

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

- **Policy and Strategy Manager**

Leeds, London, Hybrid or Home working, LS1 4AP

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

NHS Resolution

[Apply now on NHS Jobs for Policy and Strategy Manager job \(opens in a new window\)](#) [9]

- **Assistant Director, Integrated Commissioning and Contracts**

Ipswich, IP1 2BX

Salary:

£85289.00 to £102448.00

Type:

Permanent

Employer:

Suffolk County Council

[Apply now on NHS Jobs for Assistant Director, Integrated Commissioning and Contracts job \(opens in a new window\)](#) [10]

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

Manchester, M13 9NQ

Salary:

£64455.00 to £74896.00

Type:

Fixed-Term

Employer:

Manchester University NHS Foundation Trust

[Apply now on NHS Jobs for Head of Strategy, Engagement and Inclusion job \(opens in a new window\)](#) ^[11]

- **Director of Care**

Oswestry, SY10 9BX

Salary:

£79950.00 to £90456.00

Type:

Permanent

Employer:

Hope House Children's Hospices

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

- **Director of Finance**

Manchester, M13 9NL

Salary:

£109179.00 to £125637.00

Type:

Permanent

Employer:

Manchester University NHS Foundation Trust

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

- **Assistant Director of Planning**

Cardiff, CF11 9AD

Salary:

£89491.00 to £103203.00

Type:

Permanent

Employer:

Digital Health and Care Wales

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

- **Director of Supply Chain**

London, SE1 4YB

Salary:

£113557.00 to £129443.00

Type:

Permanent

Employer:

Guy's and St Thomas' NHS Foundation Trust

[Apply now on NHS Jobs for Director of Supply Chain 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]

- **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 \(opens in a new window\)](#) [17]

- **Associate Director of Operations**

Ipswich Suffolk, IP3 8LY

Salary:

£76965.00 to £88682.00

Type:

Permanent

Employer:

Norfolk & Suffolk Foundation NHS Trust

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

- **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 \(opens in a new window\)](#) ^[19]

- **Divisional Director of Surgery**

Walsall, WS29PS

Salary:

£109725.00 to £145478.00

Type:

Fixed-Term

Employer:

Walsall Healthcare NHS Trust

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

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

- **Director of Nursing & Quality**

Middlesbrough, TS5 5NW

Salary:

Negotiable

Type:

Permanent

Employer:

Teesside Hospice

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

- **Director of Quality Governance**

Salford, M6 8HD

Salary:

£109179.00 to £125637.00

Type:

Permanent

Employer:

Northern Care Alliance NHS Foundation Trust

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

- **Director of Finance and Estates**

Doncaster, DN4 8QN

Salary:

£140000.00 to £158000.00

Type:

Permanent

Employer:

Rotherham Doncaster and South Humber NHSFT

[Apply now on NHS Jobs for Director of Finance and Estates job \(opens in a new window\)](#) ^[24]

- **Director of Nursing - Mental Health**

Cardiff, CF64 2XX

Salary:

£106967.00 to £123091.00

Type:

Fixed-Term

Employer:

Cardiff and Vale University Health Board

[Apply now on NHS Jobs for Director of Nursing - Mental Health job \(opens in a new window\)](#) ^[25]

- **Deputy Director of Estates & Facilities**

London, N19 5NF

Salary:

£117645.00 to £134103.00

Type:

Permanent

Employer:

Whittington Hospital NHS Trust

[Apply now on NHS Jobs for Deputy Director of Estates & Facilities job \(opens in a new window\)](#) ^[26]

- **Director of Strategic Projects & Programmes**

Angel, London, N1 9PF

Salary:

£140000.00

Type:

Permanent

Employer:

Royal Free London Property Services Ltd

[Apply now on NHS Jobs for Director of Strategic Projects & Programmes job \(opens in a new window\)](#) ^[27]

- **Director of Population Health Management**

Sunderland Enterprise Park, SR5 3XB

Salary:

£109179.00 to £125637.00

Type:

Permanent

Employer:

North East & North Cumbria ICB

[Apply now on NHS Jobs for Director of Population Health Management job \(opens in a new window\)](#) ^[28]

- **Director of People and Organisational Development**

Doncaster, DN4 8QN

Salary:

£130000.00 to £144000.00

Type:

Permanent

Employer:

Rotherham Doncaster and South Humber NHSFT

[Apply now on NHS Jobs for Director of People and Organisational Development 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 Director of People & Organisational Development**

