



NHS Forth Valley Executive Nurse Director

Recruitment Pack



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A Welcome from our Chief Executive

Thank you for the interest you have shown in the role of Executive Nurse Director within our Board. Following the promotion of the current postholder, we wish to appoint an exceptional individual who can evidence outstanding clinical and transformational leadership qualities.



The Executive Nurse Director, will provide expert professional advice and assurance to the Board and its Committees, lead the Nursing and Midwifery policy, practice, and workforce development agenda, and provide leadership to, and represent the interests of all Allied Health Professions at a strategic level whilst adopting and demonstrating our core values.

As a full Health Board member, you will work closely with the Executive Leadership Team to help shape our commitment to nurturing a compassionate culture and ambitious system-wide recovery plan. Our Plan puts patients and staff at the heart of our response as we focus on inequalities and population health and designing health and care services that are fit for the future.

We are also in the process of renewing our Integrated Healthcare Strategy and are now embarking on a new and exciting chapter. Partnership working will be at the heart of our Strategy as we look to support health and wellbeing and the local economy. We also recognise the need for ongoing innovation and improvement and remaining committed to working collaboratively with our partners to achieve sustainable solutions.

If you believe you have the vision, skills, and above all, the personal qualities which this role demands, then we would be delighted to hear from you.

This information pack provides full details of the role of the Executive Nurse Director and includes useful information on living and working in the Forth Valley Area.

If you require any additional information which is not included in this pack, please contact me on 01786 457211 or alternatively by email cathie.cowan@nhs.scot

Cathie Cowan
Chief Executive, NHS Forth Valley

Executive Nurse Director

Executive Manager Grade E

Salary: £85,966 to £112,401 per annum (pro rata part time)

Full Time Permanent

Location: Stirling

NHS Forth Valley is one of 14 regional health boards in Scotland and serves a population of nearly **310,000** in a diverse geographical area which covers the heart of Scotland and covers three council areas, [Clackmannanshire](#), [Stirling](#) and [Falkirk](#). We provide a range of primary, community based and acute hospital services and have strong strategic partnerships with our two Integration Joint Boards, three Local Authorities and our local University and College Boards.

An exciting opportunity has arisen for an engaging and inspiring executive leader to join NHS Forth Valley. We are seeking to appoint an Executive Nurse Director who can embrace change, challenge existing ways of thinking and bring a genuine desire to continuously improve person-centred care and practice. The successful candidate will bring experience of developing and implementing strategy, leading transformation, and change, demonstrating excellent people management skills and an ability to work in partnership with internal and external stakeholders. This role requires a clinically credible practitioner with extensive Nursing/ Midwifery experience who has extensive experience at senior or executive management level and who role models compassionate, collaborative leadership with a strong commitment to supporting and developing others.

The Executive Nurse Director is an Executive Director of the Health Board and will provide advice, guidance and assurance relating to Nursing and Midwifery clinical and professional practice to the Board's Chair, Chief Executive, Directors, Non-Executive Board Members. The Executive Nurse Director is accountable to the Chief Executive and will deliver a portfolio aligned to the strategic and professional leadership of our Nursing and Midwifery workforce.

Candidates must hold current registration as a Nurse / Midwife with the NMC and be educated to master's degree level with evidence of postgraduate study (or equivalent) with demonstrable senior / Board level management experience within a complex healthcare system.

If you believe that you have the relevant skills, experience, and values we are seeking, we look forward to receiving your application.

NHS Forth Valley encourage applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have.

To access the full candidate information, application form and details of how to apply, please visit the Aspen People website [here](#). Applications consist of supplying a completed Application Form to Aspen People. **The closing date for receipt of applications is Friday 29th April 2022 at Midday.**

Completed application forms should be returned via email to kbettoli@aspenpeople.co.uk – if you have any issues please contact Kelsey Bettoli at Aspen People on 0141 212 7555.

Thank you for your interest in working for NHS Forth Valley.

