



Lancashire Teaching
Hospitals

NHS Foundation Trust



JOB DETAILS FOR THE POST OF CHIEF MEDICAL OFFICER

Excellent
care with
compassion



@LancsHospitals

LANCASHIRE TEACHING HOSPITALS NHS FOUNDATION TRUST

CHIEF MEDICAL OFFICER

The Trust in context

We are a large acute Trust, providing specialist care to 1.8 million people across Lancashire and South Cumbria and a wide variety of district general hospital services to 370,000 people in Preston, South Ribble and Chorley and.

Our mission is to always provide excellent care with compassion which we do from three main facilities:

- Chorley and South Ribble Hospital
- Royal Preston Hospital
- the Specialist Mobility and Rehabilitation Centre

We are a values driven organisation. Our values were designed by our staff and patients and are embedded in the way we work on a day to day basis:

- **Caring and compassionate.** We treat everyone with dignity and respect, doing everything we can to show we care.
- **Recognising individuality.** We respect, value and respond to every person's individual needs.
- **Seeking to involve.** We will always involve you in making decisions about your care and treatment, and are always open and honest.
- **Team working.** We work together as one team, and involve patients, families, and other services, to provide the best care possible.
- **Taking personal responsibility.** We each take personal responsibility to give the highest standards of care and deliver a service we can always be proud of.

We believe that to provide the best care, we need to continually improve the way in which we provide services. If we are to be the best, we need to continually seek improvement and embrace change, empowering our teams to develop ideas and drive them forward. In order to do this, we have adopted a continuous improvement approach and developed a strategy to support this.

Our strategic objectives are

- To provide outstanding healthcare to our local communities
- To offer a range of high quality specialist services to patients in Lancashire and South Cumbria
- To drive innovation through world class education, training and research

The delivery of excellent services to our local patients through the provision of district general hospital services is at the core of what we do. To achieve this we need to ensure we focus on meeting key quality and performance indicators so our patients can be assured of safe and responsive services.

As well as providing healthcare for our local patients, we are proud to be the provider for a range of regional specialist services. These services include:

- Major Trauma
- Cancer (including radiotherapy, drug therapies and cancer surgery)
- Disablement services such as artificial limbs and wheelchairs
- Neurosciences including neurosurgery and neurology (brain surgery and nervous system diseases)
- Specialist vascular surgery
- Renal (kidney diseases)

Our portfolio of services will continue to develop as the strategy for the provision of services across our region is developed by our commissioners, but the delivery of specialist services will remain at the heart of our purpose and the decisions we take in our day to day activities will be taken in the context of ensuring we remain as the region's specialist hospital. We have recently undertaken a service portfolio review to ensure that we can deliver sustainable services which have key interdependencies to our regional service provision.

When we were established in 2005 we were the first trust in the county to be awarded 'teaching hospitals' status. We believe that developing the workforce of the future is central to delivering high quality healthcare into the future. We know we are a regional leader in respect of our education, training and research and as the only NIHR clinical research facility in the region and a leading provider of undergraduate education, we will continue to drive forward the ambitions described in our education and research strategies.

We employ nearly 10,000 staff and are committed to working in partnership to deliver seamless care to patients.

Job Description

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|------------------------|---------------------------|
| Job Title: | Chief Medical Officer |
| Accountable to: | Trust Board |
| Reports to: | Chief Executive Officer |
| Grade: | Very Senior Manager (VSM) |

Role Summary

The Chief Medical Officer (CMO) is a pivotal executive leadership role, responsible for the professional leadership of the medical workforce and for ensuring the highest standards of clinical care, safety and innovation across the Trust. As a full voting member of the Board, the CMO plays a key role in shaping and delivering the Trust's strategic vision, driving transformation, and fostering a culture of inclusivity, learning and excellence.

The CMO will also play a key role in system leadership across the Lancashire and South Cumbria Integrated Care System (ICS), working collaboratively with partners to redesign clinical models of care, improve population health outcomes, reduce health inequalities, and support the shift from treatment to prevention and from acute to community-based care.

Key Responsibilities

Strategic Leadership & System Collaboration

- Lead the development and delivery of the Trust's clinical strategy, aligned with ICS and national NHS priorities.
- Lead the Trust's research and innovation strategy and support the development of research and medical education across the Trust and system
- Act as a system leader, working with ICBs, local authorities, provider collaboratives, and public health to deliver integrated, equitable, and sustainable care.
- Champion the Trust's contribution to the Acute Services Transformation Blueprint and wider system redesign.
- Shape and influence regional and national policy through active engagement with NHS England, regulators, and professional bodies.

Clinical Governance & Quality

- Serve as the Responsible Officer operating consistently with GMC requirements for medical revalidation, medical performance and disciplinary matters.
- Work in partnership with the Chief Nursing Officer to ensure good clinical governance processes are enacted including but not limited to patient safety safeguarding, infection prevention and control and regulatory compliance(e.g. CQC, GMC).
- Promote a culture of continuous improvement, learning from incidents, mortality reviews, and patient feedback.
- Lead the Trust's clinical effectiveness, mortality and morbidity, medical examiner services, audit and research strategies, ensuring evidence-based practice and innovation.
- Through the line management of the Chief Pharmacist ensure robust medication management.
- Through the professional line management of the radiation lead, ensure robust radiation management.
- Ensure robust arrangements are in place for all clinical services in line with regulatory expectations.

