

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

- **JCC Deputy Director of Commissioning (Specialised Services)**

Treforest Industrial Estate or Mold, CF37 5YL

Salary:

£89491.00 to £103203.00

Type:

Permanent

Employer:

Cwm Taf Morgannwg University Health Board

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

- **Deputy Director of Joint Commissioning**

County Hall, Oxford , OX1 1ND

Salary:

£110000.00 to £120000.00

Type:

Permanent

Employer:

Oxfordshire County Council

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

- **Director of DDaT Delivery, Consultancy, Governance & Strategy**

Newcastle Upon Tyne, NE15 8NY

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

NHS Business Services Authority

[Apply now on NHS Jobs for Director of DDaT Delivery, Consultancy, Governance & Strategy job \(opens in a new window\)](#) ^[11]

- **Assistant Director - Health Strategy**

St Asaph, LL17 0JG

Salary:

£89491.00 to £103203.00

Type:

Secondment

Employer:

Betsi Cadwaladr University Health Board

[Apply now on NHS Jobs for Assistant Director - Health Strategy job \(opens in a new window\)](#) ^[12]

- **Head of Strategy, Research Engagement and Inclusion**

Bristol, BS1 2NT

Salary:

£62215.00 to £72293.00

Type:

Permanent

Employer:

University Hospitals Bristol and Weston NHS Foundation Trust (UHBW)

[Apply now on NHS Jobs for Head of Strategy, Research Engagement and Inclusion job \(opens in a new window\)](#) ^[13]

- **Strategic Planning and Commissioning Manager- Growing Well**

Abercynon, CF45 4SN

Salary:

£46840.00 to £53602.00

Type:

Fixed-Term

Employer:

Cwm Taf Morgannwg University Health Board

[Apply now on NHS Jobs for Strategic Planning and Commissioning Manager- Growing Well job \(opens in a new window\)](#) ^[14]

- **Director of Finance**

Newcastle Upon Tyne, NE15 8NY

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

NHS Business Services Authority

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

- **Director of Care**

Shrewsbury, SY3 8HS

Salary:

Negotiable

Type:

Permanent

Employer:

Severn Hospice

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

- **Director of Estates**

Preston, PR2 9WT

Salary:

Negotiable

Type:

Permanent

Employer:

CHEC

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

- **Director of Data**

Newcastle Upon Tyne, NE15 8NY

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

NHS Business Services Authority

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

- **Director of Performance**

London, W2 1NY

Salary:

£135000.00

Type:

Fixed-Term

Employer:

Imperial College Healthcare NHS Trust

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

[19]

- **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 \(opens in a new window\)](#) [20]

- **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 \(opens in a new window\)](#) [21]

- **Associate Director of Pharmacy**

London, E13 8SL

Salary:

£93903.00 to £107412.00

Type:

Permanent

Employer:

Barts Health NHS Trust

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

- **Director of Public Health**

Truro, TR1 3AY

Salary:

£87645.00 to £122911.00

Type:

Permanent

Employer:

Cornwall Council

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

[23]

- **Associate Director of Transformation**

London, E13 8SL

Salary:

£93903.00 to £107412.00

Type:

Permanent

Employer:

Barts Health NHS Trust

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

- **Director of Public Health**

Silverlink North, NE27 0BY

Salary:

£105467.00

Type:

Permanent

Employer:

North Tyneside Council

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

[25]

- **Associate Director of Governance**

King's Lynn, PE30 4ET

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

The Queen Elizabeth Hospital King's Lynn NHSFT

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

- **Director of Operational Finance**

London, E14 4PU

Salary:

£100000.00

Type:

Fixed-Term

Employer:

NHS England

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

- **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 \(opens in a new window\)](#) ^[28]

- **Director of Cyber & Technology**

Newcastle Upon Tyne, NE15 8NY

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

NHS Business Services Authority

[Apply now on NHS Jobs for Director of Cyber & Technology job \(opens in a new window\)](#) ^[29]

- **Director of Research and Development**

London, UB2 4SA

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

West London NHS Trust

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

- **Deputy Director Trust Programme Director**

Birmingham, Leeds, Liverpool, London, Salisbury, Didcot, E14 4PU

Salary:

£76000.00 to £117800.00

Type:

Fixed-Term

Employer:

UK Health Security Agency

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

- **Assistant Director of Finance, NWJCC**

Pontypridd, CF37 5YL

Salary:

£75405.00 to £86885.00

Type:

Permanent

Employer:

Cwm Taf Morgannwg University Health Board

[Apply now on NHS Jobs for Assistant Director of Finance, NWJCC job \(opens in a new window\)](#) ^[32]

- **Associate Director of Digital Delivery**

Reading, RG1 5AN

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

Royal Berkshire NHS Foundation Trust

[Apply now on NHS Jobs for Associate Director of Digital Delivery job \(opens in a new window\)](#) ^[33]

- **Deputy Director of Clinical Services**

Sheffield, S10 5UB

Salary:

Negotiable

Type:

Permanent

Employer:

Spire Healthcare Ltd

[Apply now on NHS Jobs for Deputy Director of Clinical Services job \(opens in a new window\)](#) ^[34]

- **Interim Director of Corporate Governance**

London, NW1 0PE

Salary:

Negotiable

Type:

Fixed-Term

Employer:

North London NHS Foundation Trust

[Apply now on NHS Jobs for Interim Director of Corporate Governance job \(opens in a new window\)](#) ^[35]

- **Director of Experience and Engagement**

Southampton, SO40 2RZ

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

Hampshire and Isle of Wight Healthcare NHS Foundation Trust

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

- **Interim Director of Adult Services**

Ashford, TN25 4AZ

Salary:

£105385.00 to £121271.00

Type:

Secondment

Employer:

Kent Community Health NHS Foundation Trust

[Apply now on NHS Jobs for Interim Director of Adult Services job \(opens in a new window\)](#) ^[37]

- **Director of Digital Delivery Centre**

Newcastle upon Tyne, NE15 8NY

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

NHS Business Services Authority

[Apply now on NHS Jobs for Director of Digital Delivery Centre job \(opens in a new window\)](#) ^[38]

- **Director of Operational Performance & Delivery**

Cambridge, CB21 5EF

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

Cambridgeshire and Peterborough NHS Foundation Trust

[Apply now on NHS Jobs for Director of Operational Performance & Delivery job \(opens in a new window\)](#) ^[39]

- **Associate Director of Estates (WTWA)**

Manchester, M23 9LP

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

Manchester University NHS Foundation Trust

[Apply now on NHS Jobs for Associate Director of Estates \(WTWA\) job \(opens in a new window\)](#) ^[40]

- **KSS Training Programme Director for Psychotherapy**

Horley, RH6 7DE

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

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

- **Deputy Director of Planning & Programmes, NWJCC**

Pontypridd, CF37 5YL

Salary:

£89491.00 to £103203.00

Type:

Permanent

Employer:

Cwm Taf Morgannwg University Health Board

[Apply now on NHS Jobs for Deputy Director of Planning & Programmes, NWJCC job \(opens in a new window\)](#) ^[42]

- **Assistant Director of Operations - Planned Care**

Port Talbot, SA12 7BR

Salary:

£106967.00 to £123091.00

Type:

Fixed-Term

Employer:

Swansea Bay University Health Board

[Apply now on NHS Jobs for Assistant Director of Operations - Planned Care job \(opens in a new window\)](#) ^[43]

- **Personal Assistant to Director of Finance**

Manchester, M1 3BN

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

NICE – The National Institute for Health and Care Excellence

[Apply now on NHS Jobs for Personal Assistant to Director of Finance job \(opens in a new window\)](#) ^[44]

- **Training Programme Director for Paediatric Surgery**

Leeds/Rotherham/Hull, LS1 4PL

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

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

- **Director of Corporate Governance & Trust Secretary**

Worthing, BN11 1HS

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

Sussex Partnership NHS Foundation Trust

[Apply now on NHS Jobs for Director of Corporate Governance & Trust Secretary job \(opens in a new window\)](#) ^[46]