JOB DESCRIPTION: EXECUTIVE NURSE DIRECTOR

1. JOB IDENTIFICATION

Job Title: Executive Nurse Director

Accountable to: Chief Executive

Location: Stirling

2. JOB PURPOSE

The Executive Nurse Director is an executive member of the NHS Forth Valley Board and will be a member of the Executive Leadership Team. As the executive lead Director for Nursing and Midwifery the postholder is responsible for providing expert professional advice and assurance to the Board and its Committees, lead the Nursing and Midwifery policy, practice, and workforce development agenda, and provide leadership to, and represent the interests of all Allied Health Professions at a strategic level.

The Executive Nurse Director:

- is the Health Board's executive lead for HAI, Child Protection, Prison Health Services and for improving and enhancing person centred care experience services including leading the complaints process
- provides professional leadership for the Nursing and Midwifery function, ensuring the strategic vision for nursing and midwifery across NHS Forth Valley underpins the core values of the profession and the Board's commitment to service excellence and putting patient/service user's needs at the heart of our decision making
- is the strategic lead for Allied Health Professionals, providing professional and strategic leadership to this staff group, as well as advice to the Chief Executive and Health Board
- has the professional leadership role for Clinical Governance for Nurses, Midwives and Allied Health Professionals and works in collaboration with the Medical Director to support the implementation of the Quality Strategy
- is responsible for ensuring regulatory requirements of the NMC systems are in place and monitored, this includes leading the development and implementation of a system of Revalidation for Nursing and Midwifery staff aimed at improving public protection by ensuring nurses and midwives are fit to practice