Medical, Dental, Pharmacy Psychology, Medical Associate Professional and Healthcare Scientist Workforce Leadership

- Provide visible, compassionate leadership to the medical, dental, psychology, pharmacy, medical associate professional and healthcare scientist workforce.
- Oversee workforce planning, recruitment, job planning, appraisal, and professional development.
- Promote high standards of conduct, performance, and wellbeing, ensuring a just and inclusive culture.
- Support the development of clinical leaders and succession planning across the Trust.
- Work with the Chief People Officer to ensure that we maintain educational approval for medical student and junior doctor training and support the development of locally employed doctors.

Digital, Data & Innovation

- Working with the Chief Clinical Information Officer, act as the clinical lead for digital transformation, including EPR implementation, data-driven decision-making, and AI adoption.
- Serve as Caldicott Guardian, ensuring robust information governance and ethical data use.

- Champion the use of digital tools to improve patient outcomes, reduce variation, and enhance clinical productivity.

Operational & Corporate Leadership

- Work with executive colleagues to ensure safe, effective, and financially sustainable service delivery.
- Contribute to corporate governance, strategic planning, and performance management as a member of the Unitary Board.
- Participate in the Executive On-Call rota and represent the Trust at regional and national forums.
- Lead on clinical input into capital planning, estates development, and service reconfiguration.

Behaviour

The postholder will be expected to:

- Support the aims and vision of the Trust
- Act with honesty and integrity at all times
- Be a positive ambassador for the Trust
- Demonstrate high standards of personal conduct
- Value and respect colleagues, other members of staff and patients
- Work with others to develop and improve our services
- Uphold the Trust's commitment to equality and diversity
- Take personal responsibility for their words, deed and actions and the quality of the service they deliver

Our Values as an organisation



Being Caring and Compassionate

Being caring and compassionate is at the heart of everything we do, it is about understanding what each person needs and striving to make a positive difference in whatever way we can.



Recognising Individuality

Appreciating differences, making staff and patients feel respected and valued.



Seeking to Involve

Actively gets involved and encourages others to contribute and share their ideas, information, knowledge and skills in order to provide a joined up service.



Building Team Spirit

Working together as one team with shared goals doing what it takes to provide the best possible service.



Taking Personal Responsibility

Individuals are accountable for achieving improvements to obtain the highest standards of care in the most professional way, resulting in a service we can all be proud of.

Person Specification – Chief Medical Officer

These will be assessed through the application, interview and assessment process:

Essential

- Medically qualified with full GMC registration and NHS consultant status (or equivalent).
- Significant experience in a senior medical leadership role within a complex healthcare organisation.
- Proven track record of delivering clinical transformation, quality improvement, research and workforce development.
- Deep understanding of clinical governance, system working, and NHS policy.
- Strong interpersonal, communication, and influencing skills.
- Demonstrated commitment to equity, diversity, and inclusion.
- Experience of working across organisational boundaries and in partnership with external stakeholders.

Desirable

- Management or leadership qualification (e.g. MBA, NHS Leadership Academy).
- Experience in digital health, research leadership, or cross-sector collaboration.
- Experience of leading through major change, including service redesign or hospital redevelopment.
- Understanding of population health management and health inequalities.

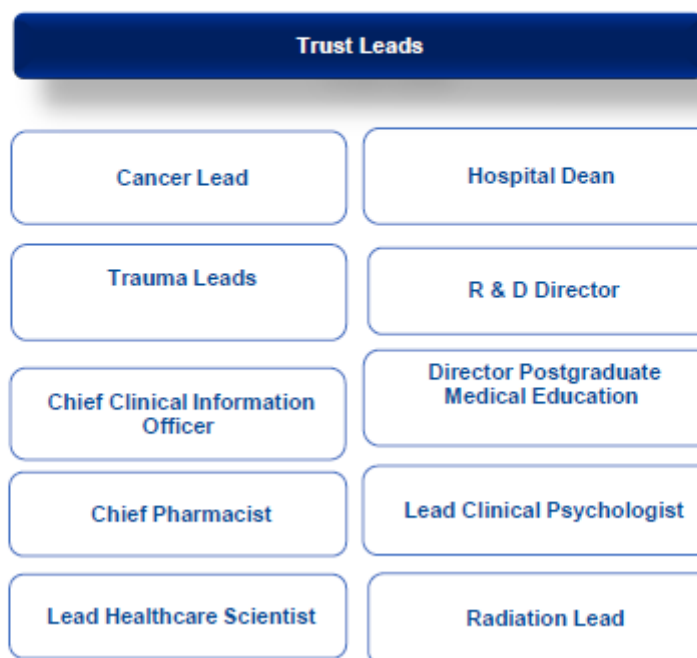
Our Commitment

We are proud to be an anti-racist, inclusive organisation that values diversity and promotes equity. We welcome applications from candidates of all backgrounds and are committed to supporting flexible working and professional development. We are passionate about creating a culture where everyone feels they belong and can thrive.

Medical Leadership Structure



Job Planning, Medical Appraisal & SAS Advocate Leads



Divisional Medical Leadership Structure

