



Candidate brief for the position of Group Chief Medical Officer

Isle of Wight NHS Trust and Portsmouth Hospitals University NHS Trust

May 2026



Welcome

Thank you for your interest in joining our NHS Group, encompassing Isle of Wight 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 the people served by our organisations.

IWT and PHU Boards have been in a partnership since May 2019. The two trusts moved to a single Chief Executive Officer 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 system across Hampshire and the Isle of Wight.

Whilst each Trust remains a separate statutory organisation, you will join as Group Chief Medical Officer, working across both organisations.

We are seeking a compassionate, and progressive clinical leader to help shape the next stage of our development as a Group. As Group Chief Medical Officer, you will play a central role in shaping our future, providing clinical leadership to guide our Group through both our challenges and opportunities ensuring we are a resilient and ambitious organisation for the years ahead.



You will provide professional leadership to our medical workforce across both Trusts. You will further strengthen clinical governance and patient safety, while championing excellence in clinical care and innovation.

A key part of your role will be to inspire and motivate our medical leadership at every level, continuing to develop a collaborative culture in which clinicians and multidisciplinary teams are empowered to lead improvement. Our medical staff are committed and highly engaged; as Group Chief Medical Officer, you will play a pivotal role in helping them to deliver the highest standards of patient care.

If you believe you have the experience to help continue our journey of improvement, we look forward to hearing from you. Thank you once again for your interest.

Penny Emerit
Group Chief Executive



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



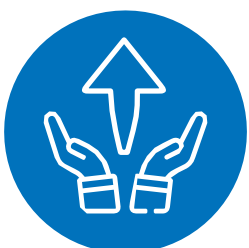
For patients



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.

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 Chief Medical Officer

Band: VSM

Reports to: Chief Executive Officer

Key Responsibilities:

All Executives

- Accountable voting Board Director for both PHU and IWT.
- Provide strategic leadership for the Group and statutory organisations with responsibility for strategic decision making and benefits realisation of strategic transformation opportunity.
- Shared accountability for strategic direction and planning delivered through a standardised operating model with consistent systems and processes for standardised and reliable implementation.
- Take shared accountability for the overall success, quality, financial and operational performance and the future direction of PHU and IWT.
- Build shared purpose within Group and across statutory organisations of PHU and IWT, providing strong and effective leadership and advice to support both Trusts to deliver consistently safe, effective, sustainable, high-quality care to patients.
- Lead the strategic transformation across PHU and IWT to create clinically, financially, and environmentally sustainable services and organisations.
- Contribute to the collective decision making of the PHU and IWT Boards.
- Act as an advocate for PHU and IWT within Trusts and externally support statutory organisations in place.
- Develop and maintain effective partnerships and relationships with external stakeholders, operating with a whole system mindset to meet the needs of patients and communities.
- Work as a team, with a 'team-first' mentality. Work through and with others including through the site teams at PHU and IWT, role modelling trusting, collaborative, flexible cross-team working to support the delivery of the strategies and plans of both PHU and IWT.
- Ensure that the governance, structures, policies and cultural environment in place enables people and teams in PHU and IWT to succeed, contributing through their behaviours to the embedding of PHU and IWT values into both organisations.
- Must demonstrate strong alignment to the Trusts' visions and values.

Group Chief Medical Officer

- Provide strong and effective clinical leadership and advice to ensure all clinical staff at PHU and IWT are able to deliver safe, effective, sustainable, high-quality care.
- Working closely with the Chief Nursing Officer, Chief Officers for PHU and IWT and the other executive and site directors, lead the design and delivery of the transformation of clinical services across PHU and IWT.
- Provide expert advice to CEO, executive team and Boards on all professional medical issues.
- Lead clinical collaboration within each Trust, across PHU and IWT and across Trust boundaries in local systems, the H10W ICS and regionally to drive excellence in care for patients and communities.

Person Specification

Qualifications

Essential

- Medical graduate
- Higher medical professional qualification
- Postgraduate medical qualification
- Evidence of continues learning and professional development
- Unblemished registration with GMC

Desirable

- Management qualification
- Postgraduate qualifications in either medical education or clinical governance

Experience

Essential

- Substantial clinical experience at consultant level
- Significant experience in medical management in a relevant healthcare organisation
- Strong reputation as a clinician and clinical leader with a proven track record of producing high quality result in the management and leadership of clinical services
- Experience in building organisational capabilities, including establishing a clear strategic vision and director translation into successful outcomes
- Experience of managing clinical governance
- Proven record or establishing productive working relations and effective partnership across internal and external networks

Desirable

- Previous Medical Director experience
- Experience of managing postgraduate training
- Experience of leading a large complex organisation through significant change

Skills and Knowledge

- Capable of developing strategic plans, generating commitment to these plans and delivering change
- Intellectual flexibility that enables the reasoned assessment of a situation and the ability to draw pragmatic conclusions
- Able to win “hearts and minds”, lead and motivate clinicians, managers and staff and to harness and nurture talent
- High levels of tenacity, drive, enthusiasm and resilience, to achieve goals and to see things through
- Exceptional influencing and negotiating skills

Leadership Qualities

- Self-management
- Personal integrity
- Broad scanning
- Seizing the future
- Political astuteness
- Intellectual flexibility

- Drive for results
 - Collaborative working
 - Effective and strategic influencing
 - Holding to account
 - Drive for improvement
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This Job Summary is an outline of the key tasks and responsibilities of the post, the post holder may be required to undertake additional duties appropriate to their role. The post may change over time to reflect the developing needs of IWT and PHU and their services, as well as the personal develop needs of the post holder.

Employment Package

Salary

Very Senior Manager

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 tranquillity 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: Friday 19th June 2026

The preferred method of application is online at: www.odgers.com/96147

If you are unable to apply online please email: 96147@odgers.com

All applications will receive an automated response.

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 in monitoring the 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)