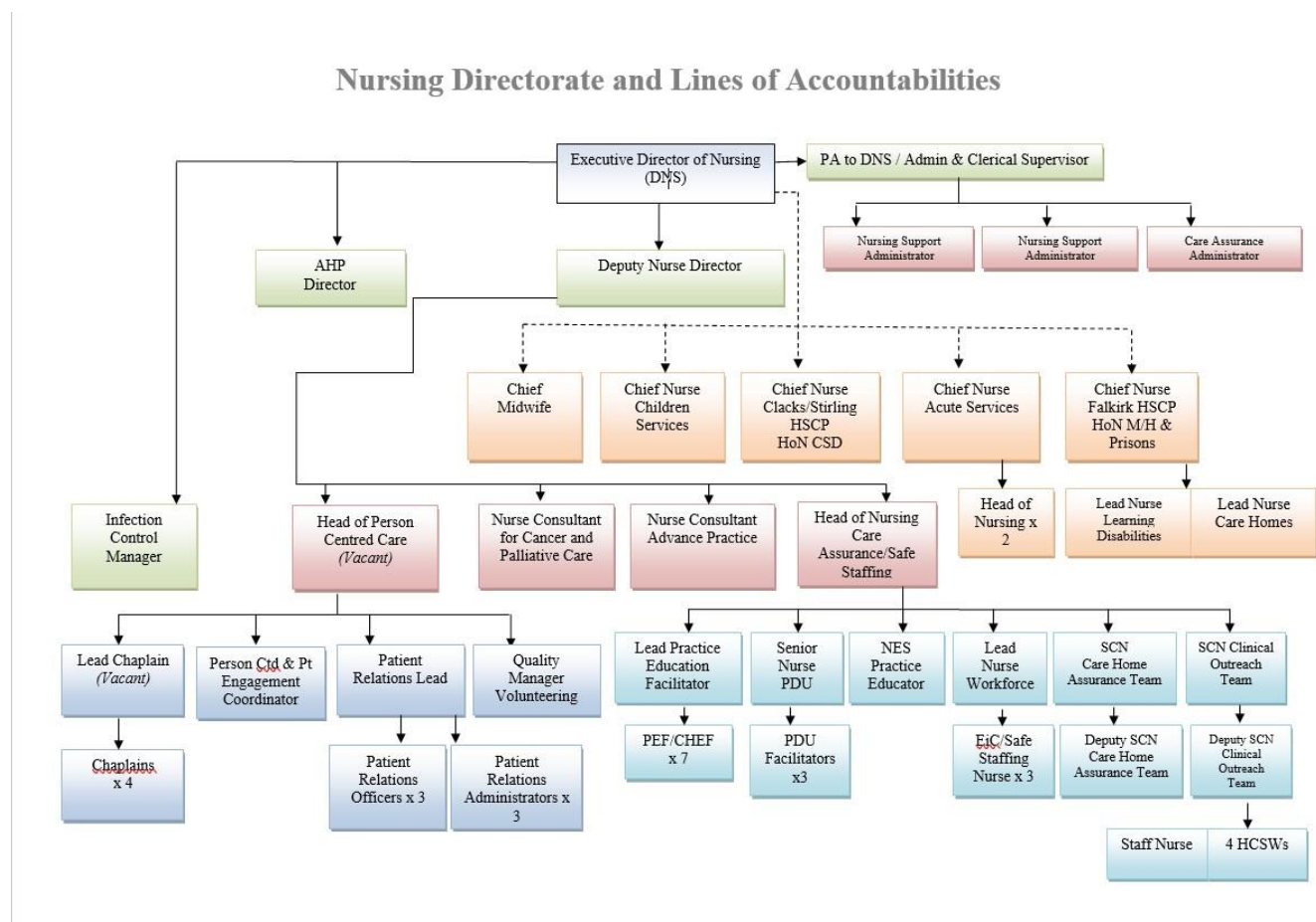
3. DIMENSIONS

NHS Forth Valley serves a population of just under 310,000 and covers three Local Authority areas. The population comprises both urban and rural communities. We provide a range of primary, community based and acute hospital services and have strong strategic partnerships with our two Integration Joint Boards, three Local Authorities and our local University and College. The Table below sets out the Health Board' budget and workforce dimensions.

NHS Forth Valley Revenue Budget	£600m
NHS Forth Valley Capital Budget	£7m
Nursing Directorate Workforce	78 (67 wte)
Total Number of NHS Forth Valley staff	6891 (5874 wte)
AHP Workforce	663 (539 wte)
Nursing and Midwifery Workforce	3,079 (2,662 wte)
Bank Workforce	4080 staff

There are several significant projects underway, these include the National Treatment Centre, Primary Care and Community Hospital projects.

3.1 Staffing Responsibilities



3.3 Forth Valley area

There are three Local Authority areas: Clackmannanshire, Falkirk, and Stirling.

The population of Forth Valley is centred in the towns of Alloa, Falkirk and Stirling. Each Local Authority area has areas of significant social deprivation. There is a large rural area to the north-west of Forth Valley.

There is a very large and economically important petro-chemical industrial complex at Grangemouth with agriculture, forestry, and tourism important to the rural communities.

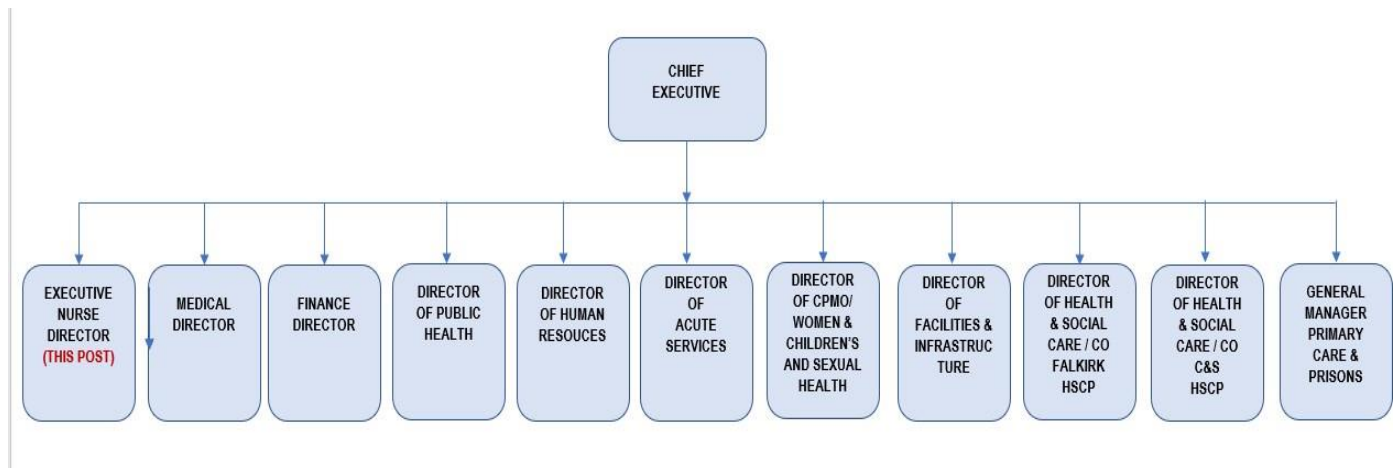
There are three HMI national prisons within the Forth Valley area. NHS Forth Valley is a major provider of prison healthcare services in Scotland which is an increasingly important element of the local health care system.

