlines
- Ability to hold direct and non-direct reports to account
- Detailed knowledge of Clinical Quality and Safety methodologies
- Detailed knowledge of Clinical and Corporate Governance frameworks, legislation and best practice

Personal Qualities

- Tenacity: demonstrates high levels of self-belief, drive, enthusiasm and stamina to achieve goals and see things through
- Ability to motivate, inspire and provide innovative solutions
- Excellent judgement
- Ability to achieve consistently good results in an inclusive and collaborative manner
- Ability to work effectively in a complex and changing environment
- Ability to work under pressure to demanding timetables
- Understands the need to deliver short-term priorities and achieve long-term goals (sense of balance)
- High degree of political awareness
- Displays innovative and lateral thinking

- Prepared to work totally flexibly
- High degree of self-awareness
- Ability to maintain confidence, at all times
- High levels of personal integrity and loyalty
- Intellectual flexibility that enables the reasoned assessment of a situation and the ability to draw pragmatic conclusions
- Ability to 'broad scan' to keep abreast of developments in the Health Care Sector
- Ability to deal with confidential issues in a professional and sensitive manner

Employment Package

Salary

NHS Agenda for Change - Band 9

Tenure

The appointment is substantive.

Superannuation

The NHS Pension Scheme is available.

Sickness/Maternity Regulations

NHS Sickness/Maternity Regulations will apply.

Annual Leave

The Trust offers a generous annual leave entitlement where typically most full-time staff will be entitled to 27 days annual leave plus bank holidays. 27 days will increase to 29 after 5 years NHS service and after 10 years' service this will then increase to 33 days.

Relocation

A relocation package is available, conditions apply. Removal expenses are paid in accordance with the Trust policy.

Interview accommodation will be available on request.

Personal/Professional Development

The Trust strongly encourages and supports on-going personal and professional development for all staff.

Car Parking

Car parking is available.

Health and Fitness Centre

The Oasis Wellness Centre provides exclusive gym, indoor heated swimming pool and a series of health and treatment services, available for PHU and QA staff.

Benefits

There are a number of benefits offered to employees of the Trust. One scheme available is the option to lease a brand-new car and to purchase electrical goods via salary sacrifice.

Conditions of Employment

The following conditions must be met before the Trust will confirm an offer of employment:

- Confirmation of eligibility to work in the UK.
- Identity checks
- Disclosure and Barring Service Check
- References and employment history
- Validation of qualifications
- Financial reference clearance
- Bankruptcy & Insolvency Check UK & Ireland
- Disqualified Directors List Check
- Declared a Fit and Proper Person under the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014.
- Health Screening
- Social Media Check
- Employment Tribunal Check
- Charity Commissions Register of Removed Trustees
- Professional registration (where applicable)

Criminal Convictions

Employees must declare full details of all criminal convictions or cautions under the Rehabilitation of Offenders Act 1974. The information given will be treated in the strictest confidence and taken into account only where the offence is relevant to the post applied for. Additional checks will be undertaken via the Financial Services Authority.

References

It is a condition of employment that references are provided which are acceptable to the Trust. These must cover the most recent six years of employment history.

The Locations

The South Coast is a great place to live and work, benefiting from easy access to London by rail and road. Whether it's the tranquility of the Isle of Wight, the historic naval character of Portsmouth, Southampton or the

New Forest, the area has much to offer. Southampton Airport is close by with flights to both domestic and international destinations and direct cross-channel ferry services to France and Spain are also just moments away.

The Isle of Wight offers visitors and residents an amazing coastline with beautiful countryside, year-round sporting events, festivals and award-winning attractions. For those with children, the Island is an ideal place to bring up a family, offering state, private schools and further education.

The Island boasts many picturesque towns and villages within easy commuting distance with house prices remaining significantly cheaper than most regions of the Southeast of England. The island provides access to an enormous range of outdoor pursuits, ranging from surfing, sailing, fishing and sea swimming, to walking, rambling and running across the downs and coastal pathways.

They say that 'good things come in small parcels', and at just 23 miles across by 13 miles high, you will be amazed by how much the Isle of Wight packs in! Over half the island is designated as an Area of Outstanding Natural Beauty, with its rich variety of distinctive landscapes. The island is full of attractions, from adventure parks and botanical gardens to a steam railway and a garlic farm.

It is often argued that the Isle of Wight is the sunniest place in the UK, averaging 37 hours of sunshine per week, in comparison to a national average of 29 hours. Ventnor in particular benefits from a unique microclimate that has been likened to the Mediterranean.

