



CANDIDATE PACK

CHIEF EXECUTIVE



St George's
Hospital
Charity



WELCOME

Thank you for your interest in becoming the next Chief Executive at St George's Hospital Charity.

St George's University Hospitals NHS Foundation Trust is one of the best-known hospitals in Britain and the star of '24 Hours in A&E'. It is also one of the country's largest teaching hospitals, sharing its site with St George's, University of London. The Trust treats over half a million patients every year, with an international reputation for quality of care and innovative research-led treatment across a wide range of specialisms. The Trust has 9,000 staff who look after 1.3 m people in widely diverse communities across South West London and beyond.



As a local resident, it's also my hospital, embedded in the community. A place where my family and I have received wonderful care and support at all stages of our lives. The Trust and its staff are immensely important to our community and beyond.

The charity raises funds and give grants to improve facilities, provide equipment, enable ground-breaking research and fund an active, patient related arts programme as well as supporting Trust staff.

Every day our work makes a real difference to patients, their families and friends and the staff who care for them. In the last year, more than 50,000 people have benefited from the work of the charity.

During the pandemic, the charity's annual fund raising doubled from c£2m to £4m reflecting the huge support in the community for the Trust. In 2022, we launched our largest ever appeal 'Time for a Change' aimed at raising funds for children's services. Our aim is to raise £5m to increase the number of beds in the Paediatric Intensive Care Unit (from six to ten) and refurbish and transform the children's wards.

Having supported our Trust and communities through the worst of the Covid-19 pandemic, we are now witnessing those same communities confronted with significant ongoing challenges including unprecedented demand for NHS services, pressure on front-line staff, resource constraints and challenging economic conditions. Despite the current challenges, we continue to work hard to expand our fundraising and increase our impact, working hand-in-hand with the people and communities affected by these pressures. The NHS needs our support more now than ever.

To help us continue and expand this response we want a new Chief Executive with strong strategic, leadership and operational skills to take St George's Hospital Charity into a bold new era of growth. We are a significant and positive force for change within our hospital and community. We are looking for someone who can harness the charity and Trust's amazing 'assets', including its wonderful staff, it's world-class care and teaching, to place us on a robust and sustainable platform for the future and explore new growth opportunities. You will be a credible and confident team leader with the ability to think creatively and courageously about opportunities for further growth and funding. You will have both a commercial edge and a social heart. You will be excellent at developing partnerships, able to think 'big picture' but also to ensure the charity has the most effective processes to maximise its growth opportunities.

We're offering an unrivalled opportunity to join an amazing organisation and help shape and implement major strategic and operational decisions which will make a real difference to the health of the community in South West London and to the NHS,

If you have the skills and experiences we need, we very much look forward to hearing from you.

Anna Walker
Chair of the Board of Trustees

WHO WE ARE

We are the official charity for St George's University Hospitals NHS Foundation Trust. The Trust encompasses St George's Hospital in Tooting, Queen Mary's Hospital in Roehampton, and a range of community services in the local area.

The Trust serves a population of 1.3 million across South West London. A large number of services, such as cardiothoracic medicine and surgery, neurosciences and renal transplantation, also cover significant populations from Surrey and Sussex, totalling around 3.5 million people.

St George's is also one of the country's principal teaching hospitals. St George's, University of London, which is co-located with the Trust, trains a wide range of healthcare professionals from across the region and undertakes advanced medical research, bringing benefits to patients locally, nationally and internationally.

The Trust is part of the St George's, Epsom and St Helier University Hospitals and Health Group (GESH) which was created in 2021. Epsom and St Helier and St George's are two separate trusts but with one executive team enabling them to work closely together and build strong foundations.

WHAT WE DO

We work in partnership with the Trust, St George's, University of London and our local community to fund major improvements to hospital facilities, research and medical equipment, schemes that make a real difference to the experience of patients, families and staff, as well as projects within the community that support the reduction of health inequalities and preventable hospital admissions.

Underpinning all our activity is our organisational commitment to deliver better care and healthier lives and our determination to put patients first, be collaborative, to listen, make an impact and be responsive.

We encourage the highest quality of healthcare services at St George's and Queen Mary's Hospitals by raising awareness, raising funds and making grants available for initiatives and programmes which support and supplement the work of the Trust, making a real difference to patients and staff.

We raise funds through a variety of ways, including from trust and foundations, corporates, the public and a range of events.

Through our Arts programme, we create opportunities for patients, families, staff and the wider community to engage in creative activities and enjoy cultural experiences, helping improve the experience of being in hospital.

We award grants from Special Purpose (Restricted and Designated) Funds and from General Funds. Grants are typically divided into two types: capital grants - which are given to support a single project or acquisition and are generally larger in size; and non-capital grants, including research projects.

FURTHER INFORMATION

For further information about what we do, visit <https://www.stgeorghospitalcharity.org.uk/>

To view our annual report, visit [reports and financial statements](#)

To find out more about St George's University Hospitals NHS Foundation Trust, visit <https://www.stgeorges.nhs.uk/>

THE ROLE

SUMMARY

Reporting to the Chair of the Board of Trustees, the Chief Executive will provide visionary leadership and strategic direction which inspires, engages and motivates employees, supporters and partners to deliver our vision and mission effectively and efficiently.

They will be the executive leader of the organisation and its three main functions, fundraising, grant giving and its art programme and the public face of St George's Hospital Charity.

Other responsibilities encompass leadership and modelling of the values and the ethos of the organisation. This includes strategy formulation, managerial direction and operational oversight of all support activities and their flow within the St George's University Hospitals NHS Foundation Trust (the Trust).