The University of Stirling is situated on the outskirts of Bridge of Allan and has close working links

with NHS Forth Valley as has Forth Valley College which operates over three sites.

The Police force in Scotland has a Forth Valley Division and Fire Services are split over two operational divisions.

4. ORGANISATION CHART



5. ROLE OF THE DEPARTMENT

The Directorate provides expert professional advice and assurance to the Board and its Committees, leads the Nursing and Midwifery policy, practice, and workforce development agenda, and provide leadership to, and represent the interests of all Allied Health Professions at a strategic level.

The Directorate is also responsible for Nursing and Midwifery Workforce planning and the inter-relationships between undergraduate education and postgraduate training.

The Key Functions within the Directorate include:

- Care Homes (delegated as part of Covid response)
- Child Protection
- Infection Prevention & Control
- Patient Experience and Patient Relations Team
- Practice Education & Development
- Prison Healthcare
- Safe Staffing (Nursing)
- Spiritual Care
- Volunteering Services

6. KEY RESULT AREAS

- Professional Leadership

As a member of the NHS Forth Valley Board the Executive Nurse Director, will provide expert professional advice and assurance to the Board and its Committees, lead the Nursing and Midwifery policy, practice, and workforce development agenda, and provide leadership to, and

represent the interests of all Allied Health Professions at a strategic level.

As a member of the Health Board and Executive Leadership Team (i.e., those staff that report directly to the Chief Executive – see organisational chart) participate fully and provide professional expertise in areas of Clinical, Information, Staff and Corporate governance.

Provide professional leadership for the Nursing and Midwifery function, ensuring the strategic vision for nursing and midwifery across NHS Forth Valley underpins the core values of the profession and the Health Board's commitment to service excellence and putting patient/service user's needs at the heart of our decision making.

Provide a professional leadership role for Clinical Governance for Nurses, Midwives and Allied Health Professionals and works in collaboration with the Medical Director to support the implementation of the Quality Strategy.

Provide assurance that regulatory requirements of the NMC systems are in place and monitored, this includes leading the development and implementation of a system of Revalidation for Nursing and Midwifery staff aimed at improving public protection by ensuring nurses and midwives are fit to practice.

Work with other relevant Directors in the development of frameworks, systems, and processes across NHS Forth Valley to ensure that there are clear lines of professional governance regulation and accountability from ward/team to the Health Board to enable on-going achievement of best possible outcomes and experiences for patients.

Provide professional leadership and strategic oversight and support to Care Homes and Care at Home services within Forth Valley (delegated as part of Covid response).

- Executive Leadership & Management of Services/Functions

Lead, direct and improve patient and carer experience and ensure learning from feedback, complaints and/or concerns are made available to the Health Board and used to meet the Board's commitment to improving person centred care and experience.

Lead and manage on behalf of the Chief Executive the Complaints process.

Lead and manage the Health Board's HAI response as part of the Board's commitment to improving patient safety.

Lead and manage the Health Board's Child Protection across health services in collaboration with our three local authorities and deputise for the Chief Executive e.g., provide effective scrutiny and seek assurance at Chief Officers Public Protection Groups.

Lead and manage the Services and Functions as set out in the 'Role of the Department'.

Lead on a range of corporate-wide strategies governing patient engagement working in partnership with patients, their carers, and relatives, staff and local authorities, and independent and voluntary care organisations ensuring that systems and processes are in place which enable meaningful patient involvement in service and development decisions affecting their care and lives.

- Workforce

Develop frameworks for the professional development of Nurses, Midwives, AHPs and support workers, through the creation of a system-wide approach to education and practice

development improvement plans, in line with the objectives of the organisation, to deliver consistency and reliability in the standards of care provided across service areas.

Lead, manage and motivate the staff of the Directorate and agree personal objectives informed by the Health Board's Corporate objectives and support the continuous development of staff using the TURAS performance system.

