

Strategic management

An NHS strategic manager is a leader that puts patients, the public and our staff at the very heart of decision making and setting the organisation's direction.

"The best part of my job is that I have the opportunity to improve patient care for 7.5 million people across the north west."

[Read Dan's story](#) ^[1]



Working life

You will be play a major part on setting the vision, aims and objectives for the organisation and creating routes towards reaching these goals. You could also be responsible for planning and implementing change and you're likely to be a senior leader.

Job roles will vary depending on the organisation, but essentially have responsibility for the successful delivery of a range of services within the organisation. In the NHS, your role in strategic management will certainly involve:

Apprenticeships logo

- leading people
- resource and budget management
- working with clinical colleagues and cross-functional teams to improve the way in which services are delivered
- consulting patients and the public
- focusing on how the NHS can be modernised to meet patients' needs.

Your role could range from being responsible for a whole service division of staff and a multi-million pound budget in a hospital trust to managing [primary care](#) ^[2] or mental health services over a wide geographical area and across many sites.

Roles in strategic management

Examples of roles in strategic management include:

- change manager
- commissioning manager
- director of strategic development
- general manager

Change manager

In this example, you'd be working in a large acute trust and would play a pivotal role in shaping and transforming the future of the trust. It would initially focus on delivering benefits in an area such as diagnostic imaging services, working with clinicians and managers and then move into wider clinical or non-clinical areas.

Commissioning manager (social inclusion)

This is a varied and challenging example of a role working in primary care [2] and would give you the opportunity to develop unique services for people often excluded from planning.

You would be responsible for planning and implementing change and likely to be a senior leader

Working with a range of services, you'd be responsible for ensuring that the differing needs of the community were met efficiently. The role would involve commissioning and developing healthcare services for a variety of groups, such as:

- HM prison
- asylum seekers
- black and ethnic communities
- as well as developing smoking cessation services.

Director of strategic development

Based in a mental health trust, you would be an executive director and play a significant role in shaping the future mental health services and social care provision. You would offer a board overview of new developments in specific areas such as the child and adolescent service and regional women's forensic services.

General manager

You would be based in a high profile directorate within one of England's largest mental health trusts. This directorate forms a key part of the NHS's plans to reform the management, assessment and treatment of high risk patients thought to be dangerous and severely personality disordered (DSPD).

As a member of the directorate management, you'd provide strategic support and professional guidance, while managing a multi-million pound budget and over 300 people.

Want to learn more?

- Find out more about the entry requirements, skills and interests required to enter a [career in strategic management](#) [3]
- Find out more about the training you'll receive for a career in strategic management [4]

• Pay and conditions

Most jobs in the NHS are covered by the [Agenda for Change \(AfC\)](#) [5] pay scales. This pay system covers all staff except doctors, dentists and the most senior managers.

Although you could work your way up from administrative and supervisory roles in between bands 3-6, working in a strategic management role in the NHS your salary would typically be around [AfC](#) [6] bands 8 and 9. There would be opportunities at director level, some of which would be on the Very Senior Managers pay scales, typically in excess of £100,000 per year.

Staff in the NHS will usually work a standard 37.5 hours per week.

Terms and conditions of service can vary for employers outside the NHS.

• Where the role can lead

With further training and/or experience, you may be able to develop your career further and apply for more senior managerial roles.

Progression for those with ability is typically via operational management in a large hospital.

Relocation for promotion is common.

More diverse routes are now opening up, for example, jointly-funded posts between health and social services.

Graduates from the [NHS Graduate Management Training Scheme](#) [7] are expected to gain rapid promotion.

Management qualifications, such as an MBA (Master of Business of Administration) or DMS (Diploma in Management Studies) may be an advantage for some posts.

• Job market and vacancies

When you're looking for managerial jobs or apprenticeship vacancies, there are a number of sources you can use but most vacancies are advertising on the [NHS Jobs website](#) ^[8].

Just some of the current vacancies are below.