As a vitally important stakeholder of the Trust the Chief Executive must play a significant role in ensuring a deep and productive relationship with the Trust and its key people.

The Chief Executive will directly manage the Senior Leadership Team and will be ultimately responsible for all staff and the sustainable generation and growth of its annual income and fundraising and control of its expenditure.

KEY RESPONSIBILITIES

- **Strategy:** Leading the development of strategy, ensuring that the Charity has robust and deliverable plans to bring in sustainable income and using it effectively to enable the delivery of its programmes and grants.
- **Fundraising:** Widening the donor base, cultivating major donors and strategically driving and leading income generation and growth.
- **External relations and communications:** Raising and broadening the profile and representing and communicating the work of the Charity compellingly and strategically to external audiences and our communities and doing so in consultative way.
- **People leadership:** Creating a strong, positive cross-functional team culture where employees thrive and excel, and which maintains and continues to build our focus on equality and diversity. Provide clear direction, leadership, support, and performance management to the Senior Leadership Team.
- Develop, challenge, support and coach direct reports as they lead their own teams and continually developing themselves professionally, both for their current role and career development.
- **Board and governance:** Ensuring that the Charity meets all legal and compliance requirements and working constructively with the Board to ensure it can provide effective governance.
- **Partnership:** Working collaboratively with colleagues and related charities from the wider Trust to achieve common goals.
- **Organisation delivery:** Providing leadership of all fundraising, risk management, marketing, financial, grant giving and programmatic goals and holding leaders accountable for delivery as appropriate.
- **Key relationships:** The Chief Executive will have line management responsibility for the Senior Leadership Team, and will have key relations with the Chair, Chairs of the Board Subcommittees, Trustees, Trust Management and Senior clinicians and a diverse range of external stakeholders and donors.

PERSON SPECIFICATION

The position calls for a gifted and credible leader, with a proven track record of excellence in multi-functional contexts. The role of Chief Executive requires an outstanding individual who has the following skills and experience:

In your application, please refer to Part One of the Person Specification set out below. Part Two will be explored at first and second stage interview for selected candidates.

PART ONE

KNOWLEDGE AND EXPERIENCE

Leadership

- Experience of leading in a complex charitable or social purpose organisation with a multi-million-pound budget and a significant number of staff and teams with a clear track record of delivering change and making a visible impact.
- Understanding and experience of leading in organisations working within the health or social care sectors would be an asset.
- Strong credentials in change, including strategic review and cultural change.
- Experience of leading across and consolidating a wide portfolio of work.
- Experience of reshaping organisations and teams for alignment, sustainability and impact; and
- Lived experience of the challenges we are seeking to improve/ address, and knowledge of/ or connection with South West London is an asset.

Finance, Income and Fundraising

- Experience of leading organisations that need to raise a substantial annual amount of voluntary income and understanding of fundraising, across many sources with an ability to bring ideas that drive new income generation.
- Experience of assessing and investing in opportunities for growth and innovation.
- Experience of identifying and building relationships and strategic partnerships to support organisational goals or raise funds.
- Sharp financial acumen and understanding of charity accounting and managing complex budgets; and
- Experience of commercial revenue generation would be an asset.

Working with the Board of Trustees

- Experience of engaging with trustees and working with Boards more broadly and ensuring they have the management information to fulfil their role.



PART TWO

SKILLS, ABILITIES AND QUALITIES

- Highly effective leadership skills including the ability to persuade and influence.
- Excellent interpersonal abilities.
- Collaborative leader: sets high standards and clear expectations yet empowers.
- Ability to build collaborative relationships. An individual who nurtures an environment of collaboration and teamwork, demonstrating emotional intelligence and excellent relationships with all stakeholders.
- Good external representational skills. A good public speaker with experience of building relationships with external stakeholders (Trust, major donors, community and media etc.) to generate support for the goals of an organisation.
- Excellent verbal and written communication skills and presentational abilities.
- Ability to think clearly, deeply and broadly as well as be adaptive to change. An insightful strategic thinker with the ability to articulate vision, identify key issues, see cause and effect relationships and the big picture.
- Adaptive and agile and comfortable with the ambiguity of senior leadership and able to shift between tactical and strategic when required.
- A commitment to continuous innovation and creativity. An individual who actively seeks to challenge the status quo in a constructive manner and identifies opportunities to implement value added changes.
- Enjoys working with diversity of experience, helping people learn, and being keen to learn yourself from the experience of the team and the communities we serve; and
- Personal commitment to better care and healthier lives and is passionate about achieving this in partnership with the Trust and the communities St George's Hospital Charity work with.



TERMS OF APPOINTMENT

RENUMERATION

£100,000 per annum.

LOCATION

St George's Hospital Charity, 2nd Floor, Blackshaw Annex, Blackshaw Road, London SW17 0QT

REWARDS AND BENEFITS

For details of our employee benefits see [here](#)

HOW TO APPLY

We hope you will consider making an application to become our Chief Executive. To make an application, please go to <https://starfishsearch.com/jobs/sghc-ceo/> and click on the apply now button, with the following prepared:

- a CV (no more than three sides) or equivalent biographical information
- a covering letter (no more than two sides) that responds to Part One of the Person Specification.
- please tell us if there are any dates during the selection process (outlined below) when you would not be available to participate.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date 0900 on Monday 6th November 2023

SELECTION TIMETABLE

First stage discussions for selected candidates: Tuesday 7th November 2023 (afternoon)

Final stage interviews for selected candidates: To be confirmed