Work in partnership with Higher and Further Education Institutes, NHS Education for Scotland (NES) and the Scottish Government to ensure delivery of educational programmes which meet the statutory requirements of pre and post registration nurse education and which provide a workforce that is responsive to the needs of the Health Board.

Lead the development of the nursing, midwifery and AHP components of NHS Forth Valley Workforce Development Strategies and Plans and oversee the implementation of the nursing and midwifery workforce planning tools to comply with the Health and Care (Staffing) (Scotland) Act 2019 legislation.

Provide professional direction to NHS Forth Valley on Nursing and Midwifery recruitment and retention; education and training; new ways of working and job redesign.

Co-ordinate and promote nursing research at all levels in line with the research framework so that findings are translated into routine nursing, midwifery practice to ensure the health needs of the population of Forth Valley are met.

Define, promote, and support evidence-based professional nursing and AHP practice to ensure practitioners are equipped, supervised, and supported according to regulatory requirements.

Establish effective communication and engagement frameworks which ensure optimum collaboration of Nursing and Midwifery services across the professional boundaries to achieve the highest standards of patient-centred care.

- Performance

Lead the development and sustain implementation and promotion of nurse sensitive performance indicators across the Board to evidence and enhance the quality and safety of patient care.

Work closely with Director colleagues to identify lessons learned from complaints, reporting to the Board, and driving forward corporate strategies to improve the quality and standards of care.

Establish a system wide approach to the introduction of revalidation for registered nursing and midwifery practitioners and ensure regulatory requirements of the NMC systems are in place and monitored.

Provide high-level contributions to national and regional working groups and initiatives ensuring the best and most up-to-date practice is adopted within NHS Forth Valley.

Demonstrate and exemplify positive behaviours and attitudes, acting as a role model to others and developing the future cadre of Nursing, Midwifery, and AHPs in keeping with NHS Forth Valley's values.

7. ASSIGNMENT AND REVIEW OF WORK

As a full Board member, the postholder has the highest degree of autonomy and is responsible for effective use of their time and resources to deliver strategic and operational objectives.

The postholder reports to the Chief Executive and is accountable to the Health Board. Review of performance is through the agreement of performance objective including personal development with individual performance appraisal by the Chief Executive and reviewed by the Board Chairman. Objectives are set annually with a mid and full year appraisal, and the Chief Executive and the post-holder will meet regularly during the year to review progress against objectives.

8. COMMUNICATIONS AND WORKING RELATIONSHIPS

The post-holder will communicate with a wide range of senior clinical and non-clinical staff in NHS Forth Valley, the wider NHS in Scotland, and beyond, and with senior officials of external organisations. These will include:

Internal

NHS Non-Executive Board Members
Executive Leadership Team Members
Senior Managers
Senior Clinical Staff
Local Trade Union Representatives

External

Scottish Government Officials and the CNO
Senior Staff in other NHS organisations
Integration Joint Board Members
Local Authority Senior Management Teams
Universities and Colleges of Higher Education
Staff Organisations: Full-time officers
Nursing and Midwifery Council
MSPs and MPs
Patient Representatives
Press/Media
NHS Education Scotland
NHS Health Improvement Scotland
Voluntary Sector Members
Care Inspectorate

The postholder will be required to demonstrate:

- excellent communication skills to motivate, persuade and negotiate change
- an ability to communicate and receive highly complex, sensitive, or contentious information
- an ability to communicate with professional managers from different disciplines where there maybe varying understanding of information being presented
- effective interpersonal skills including self and social awareness and self and relationship management

9. MOST CHALLENGING PART OF THE JOB

The postholder will be required to operate within an environment that is both complex and uncertain, whilst managing difficult professional and technical negotiations which may be challenging and emotive.

The changing nature of the environment will require the postholder to be responsive and adept to ensure the health Board continues to deliver excellent patient experiences and population outcomes whilst having regard to resource constraints and statutory regulatory requirements.

10. QUALIFICATIONS AND EXPERIENCE SPECIFIED FOR THE POST BY THE BOARD

Qualifications:

- Education to master's level with evidence of postgraduate study.
- Current registered nurse qualification with the Nursing and Midwifery Council.

Experience, Competencies and Personal Skills:

- A minimum of 5 years Senior Management experience and evidence of nursing/midwifery leadership delivery within the NHS or another complex multidisciplinary public or private sector organisation.
- Evidence of working within a political and national policy context and having an ability to work with innovation and improvement methodologies to support and manage delivery whilst adhering to good governance principles.
- Track record of effective people management and leading and delivering transformational change in a large complex public sector or similar setting.
- Experience of improving organisational performance based on co-production and collaboration including understanding the importance of stakeholder relationships across a health and care system.

The post also requires an individual with credibility and personal resilience and who can demonstrate a high level of experience in the leadership behaviours identified as crucial within NHS Scotland such as Working in Partnership, Learning and Development, Caring for Staff, Improving Performance through Team Working, Communicating Effectively, Improving Quality and Achieving Results.

Person Specification: Executive Nurse Director

Criteria	Essential	Desirable
Qualifications (Application form)	<ul style="list-style-type: none"> • Registered General Nurse or Midwife • Educated to master's level in a relevant subject with evidence of post graduate study or equivalent • Current registered nurse qualification with the Nursing and Midwifery Council • Evidence of continuing personal development 	Registered Mental Health Nurse
Experience and Knowledge (Application form and Interview / selection process)	<ul style="list-style-type: none"> • Demonstrable strategic and operational experience at Board /Senior Management level within a complex healthcare system • In depth knowledge of the NHS and of current NHS Scotland policy developments • Deep understanding of clinical policy and best practice • Sound knowledge of healthcare governance including professional governance • National credibility in field • Strong people, and financial management capabilities and skills • Track record of effective performance management and delivery of high performance • Experience of working with Community Planning Partners • Successful track record of working within a Senior Management • Demonstrable experience of leading and delivering effective change within a healthcare environment • Expertise in infection prevention and control policy • In depth knowledge of regulation in healthcare • Experience to demonstrate evidence of compassionate leadership behaviours identified as crucial to achieving success within NHS Scotland, i.e. <ul style="list-style-type: none"> ○ Working in Partnership ○ Learning and Development ○ Caring for Staff ○ Improving Performance through Team Working ○ Communicating Effectively ○ Improving Quality ○ Achieving Results 	Evidence of developing effective and productive links with non-executive members and working successfully in a political environment

<p>Skills and Aptitudes (Interview / selection process)</p>	<ul style="list-style-type: none"> • Open, supportive, and visible leader with evidence of positive professional leadership approach • Excellent leadership and motivational skills aligned to effective teamworking and partnership working • Excellent communication skills notably; strong persuasive, influencing, presentation and transferable interpersonal skills • High intellectual ability • Understanding of the importance of stakeholder relationships across a health and care system • Proven ability to analyse complex clinical issues / problems, identify necessary action and make recommendations, and follow these through • Proven track record of working in a pressured, high risk, complex environment • Able to demonstrate resilience to operate effectively in a complex and challenging environment • Exceptional motivational skills • Good self and social awareness and self and relationship management skills • Business management and judgement skills • A strategic thinker with an ability to communicate a vision at a national and local level • Ability to engage with different groups, clarify complex issues and generate respect • A leader who can promote and model person centred values through their own behaviour and actions • Ability to develop and maintain constructive relationships with all professional disciplines • Commitment to collaborative working 	
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Summary of Terms and Conditions

General

The terms and conditions of service for the post of Executive Nurse Director are subject to direction by the Scottish Government.

Salary

The pay arrangements for Executive and Senior Managers are subject to direction by Scottish Government Ministers, and as set out in CEL (2011)7. This post is Executive Level Grade E ranging from £85,966 to £112,401 per annum. Entry point on the salary scale will take account of previous experience.

The post of Executive Nurse Director will attract a temporary responsibility allowance in respect of the Care Home and Care at Home responsibilities as indicated in PCS(ESM) 2021/3.

Hours of Work

This post is full time. Staff holding executive office should be prepared to work such hours as are necessary for the full performance of their duties and responsibilities. For pay purposes, the working week will be 37.5 hours per week.

Annual Leave

Annual leave entitlement is 27 days annual leave per year on commencement, rising to 29 days after 5 years' service and 33 days after 10 years' service. There are also 8 fixed public holidays each year. The annual leave year runs from 1st April to 31st March.