Find a vacancy

Enter your location or postcode

Show results within

Search

- **Director of Commissioning (JCC)**

Pontypridd, CF37 5YL

Salary:

£110818.00 to £127523.00

Type:

Permanent

Employer:

Cwm Taf Morgannwg University Health Board

[Apply now on NHS Jobs for Director of Commissioning \(JCC\) job \(opens in a new window\)](#) ^[9]

- **Assistant Director Strategy & Organisational Development (Job Share)**

Dartford, DA2 7WG

Salary:

£82906.00 to £94632.00

Type:

Secondment

Employer:

Oxleas NHS Foundation Trust

[Apply now on NHS Jobs for Assistant Director Strategy & Organisational Development \(Job Share\) job \(opens in a new window\)](#) ^[10]

- **Head of Commissioning - INTERNAL TO NHS WALES**

Cardiff, CF15 7QZ

Salary:

£65424.00 to £76021.00

Type:

Secondment

Employer:

Cwm Taf Morgannwg University Health Board

[Apply now on NHS Jobs for Head of Commissioning - INTERNAL TO NHS WALES job \(opens in a new window\)](#) ^[11]

- **Director of Care**

Stourbridge, DY8 2JR

Salary:

£44552.00

Type:

Permanent

Employer:

Mary Stevens Hospice

[Apply now on NHS Jobs for Director of Care job \(opens in a new window\)](#) ^[12]

- **Director of Breast Screening**

Lancaster, LA1 4RP

Salary:

Negotiable

Type:

Permanent

Employer:

University Hospitals of Morecambe Bay NHS Trust

[Apply now on NHS Jobs for Director of Breast Screening job \(opens in a new window\)](#) ^[13]

- **Director of Planned Care**

London, E9 6SR

Salary:

£117645.00 to £134103.00

Type:

Permanent

Employer:

Homerton Healthcare NHS Foundation Trust

[Apply now on NHS Jobs for Director of Planned Care job \(opens in a new window\)](#)

^[14]

- **Executive Director of Quality**

Bolton, BL1 5DD

Salary:

Negotiable

Type:

Permanent

Employer:

North West Ambulance Service NHS Trust

Apply now on NHS Jobs for Executive Director of Quality job (opens in a new window) ^[15]

- **Divisional Director of Nursing**

Wigan, WN1 2NN

Salary:

£88168.00 to £101677.00

Type:

Fixed-Term

Employer:

Wrightington Wigan & Leigh Teaching Hospitals NHS Foundation Trust

Apply now on NHS Jobs for Divisional Director of Nursing job (opens in a new window) ^[16]

- **Director of Breast Screening**

Canterbury, CT1 3NG

Salary:

£105504.00 to £139882.00

Type:

Permanent

Employer:

East Kent Hospitals University NHS Foundation Trust

Apply now on NHS Jobs for Director of Breast Screening job (opens in a new window) ^[17]

- **Director of Clinical Services**

Woking, GU21 4BY

Salary:

£70000.00 to £75000.00

Type:

Permanent

Employer:

Nuffield Health

Apply now on NHS Jobs for Director of Clinical Services job (opens in a new window) ^[18]

- **Divisional Director of Nursing**

Salisbury, SP2 8BJ

Salary:

£76965.00 to £88682.00

Type:

Permanent

Employer:

Salisbury NHS Foundation Trust

[Apply now on NHS Jobs for Divisional Director of Nursing job \(opens in a new window\)](#) ^[19]

- **Associate Director of Midwifery**

Exeter, EX2 5DW

Salary:

£76965.00 to £88682.00

Type:

Permanent

Employer:

Royal Devon University Healthcare NHS Foundation Trust

[Apply now on NHS Jobs for Associate Director of Midwifery job \(opens in a new window\)](#) ^[20]

- **Deputy Director of Facilities**

Croydon, CR7 7YE

Salary:

£97283.00 to £111278.00

Type:

Permanent

Employer:

Croydon Health Services NHS Trust

[Apply now on NHS Jobs for Deputy Director of Facilities job \(opens in a new window\)](#) ^[21]

- **Associate Director of Quality**

Bradford, BD9 6RJ

Salary:

£76965.00 to £88682.00

Type:

Permanent

Employer:

Bradford Teaching Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Associate Director of Quality job \(opens in a new window\)](#) ^[22]

- **Training Programme Director for IQD**

Manchester, M1 3BN

Salary:

£113917.00

Type:

Fixed-Term

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for IQD job \(opens in a new window\)](#) ^[23]

- **Deputy Director of Public Health**

Port Talbot, SA12 7BR

Salary:

Negotiable

Type:

Permanent

Employer:

Swansea Bay University Health Board

[Apply now on NHS Jobs for Deputy Director of Public Health job \(opens in a new window\)](#) ^[24]

- **Director of Estates and facilities**

Cross site, TN37 7RD

Salary:

Negotiable

Type:

Permanent

Employer:

East Sussex Healthcare NHS Trust

[Apply now on NHS Jobs for Director of Estates and facilities job \(opens in a new window\)](#) ^[25]

- **Interim Associate Director of Nursing**

Sheffield, S20 1NZ

Salary:

£76965.00 to £88682.00

Type:

Fixed-Term

Employer:

Sheffield Children's NHS Foundation Trust

[Apply now on NHS Jobs for Interim Associate Director of Nursing job \(opens in a new window\)](#) ^[26]

- **Assistant Director - Financial Planning Delivery Directorate**

Pencoed,, CF35 5LJ

Salary:

£78120.00 to £90013.00

Type:

Permanent

Employer:

Public Health Wales

[Apply now on NHS Jobs for Assistant Director - Financial Planning Delivery Directorate job \(opens in a new window\)](#) ^[27]

- **KSS Training Programme Director for Haematology**

Horley, RH6 7DE

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for KSS Training Programme Director for Haematology job \(opens in a new window\)](#) ^[28]

- **Specialty Training Programme Director for Gastroenterology**

Bristol, BS1 6AG

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Specialty Training Programme Director for Gastroenterology job \(opens in a new window\)](#) ^[29]

- **Training Programme Director for Immunology (London)**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Immunology \(London\) job \(opens in a new window\)](#) ^[30]

- **Deputy Associate Medical Director for PMDE**

Stoke-on-Trent/Stafford, ST4 6QG

Salary:

£105504.00 to £139882.00

Type:

Fixed-Term

Employer:

University Hospital of North Midlands NHS Trust

[Apply now on NHS Jobs for Deputy Associate Medical Director for PMDE job \(opens in a new window\)](#) ^[31]

- **3061 - Deputy Associate Director of Nursing**

Barnsley, S75 2EP

Salary:

£62215.00 to £72293.00

Type:

Permanent

Employer:

Barnsley Hospital NHS Foundation Trust

[Apply now on NHS Jobs for 3061 - Deputy Associate Director of Nursing job \(opens in a new window\)](#) ^[32]

- **Divisional Deputy Director of Operations SNCT**

London, SW17 0QT

Salary:

£117645.00 to £134103.00

Type:

Permanent

Employer:

St George's University Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Divisional Deputy Director of Operations SNCT job \(opens in a new window\)](#) ^[33]

- **Deputy Director of Nursing - Critical Care**

Bristol (and Weston), BS2 8HW

Salary:

£64455.00 to £74896.00

Type:

Permanent

Employer:

University Hospitals Bristol and Weston NHS Foundation Trust (UHBW)

[Apply now on NHS Jobs for Deputy Director of Nursing - Critical Care job \(opens in a new window\)](#) ^[34]

- **Training Programme Director for Paediatrics (KSS)**

Horley, RH6 7DE

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Paediatrics \(KSS\) job \(opens in a new window\)](#) ^[35]

- **Associate Director of Operations and Finance**

Milton Keynes, MK6 5LD

Salary:

£76965.00 to £88682.00

Type:

Permanent

Employer:

ADMK Limited

[Apply now on NHS Jobs for Associate Director of Operations and Finance job \(opens in a new window\)](#) ^[36]

- **Training Programme Director for Palliative Medicine (KSS)**

Horley, RH6 7DE

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Palliative Medicine \(KSS\) job \(opens in a new window\)](#) ^[37]

