

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

- **Deputy Director of Strategy and Planning**

Oxford, OX4 4XN

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

Oxford Health NHS Trust

[Apply now on NHS Jobs for Deputy Director of Strategy and Planning job \(opens in a new window\)](#) [9]

- **Deputy Director of Nursing / AHP Personalised Commissioning**

Exeter, EX2 5SP

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

NHS Devon Integrated Care Board

[Apply now on NHS Jobs for Deputy Director of Nursing / AHP Personalised Commissioning job \(opens in a new window\)](#) [10]

- **Deputy Director of Nursing / AHP, All Age Personalised Commissioning**

Exeter, EX2 5SP

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

NHS Devon Integrated Care Board

[Apply now on NHS Jobs for Deputy Director of Nursing / AHP, All Age](#)

[Personalised Commissioning job \(opens in a new window\)](#) ^[11]

- **Director of Corporate Governance**

Nottingham, NG6 9DR

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

Nottinghamshire Healthcare NHS Foundation Trust

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

- **Associate Director of Nursing**

Ipswich, IP4 5PD

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

East Suffolk and North Essex NHS Foundation Trust

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

- **Deputy Director of Operations**

Maidstone, Kent, ME16 9QQ

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

Maidstone and Tunbridge Wells NHS Trust

[Apply now on NHS Jobs for Deputy Director of Operations job \(opens in a new window\)](#) ^[14]

- **Assistant Director of Safeguarding**

Cardiff, CF10 4BZ

Salary:

£89491.00 to £103203.00

Type:

Permanent

Employer:

Public Health Wales

[Apply now on NHS Jobs for Assistant Director of Safeguarding job \(opens in a new window\)](#) ^[15]

- **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 \(opens in a new window\)](#) ^[16]

- **Director of Delivery (Operations)**

Headington, OX3 9DU

Salary:

£105385.00 to £121271.00

Type:

Secondment

Employer:

Oxford University Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Director of Delivery \(Operations\) job \(opens in a new window\)](#) ^[17]

- **Director of Clinical Services**

Farnham, GU10 5XX

Salary:

Negotiable

Type:

Permanent

Employer:

Spire Healthcare Ltd

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

- **Director of Financial Sustainability**

Canterbury, CT1 3NG

Salary:

£130000.00 to £145000.00

Type:

Permanent

Employer:

East Kent Hospitals University NHS Foundation Trust

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

- **Director of Patient Engagement - Diagnostics**

ROCHDALE, OL11 1RY

Salary:

Negotiable

Type:

Permanent

Employer:

InHealth Group

[Apply now on NHS Jobs for Director of Patient Engagement - Diagnostics job \(opens in a new window\)](#) ^[20]

- **Group Operational Director of Finance**

Lincoln, LN2 5QY

Salary:

£100000.00 to £200000.00

Type:

Permanent

Employer:

United Lincolnshire Hospitals NHS Trust

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

- **Director of PFI Service Delivery**

Oxford, OX3 9DU

Salary:

£105385.00 to £121271.00

Type:

Fixed-Term

Employer:

Oxford University Hospitals NHS Foundation Trust

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

- **Associate Director of strategic planning**

Hackthorpe, CA10 2HX

Salary:

£70000.00 to £100000.00

Type:

Permanent

Employer:

Carveti Partnership Limited

[Apply now on NHS Jobs for Associate Director of strategic planning job \(opens in a new window\)](#) ^[23]

- **Associate Director of Pharmacy - Radiopharmacy**

Bristol, BS1 3NU

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

University Hospitals Bristol and Weston NHS Foundation Trust (UHBW)

[Apply now on NHS Jobs for Associate Director of Pharmacy - Radiopharmacy job \(opens in a new window\)](#) ^[24]

- **Director of Postgraduate Medical Education**

London, SE5 8AZ

Salary:

Negotiable

Type:

Fixed-Term

Employer:

South London and Maudsley NHS Foundation Trust

[Apply now on NHS Jobs for Director of Postgraduate Medical Education job \(opens in a new window\)](#) ^[25]

- **Director of Clinical Services & Governance**

Barnsley, S75 2RL

Salary:

£80000.00 to £85000.00

Type:

Permanent

Employer:

Barnsley Hospice

[Apply now on NHS Jobs for Director of Clinical Services & Governance job \(opens in a new window\)](#) ^[26]

- **Joint Director of Corporate Governance**

London, E1 8DE

Salary:

£113557.00 to £129443.00

Type:

Permanent

Employer:

East London NHS Foundation Trust

[Apply now on NHS Jobs for Joint Director of Corporate Governance job \(opens in a new window\)](#) ^[27]

- **Associate Director of Finance – Financial Management**

Kingston upon Thames, KT2 7QB

Salary:

£93903.00 to £107412.00

Type:

Permanent

Employer:

Kingston and Richmond NHS Foundation Trust

[Apply now on NHS Jobs for Associate Director of Finance – Financial Management job \(opens in a new window\)](#) ^[28]

- **Group Director of Safeguarding (Adults & Children)**

Bristol, BS1 3NU

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

University Hospitals Bristol and Weston NHS Foundation Trust (UHBW)

[Apply now on NHS Jobs for Group Director of Safeguarding \(Adults & Children\) job \(opens in a new window\)](#) ^[29]

- **Associate Director of Estates and Facilities**

London, E1 1FR

Salary:

£96340.00 to £109849.00

Type:

Permanent

Employer:

Barts Health NHS Trust

[Apply now on NHS Jobs for Associate Director of Estates and Facilities job \(opens in a new window\)](#) ^[30]

- **Director of Care and Family Services**

Wirral, CH63 4JD

Salary:

£85300.00 to £98400.00

Type:

Permanent

Employer:

Claire House

[Apply now on NHS Jobs for Director of Care and Family Services job \(opens in a new window\)](#) ^[31]

- **Director of Finance and Corporate Services**

Bolton, BL1 4QT

Salary:

£62215.00 to £72293.00

Type:

Permanent

Employer:

Bolton Hospice

[Apply now on NHS Jobs for Director of Finance and Corporate Services job \(opens in a new window\)](#) ^[32]

- **Training Programme Director for Paediatrics - East Midlands**

Leicestershire, LE3 8RA

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Paediatrics - East Midlands job \(opens in a new window\)](#) ^[33]

- **Medical Director and Lead for Professional Standards**

London, E14 4PU

Salary:

£105000.00

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Medical Director and Lead for Professional Standards job \(opens in a new window\)](#) ^[34]

- **Network Medical Director and Consultant/SAS Psychiatrist**

Blackpool, FY4 4FE

Salary:

£59175.00 to £139882.00

Type:

Permanent

Employer:

Lancashire & South Cumbria NHS Foundation Trust

[Apply now on NHS Jobs for Network Medical Director and Consultant/SAS Psychiatrist job \(opens in a new window\)](#) ^[35]

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

Bristol, BS10 5NB

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

North Bristol NHS Trust

[Apply now on NHS Jobs for Assistant Director of Estates / Hard Facilities Management job \(opens in a new window\)](#) ^[36]

- **Group Director of Nursing- Medical Care Group**

Dorset, BH7 7DW

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

University Hospitals Dorset NHS Foundation Trust

[Apply now on NHS Jobs for Group Director of Nursing- Medical Care Group job \(opens in a new window\)](#) ^[37]

- **Group Director of Safeguarding (Adults and Children)**

Bristol, BS1 3NU

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

North Bristol NHS Trust

[Apply now on NHS Jobs for Group Director of Safeguarding \(Adults and Children\) job \(opens in a new window\)](#) ^[38]

- **Deputy Divisional Director of Nursing for Surgery**

Bath, BA1 3NG

Salary:

£62215.00 to £72293.00

Type:

Permanent

Employer:

Royal United Hospitals Bath NHS Foundation Trust

[Apply now on NHS Jobs for Deputy Divisional Director of Nursing for Surgery job \(opens in a new window\)](#) ^[39]

- **Training Programme Director for Thoracic Surgery & Education**

Leeds, LS1 4AP

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Thoracic Surgery & Education job \(opens in a new window\)](#) ^[40]

- **East Midlands - Training Programme Director for Paediatrics**

Leicestershire, LE3 8RA

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for East Midlands - Training Programme Director for Paediatrics job \(opens in a new window\)](#) ^[41]

- **Deputy Director of Nursing, Quality & Patient Experience**

Carmarthen, SA31 3BB

Salary:

£106967.00 to £123091.00

Type:

Permanent

Employer:

Hywel Dda University Health Board

[Apply now on NHS Jobs for Deputy Director of Nursing, Quality & Patient Experience job \(opens in a new window\)](#) ^[42]

- **Training Programme Director for Respiratory South London**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Respiratory South London job \(opens in a new window\)](#) ^[43]

- **Director of Digital Operations - Chief Technical Officer**

Gloucester, Cheltenham, GL1 3NN

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

Gloucestershire Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Director of Digital Operations - Chief Technical Officer job \(opens in a new window\)](#) ^[44]

- **Medical Director**

Nantgarw, CF15 7QQ

Salary:

£155963.00 to £167079.00

Type:

Permanent

Employer:

Health Education and Improvement Wales

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

- **Medical Director**

Winsford, CW7 1BH

Salary:

£96990.00 to £139882.00

Type:

Permanent

Employer:

St Luke's (Cheshire) Hospice

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

- **Care Director**

Lewes, BN8 4ED

Salary:

£68583.00 to £73141.00

Type:

Permanent

Employer:

St Peter & St James Hospice

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

- **Directorate Accountant**

Sheffield, S5 7AU

Salary:

£46148.00 to £52809.00

Type:

Fixed-Term

Employer:

Sheffield Teaching Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Directorate Accountant job \(opens in a new window\)](#)

^[48]

- **Committee Secretary/Deputy Director of Corporate Governance (NWJCC)**

Cardiff, CF15 7QZ

Salary:

£89491.00 to £103203.00

Type:

Permanent

Employer:

Cwm Taf Morgannwg University Health Board

[Apply now on NHS Jobs for Committee Secretary/Deputy Director of Corporate Governance \(NWJCC\) job \(opens in a new window\)](#) ^[49]

- **Training Programme Director for Haematology North West London**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Haematology North West London job \(opens in a new window\)](#) ^[50]

- **Training Programme Director for Emergency Medicine, South London**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Emergency Medicine, South London job \(opens in a new window\)](#) ^[51]

- **Consultant & Clinical Director in Vascular and Endovascular Surgery**

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 Consultant & Clinical Director in Vascular and Endovascular Surgery job \(opens in a new window\)](#) ^[52]

- **Executive Director of Nursing, Quality, Women and Family**

Bronllys, LD3 0LU

Salary:

£131284.00 to £136225.00

Type:

Permanent

Employer:

Powys Teaching Health Board

[Apply now on NHS Jobs for Executive Director of Nursing, Quality, Women and Family job \(opens in a new window\)](#) ^[53]

- **Associate Director of Nursing - Patient Experience and Complaints**

Sutton-in-Ashfield, NG17 4JL

Salary:

£62215.00 to £72293.00

Type:

Permanent

Employer:

Sherwood Forest Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Associate Director of Nursing - Patient Experience and Complaints job \(opens in a new window\)](#) ^[54]

- **Training Programme Director for Respiratory North Central East London**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Respiratory North Central East London job \(opens in a new window\)](#) ^[55]

- **Training Programme Director for Clinical Radiology North West London**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

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

- **Non Executive Director**

Newcastle upon Tyne, NE3 3XT

Salary:

Negotiable

Type:

Permanent

Employer:

Cumbria, Northumberland, Tyne and wear (CNTW) NHS Foundation Trust

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

[57]

- **Non-Executive Director**

Southampton, SO14 2AA

Salary:

Negotiable

Type:

Fixed-Term

Employer:

University Hospital Southampton NHS Trust

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

[58]

- **Care Centre Director**

Stoke on Trent, ST2 0TN

Salary:

£80000.00

Type:

Permanent

Employer:

Elysium Healthcare

[Apply now on NHS Jobs for Care Centre Director job \(opens in a new window\)](#) [59]

- **Deputy Hospital Director**

Thatcham, RG19 8ET

Salary:

Negotiable

Type:

Permanent

Employer:

Elysium Healthcare

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

[60]

- **Assistant Operations Director**

Bulwell, NG6 8WR

Salary:

£62215.00 to £72293.00

Type:

Permanent

Employer:

Nottingham CityCare Partnership CIC

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

- **Non-Executive Director**

Manchester, M25 3BL

Salary:

£13000.00

Type:

Fixed-Term

Employer:

Greater Manchester Mental Health NHSFT

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

- **Deputy Hospital Director**

Waterlooville, PO8 8QT

Salary:

£60000.00

Type:

Permanent

Employer:

Elysium Healthcare

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

- **Deputy Medical Director**

Nettleham, LN2 2LL

Salary:

£83571.00

Type:

Permanent

Employer:

ADHD360 LTD

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

[64]

- **Non-Executive Director**

Carlisle, CA2 7HY

Salary:

£1.00 to £13000.00

Type:

Fixed-Term

Employer:

North Cumbria Integrated Care NHS Foundation Trust

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

[65]

- **Non-Executive Director**

Stratford, E15 4ES

Salary:

£7000.00

Type:

Fixed-Term

Employer:

Newham Health Collaborative

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

[66]

- **Executive Medical Director**

Derby, DE22 3LZ

Salary:

Negotiable

Type:

Permanent

Employer:

Derbyshire Healthcare NHS Foundation Trust

[Apply now on NHS Jobs for Executive Medical Director job \(opens in a new window\)](#) [67]

- **Deputy Associate Director of Midwifery: Lead for Quality and Safety**

London, E1 1FR

Salary:

£70387.00 to £80465.00

Type:

Fixed-Term
Employer:
Barts Health NHS Trust
Apply now on NHS Jobs for Deputy Associate Director of Midwifery: Lead for Quality and Safety 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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