

NHS Highland – External Advisor (Culture)

8 hours per week –Salary £8,416 (full time equivalent of £39,450)

NHS Highland is working towards a Culture Fit for the Future, with an ambitious programme plan to resolve our past challenges and create an environment where colleagues are valued and respected, enjoy coming to work and have all the support they need to be successful in their role.

This is an exciting opportunity to provide advice, challenge and oversight for our plans and progress with our Culture Programme. We are looking for an independent external advisor who has a track record of advising on and delivering Culture Change, Business Transformation and Organisational Development in a professional or academic environment. To be successful you will be proficient in working in a consulting or advisory capacity, have the ability to build strong collaborative working relationships and can provide robust challenge and oversight in a supportive manner.

The role, which is for 8 hours per week, on an initial fixed term contract of 18 months in duration, would also be Joint Chair of the Culture Programme Board and work closely with the Director of HR who is the Senior Responsible Officer (SRO) of the Culture Programme. The post holder could be employed directly or via a consultancy arrangement, depending on their circumstances. To ensure that we have the recommended independent and external perspective on our plans, which was recommended in the Sturrock Review, the post is not open to current employees, contractors or non executive directors of NHS Highland or any other NHS Scotland Board. This is a brand new role and so the successful postholder along with the SRO and the Culture Programme Board will play a key part in shaping the role and its priorities.

We would require regular travel to Inverness and occasionally to other locations across the Highland and Argyll & Bute areas. However, we have good access to Video Conferencing facilities and travel expenses to attend meetings would be paid where required, so the post holder could be based elsewhere in Scotland and would not need to be in Inverness every week.

Fixed requirements would include attendance at a monthly Culture Programme Board and to attend the main Board meeting as required by the agenda, which meets every second month. There would also be regular meetings with the NHS Highland Board Chair, to whom this role will report, as well as to the SRO and other senior leaders.

The post holder will be given the scope to propose the key areas of focus and activity for their role. In conjunction with the SRO and Board Chair, they will create their work plan and propose objectives for their role, based on the Culture Programme plan and priorities. This is a unique opportunity to define and deliver a significant contribution to the future success of NHS Highland and work with a Leadership team and Board who are committed to transformation.

For an informal discussion about the role, please contact Fiona Hogg, Director of HR & OD on 01463 704865 or by emailing fiona.hogg6@nhs.net

To apply, please provide your CV along with a statement of why you are interested in the role and how your skills and experience would make you successful to Nicola.Fraser3@nhs.net

The closing date for applications is Monday 2nd December.

JOB DESCRIPTION