- **KSS Training Programme Director for Neurology**

Horley, RH6 7DE

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

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

- **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 \(opens in a new window\)](#) ^[48]

- **KSS Training Programme Director for Cardiology**

Horley, RH6 7DE

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for KSS Training Programme Director for Cardiology job \(opens in a new window\)](#) ^[49]

- **Teaching - Training Programme Director for Paediatrics (WM)**

Birmingham, B2 4BJ

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Teaching - Training Programme Director for Paediatrics \(WM\) job \(opens in a new window\)](#) ^[50]

- **Director of Clinical Services and Family Support**

Bristol, BS10 6NL

Salary:

Negotiable

Type:

Permanent

Employer:

St Peter's Hospice

[Apply now on NHS Jobs for Director of Clinical Services and Family Support job \(opens in a new window\)](#) ^[51]

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

Willerby, HU10 6ED

Salary:

Negotiable

Type:

Permanent

Employer:

Humber Teaching NHS Foundation Trust

[Apply now on NHS Jobs for Executive Director of People and Organisational Development job \(opens in a new window\)](#) ^[52]

- **KSS Training Programme Director for Gastro-enterology**

Horley, RH6 7DE

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for KSS Training Programme Director for Gastroenterology job \(opens in a new window\)](#) ^[53]

- **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 \(opens in a new window\)](#) ^[54]

- **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 \(opens in a new window\)](#) ^[55]

- **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 \(opens in a new window\)](#) ^[56]

- **Clinical Director**

Birmingham, B30 2XR

Salary:

Negotiable

Type:

Permanent

Employer:

St Andrew's Healthcare

[Apply now on NHS Jobs for Clinical Director job \(opens in a new window\)](#) ^[57]

- **Medical Director**

Wrexham, LL11 2SJ

Salary:

£96000.00 to £130000.00

Type:

Permanent

Employer:

Nightingale House Hospice

[Apply now on NHS Jobs for Medical Director job \(opens in a new window\)](#) ^[58]

- **Finance Director**

London, E1 4DG

Salary:

£90000.00 to £100000.00

Type:

Permanent

Employer:

Bromley by Bow Health Partnership

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

- **Divisional Director**

London, E13 8SL

Salary:

£105504.00 to £139882.00

Type:

Fixed-Term

Employer:

Barts Health NHS Trust

[Apply now on NHS Jobs for Divisional Director job \(opens in a new window\)](#) ^[60]

- **Operations Director**

Birmingham, B24 9FD

Salary:

Negotiable

Type:

Permanent

Employer:

Prometheus Safe and Secure

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

- **Managing Director**

Reading, RG8 7DP

Salary:

£88168.00 to £101677.00

Type:

Fixed-Term

Employer:

Berkshire West Primary Care Alliance

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

- **People Director**

Newcastle Upon Tyne, NE15 8NY

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

NHS Business Services Authority

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

- **Clinical Director**

Maidstone, ME16 9PH

Salary:

£105504.00 to £139882.00

Type:

Fixed-Term

Employer:

Kent & Medway NHS & Social Care Partnership Trust

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

- **Medical Director**

SCARBOROUGH, YO12 5RE

Salary:

£105000.00 to £139900.00

Type:

Permanent

Employer:

Saint Catherine's Hospice

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

- **Clinical Director**

Wigan, WN2 3HZ

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

Wigan and Leigh Hospice

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

- **Training Programme Director for Geriatric Medicine in KSS**

Horley, RH6 7DE

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Geriatric Medicine in KSS job \(opens in a new window\)](#) ^[67]

- **Band 8d Associate Director for Urgent Care Integration**

Birmingham, B9 5SS

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

University Hospitals Birmingham NHS Foundation Trust

[Apply now on NHS Jobs for Band 8d Associate Director for Urgent Care Integration 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]
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- [Purchasing and contract management](#) ^[74]
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