Aspirant director of workforce career development scheme
The scheme

The national HR Professional Development Strategy (PDS) supports the development of the NHS HR profession and aims to promote the impact and influence of NHS workforce leaders.

As part of the strategy, and following the successful completion of the first three cohorts of the Aspirant Director of Workforce Career Development Scheme, NHS Employers is working in partnership with the executive search team at the NHS Leadership Academy to plan and deliver the fourth cohort of the scheme.

The scheme forms part of the national, strategic response to identifying, developing and deploying our most senior HR leaders. It aims to prepare you to adopt the role within the next 18 months through targeted and personalised career development support.

The current demographic of directors of workforce across the NHS shows a disproportionate under representation of black, Asian and minority ethnic (BAME) staff.

To try and rebalance this, we are offering aspirant BAME staff opportunities to access support during their application submission and interview preparation.

Please contact Samantha Banks, (see below) to access this support.

The scheme will be delivered by the NHS Leadership Academy’s executive search team. It is intended to:

- broaden your understanding of the role and responsibilities and expectations of a corporate director
- develop your personal impact, resilience and interview skills
- provide an in-depth overview of navigating a board recruitment process
- provide structured career development support to help you achieve your first board-level role.

This scheme is for you if you:

- aspire to be a director of workforce within a provider trust within the next 18 months
- are having ongoing career developmental discussions with your line manager to this effect
- are currently operating at deputy director level, have recent experience gained within a provider setting and can meet the required selection criteria.

Scheme structure

The 12-month scheme is fully funded. We are looking for 15 participants who will work together in one national cohort.¹

The selection process for the scheme will be through submitting a CV, completing an application with supporting information and line manager support

Participants who successfully in secure a place on the scheme will have access to²:

- a two-day residential which will support you to:
  - gain an understanding of the national NHS strategic and policy context for a director of workforce
  - explore the role of the director of workforce in addressing key challenges facing the system
  - hear from national HR leaders and current executive directors of workforce about their career journeys.
  - explore the role of organisational development for a director of workforce
  - understand the role of a corporate director
  - plan your career journey and the personal development goals needed to achieve your first board director role
  - build an understanding of how to navigate a board appointment process
- 1:1 coaching and mentoring focused around your career development
- group action learning sets throughout the 12-month period
- an online career development resource.

Dates

Recruitment and selection

Application window

Monday 24 June – Monday 22 July

Programme dates

1 and 2 October 2019
October 2019
November 2019
March 2020
June 2020
September 2020
4 November 2020

Launch residential
1:1 coaching commences
Action learning set 1
Action learning set 2
Action learning set 3
Action learning set 4
Close event

1 Launch residential will be held in Leeds with Action Learning Sets to be held in Leeds and London.
2 You will be required to attend all dates for the Residential and Action Learning Sets.
Selection criteria

The criteria have been developed in line with the director of workforce role remit, the map of influence and the Aspire Together executive director success profile.

- Clear and appropriate motivation for becoming a director of workforce within the NHS.
- Currently operating at deputy director or equivalent level in the NHS.
- Significant experience of leading HR/OD at an organisation-wide level that would provide a plausible platform for the transition to board level within the next 18 months.
- Track record of strategy and policy development across all areas of HR management and/or OD in the NHS at an organisational level.
- Evidence of working across your local system to improve patient outcomes.
- Experience in leading large-scale change or improvement across your organisation and system.
- Proven track record in creating a culture of inclusion and diversity.
- Degree-level education (or equivalent).
- CIPD or equivalent managerial qualification or commitment to gaining a CIPD qualification.
- Self-awareness of one’s own development needs and a proven commitment to continual learning and professional development.

Apply now or find out more

Applications should be made by submitting a CV and completing the supporting documentation. These must outline your motivations for becoming a director of workforce and provide evidence of how you have demonstrated the competencies outlined in the executive director success profile and the director of workforce role remit in your career to date. Further detail on how to apply is provided in the application information pack.

You will also be asked to provide signed confirmation from your line manager that you meet the requirements of the scheme.

For more information or to have an initial discussion about the scheme, please contact Samantha Banks at the NHS Leadership Academy on 0113 322 5672 or email esenquiries@leadershipacademy.nhs.uk

I applied to be on the scheme as the support available seemed very focused on developing existing deputies to director of workforce roles. On starting the scheme, it was great to network with the other deputies from across the UK and share learning from the outset. The sessions were structured and the input from the NHS Leadership Academy was excellent. Schemes like this are few and far between. If you aspire to be a director of workforce, this scheme should underpin your development plan for the next 12-24 months.

James Devine, CEO, Medway NHS Foundation Trust