Pension Scheme

The appointment is superannuable under the NHS (Scotland) Superannuation Scheme unless you opt out in favour of some other scheme or are ineligible to join. Your remuneration will be subject to deduction of superannuation contributions in accordance with the scheme. Costs and contributions in accordance with the scheme. Costs and contributions are available on the SPPA website: www.sppa.gov.uk

Sick Pay

Sick pay entitlements will be in accordance with the provisions of the NHS Staff Council. Sickness allowance depends on the length of continuous service and is on a scale ranging from one month's full pay plus two months' half pay during the first year of service, up to six months' full pay plus six months' half pay after completing five years of service.

Period of Notice

Appointment is subject to termination by either side giving 3 months written notice.

Motor Vehicle Provision

There may be provision for a leased car.

Relocation

Relocation expenses will be payable to the successful candidate in accordance with NHS Forth Valley Relocation Policy.

Introduction to NHS Forth Valley

NHS Forth Valley is one of 14 regional health boards in Scotland and serves a population of nearly **310,000** in a diverse geographical area which covers the heart of Scotland and covers three council areas, [Clackmannanshire](#), [Stirling](#) and [Falkirk](#). Forth Valley Royal Hospital is situated in beautiful parkland with walking trails adjacent and with excellent transport links.

NHS Forth Valley has an annual budget of approximately **£600 million** and is the largest employer in the area, with approximately 8000 staff from a wide range of professional and support occupations. Acute, Women and Children's and Acute Mental Health inpatient services are based in our modern, purpose built 860 bedded, Forth Valley Royal Hospital, which opened in

2011 and provides inpatient and outpatient services. It is supported by a network of four [community hospitals](#), 56 health centres, day centres providing care and support for patients with mental illness and learning disabilities and a wide range of community-based services. We are home to the [Scottish Centre for Clinical Simulation and Human Factors](#), one of the most advanced training facilities of its kind where medical staff can hone their skills using computerised mannequins.

There are two Health and Social Care Partnerships (HSCP) which cover the Forth Valley area – one for [Clackmannanshire and Stirling](#) and one for [Falkirk](#).

Further information is available at www.nhsforthvalley.com



The Forth Valley Area

Forth Valley, in the heart of Scotland, is a beautiful and exciting place to live and work. Transport links are second to none with excellent motorway and rail links and two international airports nearby, Edinburgh and Glasgow. There are car parking and bicycle parking facilities on site. House hunters in the Forth Valley area are spoiled for choice with a large array of established and new properties in a variety of attractive settings on offer.



Education in the area is first class, with excellent provision of pre-school, primary and secondary education. State schools in the area have strong reputations and there is also easy access to the area's private schools in Dollar and Crieff. On the further education front, Stirling boasts an excellent University and access to the University cities of Glasgow and Edinburgh is easy. There are also further education Colleges in Falkirk, Stirling and Alloa.

Stirling Area

A wee city with a big history, Stirling punches well above its weight for historic attractions and spectacular scenery, not to mention shopping, places to eat and exciting events. Visit Stirling and take in the magnificent views from [Stirling Castle's](#) hill-top esplanade towards the [The National Wallace Monument](#) on the edge of the rolling Ochil Hills before looking north east for the mountain peaks of [Loch Lomond & The Trossachs National Park](#). Find out more about the area on [Your Stirling](#).

Falkirk Area

The Falkirk area is steeped in history with a wealth of attractions, including two of the world's most unique, including, [The Falkirk Wheel](#) and The Kelpies in [The Helix Park](#). Plus, the Falkirk area has a significant section of the [John Muir Way](#). [Falkirk](#) is a historic town centre with a traditional high street and lots of things to be doing with two large shopping centres. Find out more about the area on [Visit Falkirk](#).

Clackmannanshire Area

Clackmannanshire lies between the majestic Ochil Hills and the River Forth and provides the perfect year-round base to explore the stunning countryside, rich history, medieval castles, and tower houses. For leisure, there are six golf courses, a luxury spa, and a major shopping outlet. Find out more about the area on [Discover Clackmannanshire](#).

'We Care' Nursing and Midwifery Strategy 2021- 2025

Nursing and Midwifery in NHS Forth Valley continues to build on a strong foundation of improving care and experience for those we serve and those in our care. Our Nursing and Midwifery Strategy "We Care" was refreshed at the end of 2021 and is designed to empower our nurses and midwives and their teams to lead and deliver the best care for the people of Forth Valley



Nursing and Midwifery represents 50% of the workforce in NHS Forth Valley and a key priority is to ensure that we continue to care for our staff as their health and wellbeing is vital to the delivery of safe and effective person-centred high-quality care.

This strategy is designed to ensure that nursing and midwifery is at the heart of service delivery, outlines the impact and contribution of nurses and midwives and ensuring a continued focus on the delivery of fundamental nursing and midwifery care. The strategy aligns to the ambitions of our local and national drivers and commits to 5 key priorities which will support the commitment to provide an excellence across standards of care.

Priority 1	Promote compassionate, safe, and respectful care for patients, families, carers and keep them at the centre of everything we do
Priority 2	To be recognised locally and nationally for our culture of caring, to be at the forefront of improvement, education and professionalism and to drive excellence in nursing & midwifery practice
Priority 3	Planning Safe, Effective and Efficient Nursing and Midwifery Staffing
Priority 4	To ensure our workforce have the expertise, knowledge, and skills to provide safe and compassionate care for people in our care
Priority 5	Transforming Nursing and Midwifery Roles and Advancing Nursing Practice with people at the centre

['We Care' NHS Forth Valley Nursing and Midwifery Strategy 2021 - 2024](#)

[NHS Forth Valley Nursing and Midwifery Annual Report 2020 - 2021](#)

Recruitment Process and Provisional Timetable

The closing date for applications for this post is Midday on Friday 29th April 2022

The Job Description and Person Specification is designed to inform potential applicants on the essential and desirable experience and personal attributes which are sought in the appointment of the Executive Nurse Director. Assessment against this will feature throughout the recruitment and selection process for the appointment. The selection process for this post will be in line with the NHS Scotland Values Based Recruitment process for NHS Board Executive Director level appointments.

The process for shortlisted candidates will include a Preliminary Assessment stage prior to the formal interview. This will include the completion of psychometric assessments and participation in an engagement event exercise and interview.

The interview panel will comprise:

- Janie McCusker, Chair
- Allan Rennie, Vice Chair
- Cathie Cowan, Chief Executive
- Professor Alex McMahon, NHS Scotland Chief Nursing Officer
- Robert Clark, Employee Director
- Linda Donaldson, Director of Human Resources

Recruitment Timeline: Executive Director of Nursing	
Closing Date	Friday 29 th April 2022
Conclude Shortlisting	Max 2 weeks post-closing date Monday 16 th May 2022 MS Teams shortlisting meeting
Issue invites to interview letters	Mid May 2022
Psychometric Assessment completed	End May 2022
Significant Management Event report	To be completed and returned to Director of HR by email by the end of May 2022
1:1 Assessment meeting with Aspen	Week of 30 th May - 3 rd June 2022
Stakeholder Engagement event – this will involve candidates engaging with a number of Director and professional colleagues	This will normally take place the day before the formal interview
Values based competency Interviews including presentation	Mid-June 2022

Further details of the process and requirements will be shared with shortlisted candidates. It is intended that candidates will participate in the stakeholder engagement event and panel interview on a face-to-face basis with appropriate social distancing in place. This will be subject to Scottish Government guidance.

How to Apply

NHS Forth Valley encourage applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have.

We hope the information we have provided will encourage you to find out more about this opportunity.

To access the full candidate information, application form and details of how to apply, please visit the Aspen People website [here](#).

Applications consist of supplying a completed Application Form to Aspen People.

The closing date for receipt of applications is Friday 29th April 2022 at Midday.

Completed application forms should be returned via email to kbettoli@aspenpeople.co.uk – if you have any issues please contact Kelsey Bettoli at Aspen People on 0141 212 7555.

Thank you for your interest in working for NHS Forth Valley.

Contact Us

For more information, or an informal conversation to explore the role further please contact our recruitment partners Aspen People to arrange a mutually convenient time and date to speak.

Please contact Catriona Mackie on 0141 212 7555 to learn more about NHS Forth Valley, the role and how to apply.