Island Life means there is always something going on to occupy the mind, body or soul. The headline acts are its world-famous music festival and its annual Cowes Week celebrations.

Portsmouth is the second largest city in Hampshire on the south coast of England. Notable for being the United Kingdom's only island city, Portsmouth is located mainly on Portsea Island. It is a most appealing location, with stunning sea views from the Southsea seafront, where the four miles of beach are backed by the green spaces of Southsea Common. Adding to the "feel good" factor, Portsmouth receives more sunshine per annum than most of the UK and is much milder, with Portsdown Hill to the North deflecting cold winds.

The City of Portsmouth has a population of over 238,000 and the Portsmouth Urban Area, which includes Fareham, Portchester, Gosport and Havant is the 14th largest urban area in the United Kingdom, Portsmouth combines with Southampton to form a single metropolitan area with a population of over a million. Portsmouth is situated 64 miles (103 km) south west from London and 19 miles (31 km) south east of Southampton.

As a significant naval port for centuries, Portsmouth is peppered with fascinating architecture portraying its rich history and inspiring characters like Admiral Nelson and Charles Dickens. England's naval reliance on Portsmouth led to the city becoming the most fortified in Europe. Many of the city's impressive former defences now host museums or events and are popular city attractions. In the historic dockyard lies HMS Victory, the Mary Rose and HMS Warrior.

Although smaller than in its heyday, Portsmouth provides a major dockyard and base for the Royal Navy and Royal Marine Commandos whose Headquarters resides there. The city also hosts the headquarters of BAE Systems Surface Ships.

Port Solent is the south coast's premier destination marina. Boat lovers of all kinds are drawn to this marina and its unique atmosphere of bars, restaurants and boutiques. The city has two theatres with wide ranging programmes including an increasing number of national tours. The Portsmouth Guildhall hosts numerous musical events along with various other established music venues.

Portsmouth offers the most impressive range of activities for sports enthusiasts. The city is home to a professional football team and rugby club. Water sports are very popular here, particularly sailing, yachting and rowing. The Southsea Common is a popular focus for a wide range of leisure activities throughout the year including a kite festival, running events and live music.

How to Apply

Key Dates

Closing date for applications is Sunday 7th December 2025.

Applications Should Include:

- A **Covering Letter** explaining why the appointment interests you, how you meet the appointment criteria and what you specifically would bring to the post.
- A **Curriculum Vitae (CV)** with education and professional qualifications and full employment history. It is also helpful to have daytime and evening telephone contact numbers and e-mail addresses, which will be used with discretion. The CV should include names and contact details of three referees, ensuring that the three referee's covers at least the last six year period. References will not be taken without applicant permission.
- All candidates are also requested to complete an Equal Opportunities Monitoring Form which will be available upon submission of your online application. If you submit your application via email, you will receive the Equal Opportunities Monitoring Form via email link during the process. This will assist Portsmouth Hospitals University NHS Trust in monitoring their selection decisions to assess whether equality of opportunity is being achieved. The information you give us will be treated as confidential and is for monitoring purposes only; it will not form part of the application process.
- The successful applicant will be subject to Occupational Health, qualifications and Disclosure and Barring Service checks and is subject to the Fit and Proper Persons Requirement (FPPR). All organisations regulated by the Care Quality Commission need to ensure that successful candidates meet the Fit and Proper Persons Requirement (Regulation 5, The Health and Social Care Act 2008 (Regulated Activities) Regulations Act.
- This means that the care provider must not appoint a director unless:
 - The individual is of good character;
 - The individual has the qualifications, competence, skills and experience which are necessary for the relevant office or position or the work for which they are employed;
 - The individual is able by reason of their health, after reasonable adjustments are made, to properly perform tasks which are intrinsic to the office or position for which they are appointed or to the work for which they are employed;
 - The individual has not been responsible for, been privy to, contributed to or facilitated any serious misconduct or mismanagement (whether lawful or not) in the course of carrying on a regulated activity or providing a service elsewhere which, if provided in England, would be a regulated activity; and
 - None of the grounds of unfitness specified in Part 1 of Schedule 4 apply to the individual (e.g. bankruptcy, sequestration and insolvency, appearing on barred lists and being prohibited from holding directorships under other laws)
 - Good character is measured by the criteria set out in Part 2 of Schedule 4 of the Regulations:
 - Whether the person has been convicted in the UK of any offence or been convicted elsewhere of any offence which if committed in any part of the UK would constitute an offence; and
 - Whether a person has been erased, removed, or struck off a register maintained by a regulator of a health or social work professional body.

Personal Data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation.

Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees)