



**Black Country Healthcare**  
NHS Foundation Trust



## CHIEF MEDICAL OFFICER - APPOINTMENT

### Welcome

Dear Candidate,

Thank you for showing an interest in joining our board, in this pivotal post as our Chief Medical Officer (CMO). At Black Country Healthcare NHS Foundation Trust, we are driven by our values - **Compassionate, Accountable, Respectful** and **Empowered** – and we are seeking a CMO who is aligned with our values and our ambitions.

We serve some of the most diverse and vibrant communities in the country. As the Lead provider for mental health, learning disability, and autism services across the Black Country, we hold a unique role in supporting the health and wellbeing of our local population.

With our new clinical strategy '[Healthier, Happier Lives](#)' in place, we are now in a position to share this exciting opportunity. Our strategy is well aligned to those in the NHS 10 Year Plan; we recognise that we are operating in a challenging period, but if we focus on doing the right things, within the resources we have, every clinical intervention we undertake will add value.

As our CMO, you help steer us on this journey. You will be joining a highly committed and collegiate board and executive team. You will have accountability for medical professional leadership, supervision, and education of medical workforce. You will also serve as the Trust's responsible officer, overseeing medical appraisal and revalidation.

We are seeking an inspiring and collaborative leader, with the ability harness the skills and voice of our medical workforce. As an experienced and well-respected clinician with experience operating at board level, you will share our values and ambition and bring a genuine commitment to making a difference.

In return, we offer a supportive and inclusive environment, opportunities for professional growth, and the chance to contribute to a Trust that is deeply rooted in its community and committed to continuous improvement.

The Black Country has something for everyone and is a region rich in history, heritage and culture. It also offers outstanding schools, competitive house prices, excellent transport links and a wide range of social activities and attractions.

I hope this candidate pack and your further reading will compel and motivate you to progress and if your experience and ambitions align with ours, we welcome your interest and application.

**Phil Gayle**

Chair



**Marsha Foster**

Chief Executive





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**Post Title:** Chief Medical Officer  
**Department:** Trust Board  
**Location:** Trust HQ / Trust-wide  
**Hours:** Full time/ maximum part-time  
**Contract Type:** Permanent (VSM)  
**Responsible to:** Chief Executive Officer  
**Last Reviewed:** April 2026

## Job Purpose

The Chief Medical Officer is a pivotal Executive Board role, providing vision, professional leadership and strategic direction in the delivery of the Trust's strategy and ambitions in the provision of care, education and research. The Chief Medical Officer will apply their clinical and strategic leadership skills and experience, together with a curiosity to drive great care, the highest clinical standards and service modernisation.

The post holder will provide robust and effective clinical and medical leadership and engagement within the organisation and across professional boundaries. They will take lead responsibility for the medical implications of clinical service strategy, service configuration, clinical performance, governance and professional conduct.

The Chief Medical Officer will maintain strong and effective working relationships with the Trust's academic and healthcare partners, being a key leader and advocate in the system.



Together with you to achieve **healthier, happier lives**



## Key Relationships

### Internal:

- Chair
- Chief Executive
- Executive and Non-Executive Directors
- Chair of the Medical Advisory Committee
- Chair of JLNC
- Service Users and Carers
- Council of Governors and Members
- Clinical and Service Directors
- Senior Clinicians and Managers
- Internal Auditors

### External:

- Directors and Officers from system partners, stakeholder organisations and NHS bodies, including the ICB
- Primary Care and General Practice colleagues
- CQC
- GMC and BMA
- NHS England
- External Auditors
- Higher Education providers and associated organisations

## Portfolio Responsibilities

- Medical professional leadership and education
- Medical staffing and workforce planning
- Revalidation, appraisal and job planning
- Research and Development
- Caldicott Guardian
- Medicines management and pharmacy services
- Mental Health Act management and scrutiny
- Mortality review
- Library services
- Clinical Audit and Effectiveness
- Clinical Executive Lead for 'Freedom to Speak Up'

### On behalf of the system:

- Executive Lead for Suicide Prevention

### Jointly with the Chief Nurse:

- Patient Safety and Clinical Governance
- Quality Improvement and Quality Accounts



### Main Duties/ Responsibilities

As a member of the Executive Team and Trust Board, the post holder will contribute fully to the collective leadership, governance and strategic direction of the Trust, sharing joint and collective responsibility for Board decisions. They will provide objective challenge, ensure compliance with statutory, regulatory and constitutional requirements, and uphold the Trust's CARE values, standards of conduct and commitment to high-quality, safe and effective services.

- To provide executive medical leadership to the organisation, acting as the Trust's Responsible Officer and principal medical advisor to the Chief Executive Officer and Board. This includes shaping and delivering clinical strategy, leading jointly on service development and redesign, and leading clinical collaboration within the Trust and across system partners. They will ensure that patient safety, clinical quality, research, education and training are integral to all Trust activities.
- A joint responsibility with the Chief Nursing Officer, to ensure that the clinical safety and governance agenda is delivered, providing the lead for medical matters and advice on others.
- To foster a compassionate culture of medical engagement, leadership and innovation aligned to the Trust's vision, values and strategic objectives, and to lead the development of new ways of working, new roles and effective workforce deployment.
- To carry overarching responsibility for medical workforce leadership, including medical staffing strategy, recruitment and retention, job planning, appraisal, revalidation, professional development and performance management of senior medical leaders.
- To provide strong leadership to Clinical Directors and Deputy Medical Directors and ensure that senior clinical views inform Board decision-making.
- To actively contribute towards the leadership of the Trust strategic objectives, ensuring that all services are focused on people's health and social care needs, are of high quality and make efficient use of resources.
- To hold designated executive lead responsibilities on behalf of the Trust, including acting as Caldicott Guardian, lead for research & development and research governance, clinical audit & effectiveness, and medical devices (including chairing relevant governance and assurance groups).
- To be the responsible officer for medicines management, safeguarding (in partnership with the Chief Nursing Officer), library services and provide professional input to other corporate functions.
- To ensure that there are robust and effective management and administration process in place relating to the Mental Health Act legislation, and for ensuring that the Trust complies with national and local care initiatives and policies. To ensure that all relevant regulatory findings and recommendations related to the Mental Health Act are actioned and embedded.
- To act as the clinical executive lead for 'Freedom to Speak Up' and, in partnership with other executive colleagues, champion a culture of speaking up. To ensure that there are proactive and effective processes in place to respond to and learn from F2SU concerns.
- To represent the Trust externally as required, work in partnership with key stakeholders to deliver Trust and system priorities, ensure services are delivered within agreed resources, and take on Lead Director responsibilities for specific Trust-wide projects.
- Participation in the executive on-call rota is a requirement of the role.



## System Leadership and Engagement

- In line with the Trust's 'Lead Provider' responsibilities, to act as 'Trusted expert' for clinical issues relating to mental health, learning disabilities, autism and neuro-diversity, advocating proactively for the sector and advising on pathways.
- Work collectively across the system to ICB footprint to improve the MH and LD outcomes for the MH population including being cognisant of public health data and improvement.
- To act as executive lead for suicide prevention on behalf of the system.
- Working as a collegiate leader, to take a proactive interest in all clinical services across the provider and commissioner services. This includes protecting time to visit services regularly to foster a culture of learning and improvement.
- To establish communication links, facilitate the timely dissemination of guidance, learning and information from all relevant sources, leading in the implementation of such policies and guidance where relevant.
- To form and lead on strategic alliances and develop effective working relations with partners including but not limited to primary care providers, local authorities, government departments, user and carer groups, higher education establishments, Deanery, governors, business and industry, voluntary sector groups, community stakeholders and partners.

## Medical Staffing & Resourcing

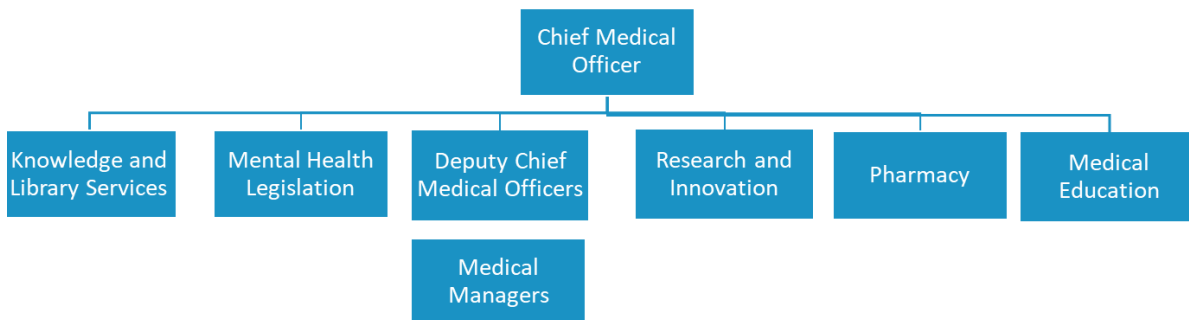
As Responsible Officer (RO) for the Trust, the post holder will provide strategic and operational leadership for medical staffing across the organisation, working in close partnership with the Chief Operating Officer and Chief People Officer to deliver effective recruitment, retention and workforce planning strategies aligned to strategic objectives.

- To ensure that there are robust and effective arrangements for medical recruitment, retention and deployment.
- To be accountable for oversight of the medical budget, ensuring that productivity is maximised and that the highest standards of financial probity are adhered to.
- To provide expert medical advice to the Chief Executive Officer, Trust Board and relevant committees on medical resourcing matters, including attendance at formal advisory and negotiating forums.
- To oversee and continuously improve processes to ensure that medical appraisal, revalidation and job planning processes, supported by the Deputy Medical Directors and Clinical Directors, ensuring compliance with regulatory requirements and high professional standards.
- To ensure that there are robust and effective disciplinary, capability and performance policies relating to medical staff, working closely with the Chief People Officer and acting on behalf of the Trust Board where required. This includes the management of complex cases involving medical staff. The post holder will act on the advice of the LDMG (Local Decision Making Group) & the ROAG (Responsible Officer Advisory Group).



- To ensure that there is an effective medical leadership structure in place and that colleagues are supported to develop the leadership, management and professional skills required to contribute effectively to the Trust's governance and management arrangements.
- To ensure the provision of a safe, effective and sustainable medical staffing service, including overseeing the application of local and national terms and conditions, including awards and incentives, and the implementation of changes to medical employment frameworks.
- To ensure the delivery of an effective, high-quality programme of medical education.
- To ensure that all aspects of RO duties are undertaken effectively, including regular liaison with the GMC,

## CMO Functional Chart:



### Trust Values

Employees, workers, and / or contractors will be expected to uphold the values of the Trust and exhibit the expected Trust behaviours aligned to the Trust's values. Individuals have a responsibility to ensure that they display the Trust values and behaviours in carrying out their job and that individuals feel able to challenge (or raise a challenge) when other colleagues' behaviours breach the spirit of Trust values.

### Equality, Diversity & Inclusion

The Trust gains strength from the diversity of its staff and patients and is committed to being a safe and inclusive space for all people regardless of their age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment, or pregnancy/maternity. It recognises that it can only fully realise this commitment by proactively opposing bigotry in all its forms, including (but not limited to) ageism, disablism, sexism, racism, xenophobia, antisemitism, islamophobia, homophobia, biphobia, transphobia, and enbyphobia. All staff members are required to understand their role in ensuring the Trust is not only compliant with its responsibilities under the Equality Act 2010 but fulfils this deeper commitment. This shall include completing all mandatory equalities training, familiarising themselves with relevant policies or plans such as the Trust's Equality, Diversity and Inclusion Strategy and its Anti-Racism Action Plan, and proactively engaging with the work of the Staff Networks, Spiritual Care Team, Community Inclusion Team, and Equality, Diversity and Inclusion Team.



## Confidentiality and Data Protection

Staff are to familiarise themselves with the Employer's data protection policy when this is available, which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

## Data Quality

The post holder should ensure any data/information prepared for either internal or external analysis is 'fit for purpose' i.e. that it is accurate, valid, reliable, timely, relevant and complete.

## No Smoking

The Trust has a no smoking policy. Smoking is not allowed on any Trust premises.

## Health and Safety

The post holder will take personal responsibility for any Health & Safety issues and obligations under the Health & Safety at Work Act. The post holder should also be aware of and comply with other relevant legislation and policies e.g. Fire Regulations.

## Clinical Governance

All employees are required to actively contribute towards the Trust's clinical governance systems, taking responsibility as appropriate for quality standards, and work towards the continuous improvement in clinical and service quality.

## Infection Prevention & Control

Infection prevention & control is everybody's responsibility; it is a requirement for all Trust staff to comply with all Trust infection control policies and procedures.

- All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters and that they challenge poor infection control practice in their workplace.
- All staff must adhere to the Trust's Hand Decontamination Policy
- All staff are expected to behave in a manner which protects patients, public and colleagues from infection risks within the scope of their role.
- All staff should have infection control training at induction and annual infection control updates as required.
- All clinical staff will have annual infection control objectives set and these will be reviewed at appraisal.



## **Safeguarding Adults**

Safeguarding is 'Everybody's Business'. It means protecting people's health, well-being and human rights. It includes protecting their rights to live in safety, free from abuse and harm; taking their views, wishes, feelings and beliefs into account. In the West Midlands, the main statutory agencies work together to promote safer communities, to prevent harm and abuse and to deal with actual or potential when concerns arise. These Organisations which include Black Country Healthcare NHS Foundation Trust work together to achieve these outcomes by working within the Safeguarding Adults multi-agency policy and procedures for the West Midlands and adhering to the local Safeguarding Adult policy and procedures. Staff can contact the Trust Named Nurses for Safeguarding Adults or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

## **Safeguarding Children**

All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with Local Safeguarding Board Child Protection Policy and Procedures and Black Country Healthcare NHS Foundation Trust Safeguarding Children Policy. Staff can contact the Trust Named Nurses for Safeguarding Children or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

## **Professional / Managerial Codes of Practice**

The post holder is expected to abide by the relevant codes of practice of the registering body for healthcare professionals, and, where applicable, the NHS Code of Conduct for managers.

## **Policies and Procedures**

The post holder is required to abide by all policies and procedures of the Trust.

## **Pandemic / Other Emergencies**

In the event of a pandemic being declared, the post holder may be required to adjust their days of work, hours of attendance, work base, and duties to support the delivery of services.

## **The Fit and Proper Persons Test**

As a Board member, the role holder must satisfy the fit and proper persons requirement for Directors, regulation 5 of the Health and Social Care Act 2014 and will be asked to make a written declaration to this effect annually. The role holder has a responsibility to notify the Trust of any change in circumstances and any information that comes to light indicating that they do not satisfy the regulation may require investigation and could result in dismissal.

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.



## PERSON SPECIFICATION - CHIEF MEDICAL OFFICER

CRITERIA	ESSENTIAL/ DESIRABLE	HOW ASSESSED
<b>Qualifications</b>		
Registered psychiatrist with the GMC, with unblemished registration	E	Application
Postgraduate Medical qualification	E	Application
Evidence of continuing professional development	E	Application
Qualification or competence in leadership and management development	D	Application
Completed Aspiring Director Programme	D	Application
<b>Knowledge and Experience</b>		
Experience of working at Board/ sub-Board level within the NHS or similarly complex organisation	E	Application/ Interview
Evidence of significant senior leadership achievement in a large mental health or learning disability organisation	E	Application/ Interview
A proven track record of strategy and policy development impacting positively on service outcomes	E	Application/ Interview
Evidence of significant experience in leading and influencing professional groups to secure cross-system change	E	Application/ Interview
Evidence of significant experience in building effective networks at regional and national level	E	Application/ Interview
Experience of leading large-scale, transformational improvement programmes	E	Application/ Interview
Significant experience in building organisational capabilities, including establishing a clear strategic vision and direction and translating this into successful outcomes	E	Application/ Interview
A detailed understanding of the corporate responsibilities of the Chief Medical Officer role	E	Application/ Interview
Highly developed awareness of social, political and cultural issues affecting the NHS and partners	E	Application/ Interview
Experience of delivering major cost efficiency programmes	D	Application/ Interview
Experience leading digital clinical transformation and data-driven improvement	D	Application/ Interview
Significant knowledge and experience in Quality improvement methodologies	D	Application/ Interview
<b>Personal Attributes, and Values</b>		
A strong and demonstrable alignment with the Trust's CARE values of: <ul style="list-style-type: none"> <li>◦ <b>Compassionate</b></li> <li>◦ <b>Accountable</b></li> <li>◦ <b>Respectful</b></li> <li>◦ <b>Empowered</b></li> </ul>	E	Application/ Interview
An inclusive and collaborative leadership approach	E	Application/ Interview



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## CHIEF MEDICAL OFFICER - APPOINTMENT

### HOW TO APPLY

Our partners **Starfish Search** are partnering with us to support the recruitment of this post, if you would like a confidential discussion about the role please contact: Joe Joyce at [joe.joyce@starfishsearch.com](mailto:joe.joyce@starfishsearch.com)

To make an application, please go to: <https://starfishsearch.com/jobs/23970/> and click on the apply now button, with the following prepared:

- a CV that includes your address and contact details, highlighting and explaining any gaps in your employment history.
- a supporting statement that highlights your motivation for applying and your understanding of the NHS and the role. You should outline your personal responsibility and achievement within previous roles and how your experience matches the role description and person specification.
- the names, positions, organisations and contact details for three referees. Your referees should be individuals in a line management capacity and cover your most recent employer as well as previous employer(s) from the past six consecutive years. They should also cover any regulated health or social care activity or where roles involved children or vulnerable adults. Your references may be taken prior to interview and may be shared with the selection panel.

- If you have previously held a Director, Chair or Non-executive Director position in an NHS funded organisation or a regulated services organisation (see list below), a Board Member Reference (BMR) will also be requested from your former organisation(s), for posts ending after September 2023:
  - NHS Trusts and Foundation Trusts
  - Integrated Care Boards
  - NHS England (national and regional teams)
  - Arm's Length Bodies if they deliver regulated services
  - Independent providers commissioned by the NHS (e.g. private hospitals, social enterprises)
  - Community Interest Companies (CICs) delivering NHS-funded care
  - Joint ventures or partnerships involving NHS statutory bodies
- In accordance with [NHS FPPT framework](#) if appointed your references and other background checks will be shared with the Trust
- please complete and return the monitoring form which accompany this pack

### Key Dates

Closing date for applications:	Sunday, 10th May 2026
Preliminary Interviews with Starfish Search:	w/c 18th May 2026
Stakeholder Group Sessions:	w/c 15 June 2026 (Date TBC)
Interview date:	Thursday, 18 June 2026

*We value and promote diversity and are committed to equality of opportunity for all and appointments made on merit. We believe that the best boards are those that reflect the communities they serve.*

*We actively encourage applications from individuals of all backgrounds, including those from underrepresented groups and people living with disabilities.*

*We value the unique perspectives that come from different life experiences, cultures, and identities. Whether you bring lived experience of using health services, professional expertise, or community insight, your voice matters.*