- **Substantive Consultant and Clinical Director in Urology**

Carlisle, CA2 7HY

Salary:

£105504.00 to £139882.00

Type:

Permanent

Employer:

North Cumbria Integrated Care NHS Foundation Trust

[Apply now on NHS Jobs for Substantive Consultant and Clinical Director in Urology job \(opens in a new window\)](#) ^[38]

- **Training Programme Director for Intensive Care Medicine**

Reading, RG1 7EB

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Intensive Care Medicine job \(opens in a new window\)](#) ^[39]

- **Assistant Director of Estates / Hard Facilities Management**

Bristol, BS10 5NB

Salary:

£76965.00 to £88682.00

Type:

Permanent

Employer:

North Bristol NHS Trust

[Apply now on NHS Jobs for Assistant Director of Estates / Hard Facilities Management job \(opens in a new window\)](#) ^[40]

- **Training Programme Director for Rheumatology in KSS**

Horley, RH6 7DE

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Rheumatology in KSS job \(opens in a new window\)](#) ^[41]

- **Operations Director**

Remote, TS10 1AB

Salary:

£78000.00

Type:

Permanent

Employer:

Active Care Group

[Apply now on NHS Jobs for Operations Director job \(opens in a new window\)](#) ^[42]

- **Hospital Director**

Exeter, EX1 3PZ

Salary:

Negotiable

Type:

Permanent

Employer:

Elysium Healthcare

[Apply now on NHS Jobs for Hospital Director job \(opens in a new window\)](#) ^[43]

- **Medical Director**

Rochdale, OL16 2UP

Salary:

Negotiable

Type:

Permanent

Employer:

Practice Plus Group

[Apply now on NHS Jobs for Medical Director job \(opens in a new window\)](#) ^[44]

- **Divisional Director**

Fulwood, Preston, PR29HT

Salary:

£109179.00 to £125637.00

Type:

Permanent

Employer:

Lancashire Teaching Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Divisional Director job \(opens in a new window\)](#) ^[45]

- **Medical Director**

Farnborough, GU14 7SR

Salary:

Negotiable

Type:

Permanent

Employer:

North Hampshire Urgent Care

[Apply now on NHS Jobs for Medical Director job \(opens in a new window\)](#) ^[46]

- **Hospital Director**

Ebbw Vale, NP23 5YA

Salary:

Negotiable

Type:

Permanent

Employer:

Elysium Healthcare

[Apply now on NHS Jobs for Hospital Director job \(opens in a new window\)](#) ^[47]

- **Interim Executive Director of People and Organisational Development**

Cardiff, CF15 7QZ

Salary:

£118930.00 to £123872.00

Type:

Fixed-Term

Employer:

Velindre University NHS Trust

[Apply now on NHS Jobs for Interim Executive Director of People and Organisational Development job \(opens in a new window\)](#) ^[48]

- **Divisional Director of Operations - Medicine and Emergency Care**

Shrewsbury, SY3 8XQ

Salary:

£91342.00 to £105337.00

Type:

Permanent

Employer:

The Shrewsbury and Telford Hospital NHS Trust

[Apply now on NHS Jobs for Divisional Director of Operations - Medicine and](#)

[Emergency Care job \(opens in a new window\)](#) ^[49]

- **Deputy Director of Professions-Chief Psychological Professions Officer**

Saltaire, BD18 3LD

Salary:

£91342.00 to £105337.00

Type:

Permanent

Employer:

Bradford District Care NHS Foundation Trust

[Apply now on NHS Jobs for Deputy Director of Professions-Chief Psychological Professions Officer job \(opens in a new window\)](#) ^[50]

- **Executive Director of People Services and Organisational Development**

St Asaph, LL17 0JE

Salary:

Negotiable

Type:

Permanent

Employer:

Betsi Cadwaladr University Health Board

[Apply now on NHS Jobs for Executive Director of People Services and Organisational Development job \(opens in a new window\)](#) ^[51]

- **Associate Director of Operations for Access and Medicine**

Guildford, GU2 7XX

Salary:

£93540.00 to £107535.00

Type:

Fixed-Term

Employer:

Royal Surrey NHS Foundation Trust

[Apply now on NHS Jobs for Associate Director of Operations for Access and Medicine job \(opens in a new window\)](#) ^[52]

- **Associate Medical Director for Postgraduate Medical & Dental Education**

Stoke/Stafford, ST4 6QG

Salary:

£105504.00 to £139882.00

Type:

Fixed-Term

Employer:

University Hospital of North Midlands NHS Trust

[Apply now on NHS Jobs for Associate Medical Director for Postgraduate Medical & Dental Education job \(opens in a new window\)](#) ^[53]

- **Training Programme Director for Medical Oncology (East Midlands)**

Leicester, LE3 8RA

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Medical Oncology \(East Midlands\) job \(opens in a new window\)](#) ^[54]

- **Specialty Training Programme Director for Surgery (Ear, Nose & Throat)**

Bristol, BS1 6AG

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Specialty Training Programme Director for Surgery \(Ear, Nose & Throat\) job \(opens in a new window\)](#) ^[55]

- **Training Programme Director for Core Psychiatry North West London**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Core Psychiatry North West London job \(opens in a new window\)](#) ^[56]

- **Director of Midwifery - Band 8D (subject to AfC banding)**

Warrington, WA5 1QG

Salary:

£91342.00 to £105337.00

Type:

Permanent

Employer:

Warrington and Halton Teaching Hospitals NHSFT

[Apply now on NHS Jobs for Director of Midwifery - Band 8D \(subject to AfC banding\) job \(opens in a new window\)](#) ^[57]

- **Associate Director of Nursing - Community Wellbeing and Mental Health**

Sheffield, S20 1NZ

Salary:

£76965.00 to £88682.00

Type:

Permanent

Employer:

Sheffield Children's NHS Foundation Trust

[Apply now on NHS Jobs for Associate Director of Nursing - Community Wellbeing and Mental Health job \(opens in a new window\)](#) ^[58]

- **Training Programme Director for Core Surgery (North East London)**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Core Surgery \(North East London\) job \(opens in a new window\)](#) ^[59]

- **Consultant Breast Radiologist with Director of Breast Screening Role**

Lancaster & Barrow in Furness, LA1 4RP

Salary:

£105504.00 to £139882.00

Type:

Permanent

Employer:

University Hospitals of Morecambe Bay NHS Trust

[Apply now on NHS Jobs for Consultant Breast Radiologist with Director of Breast Screening Role job \(opens in a new window\)](#) ^[60]

- **Non-Executive Director**

Willerby Hill, Willerby, HU10 6ED

Salary:

Negotiable

Type:

Fixed-Term

Employer:

Humber Teaching NHS Foundation Trust

[Apply now on NHS Jobs for Non-Executive Director job \(opens in a new window\)](#) ^[61]

- **Divisional Medical Director**

Gillingham, ME7 5NY

Salary:

£105504.00 to £139882.00

Type:

Fixed-Term

Employer:

Medway NHS Foundation Trust

[Apply now on NHS Jobs for Divisional Medical Director job \(opens in a new window\)](#) ^[62]

- **Divisional Director -CCDE**

Kendal, LA9 7RG

Salary:

£105385.00 to £111739.00

Type:

Permanent

Employer:

University Hospitals of Morecambe Bay NHS Trust

[Apply now on NHS Jobs for Divisional Director -CCDE job \(opens in a new window\)](#) ^[63]

- **Divisional Medical Director**

Swindon, SN3 6BB

Salary:

£96990.00 to £139882.00

Type:

Fixed-Term

Employer:

Great Western Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Divisional Medical Director job \(opens in a new window\)](#) ^[64]

- **Digital & Technology Director**

Gosforth, NE13 9BA

Salary:

£85000.00

Type:

Permanent

Employer:

Everyturn Mental Health

[Apply now on NHS Jobs for Digital & Technology Director job \(opens in a new window\)](#) ^[65]

- **Associate Nurse Director**

Sheffield, S10 2JF

Salary:

£76965.00 to £88682.00

Type:

Permanent

Employer:

Sheffield Teaching Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Associate Nurse Director job \(opens in a new window\)](#) ^[66]

- **Directorate Administrative Support**

Cardiff, CF14 4XW

Salary:

£25313.00 to £26999.00

Type:

Permanent

Employer:

Cardiff and Vale University Health Board

[Apply now on NHS Jobs for Directorate Administrative Support job \(opens in a new window\)](#) ^[67]

- **GP Clinical Director**

Herstmonceux Integrative Health Care, BN274JX

Salary:

£126000.00 to £126000.00

Type:

Permanent

Employer:

Integrated Care 24 Ltd

[Apply now on NHS Jobs for GP Clinical Director job \(opens in a new window\)](#) [68]

• Further information

For further information about a career in strategic management, please contact:

- [Institute of Healthcare Management](#) [69]
- [NHS Graduate Management Training Scheme](#) [70]
- [NHS Leadership Academy](#) [71]

Other roles that may interest you

- [Project manager](#) [72]
- [Practice manager](#) [73]
- [Purchasing and contract management](#) [74]
- [Knowledge and library services](#) [75]

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Links

[1] <https://www.healthcareers.nhs.uk/explore-roles/management/roles-management/general-management/strategic-management/real-life-story-dan-ainsworth> [2]
https://www.healthcareers.nhs.uk/glossary#Primary_care [3] <https://www.healthcareers.nhs.uk/explore-roles/general-management/strategic-management/entry-requirements-skills-and-interests> [4]
<https://www.healthcareers.nhs.uk/explore-roles/general-management/strategic-management/training-and-development-strategic-management> [5] <https://www.healthcareers.nhs.uk/about/careers-nhs/nhs-pay-and-benefits/agenda-change-pay-rates> [6] <https://www.healthcareers.nhs.uk/glossary#AfC> [7]
<http://www.nhsgraduates.co.uk/the-scheme.aspx> [8] <http://www.jobs.nhs.uk> [9]
<https://beta.jobs.nhs.uk/candidate/jobadvert/H9110-25-1162> [10]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9277-25-0927> [11]
<https://beta.jobs.nhs.uk/candidate/jobadvert/H9110-25-1095> [12]
<https://beta.jobs.nhs.uk/candidate/jobadvert/B0143-25-0000> [13]
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<https://beta.jobs.nhs.uk/candidate/jobadvert/C9302-25-0391> [17]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9344-25-0720> [18]
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<https://beta.jobs.nhs.uk/candidate/jobadvert/C9389-25-0673> [23]
<https://beta.jobs.nhs.uk/candidate/jobadvert/M9990-25-0319> [24]
<https://beta.jobs.nhs.uk/candidate/jobadvert/H9130-25-0629> [25]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9374-25-0634> [26]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9425-25-0378> [27]
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<https://beta.jobs.nhs.uk/candidate/jobadvert/M9990-25-0321> [29]
<https://beta.jobs.nhs.uk/candidate/jobadvert/M9990-25-0327> [30]
<https://beta.jobs.nhs.uk/candidate/jobadvert/M9990-25-0219> [31]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9205-25-1126> [32]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9163-3061E-08-25> [33]
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<https://beta.jobs.nhs.uk/candidate/jobadvert/C9387-25-1443> [35]
<https://beta.jobs.nhs.uk/candidate/jobadvert/M9990-25-0318> [36]
<https://beta.jobs.nhs.uk/candidate/jobadvert/M9430-25-0003> [37]
<https://beta.jobs.nhs.uk/candidate/jobadvert/M9990-25-0270> [38]
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<https://beta.jobs.nhs.uk/candidate/jobadvert/M9990-25-0299> [40]
<https://beta.jobs.nhs.uk/candidate/jobadvert/C9339-25-0509> [41]
<https://beta.jobs.nhs.uk/candidate/jobadvert/M9990-25-0274> [42]
<https://beta.jobs.nhs.uk/candidate/jobadvert/L0042-25-0266> [43]
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