Cardiff, CF10 4BZ

Salary:

£89491.00 to £103203.00

Type:

Permanent

Employer:

Public Health Wales

[Apply now on NHS Jobs for Deputy Director of People & Organisational Development job \(opens in a new window\)](#) ^[31]

- **Deputy Director of Operations Surgery Division**

Dudley, DY1 2HQ

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

The Dudley Group NHS Foundation Trust

[Apply now on NHS Jobs for Deputy Director of Operations Surgery Division job \(opens in a new window\)](#) ^[32]

- **Operations Director**

Birmingham, B24 9FD

Salary:

Negotiable

Type:

Permanent

Employer:

Prometheus Safe and Secure

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

- **Operations Director**

Bollington, SK10 5JH

Stockport, SK12 1EU

Stockport, SK12 1GP

Stockport, SK12 2BB

Salary:

Negotiable

Type:

Permanent

Employer:

The Middlewood Partnership

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

- **Directorate Administrator**

Little Hulton, M28 0FE

Salary:

£24625.00 to £25674.00

Type:

Permanent

Employer:

Greater Manchester Mental Health NHSFT

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

^[35]

- **Radiographer Director**

Sheffield, S10 1JU

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

Sheffield Teaching Hospitals NHS Foundation Trust

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

- **Hospital Director**

Exeter, EX1 3PZ

Salary:

Negotiable

Type:

Permanent

Employer:

Elysium Healthcare

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

- **Medical Director**

SCARBOROUGH, YO12 5RE

Salary:

Negotiable
Type:
Permanent
Employer:
Saint Catherine's Hospice
[Apply now on NHS Jobs for Medical Director job \(opens in a new window\)](#) ^[38]

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

- **Assistant Director of Business Intelligence and Analytics**

Hull, HU3 4AE

Salary:
£88168.00 to £101677.00
Type:
Permanent
Employer:
City Health Care Partnership CIC
[Apply now on NHS Jobs for Assistant Director of Business Intelligence and Analytics job \(opens in a new window\)](#) ^[41]

- **Operations Director**

Birmingham, B24 9FD

Salary:

Negotiable

Type:

Permanent

Employer:

Prometheus Safe and Secure

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

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Bollington, SK10 5JH

Stockport, SK12 1EU

Stockport, SK12 1GP

Stockport, SK12 2BB

Salary:

Negotiable

Type:

Permanent

Employer:

The Middlewood Partnership

[Apply now on NHS Jobs for Operations Director job \(opens in a new window\)](#) [34]

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[Apply now on NHS Jobs for Radiographer Director job \(opens in a new window\)](#) [36]

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Salary:

Negotiable

Type:

Permanent

Employer:

Elysium Healthcare

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

- **Medical Director**

SCARBOROUGH, YO12 5RE

Salary:

Negotiable

Type:

Permanent

Employer:

Saint Catherine's Hospice

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

- **Director - Sustainability**

Nationally, SE1 8UG

Salary:

£100000.00

Type:

Permanent

Employer:

NHS England

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

^[42]

- **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]

- **Assistant Director of Business Intelligence and Analytics**

Hull, HU3 4AE

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

City Health Care Partnership CIC

[Apply now on NHS Jobs for Assistant Director of Business Intelligence and Analytics job \(opens in a new window\)](#) ^[41]

- **Director of Nursing Mental Health and Learning Disabilities**

St Asaph, LL17 0JG

Salary:

£106967.00 to £123091.00

Type:

Permanent

Employer:

Betsi Cadwaladr University Health Board

[Apply now on NHS Jobs for Director of Nursing Mental Health and Learning Disabilities job \(opens in a new window\)](#) ^[43]

- **Specialty Training Programme Director for Obstetrics and Gynaecology**

Plymouth, PL6 5DH

Salary:

Negotiable

Type:

Fixed-Term

Employer:

NHS England

[Apply now on NHS Jobs for Specialty Training Programme Director for Obstetrics and Gynaecology job \(opens in a new window\)](#) ^[44]

- **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 \(opens in a new window\)](#) ^[45]

- **Deputy Director of Clinical Pathways-Health in Justice**

National Role, RG7 4SA

Salary:

£85000.00 to £85000.00

Type:

Permanent

Employer:

Practice Plus Group

[Apply now on NHS Jobs for Deputy Director of Clinical Pathways-Health in Justice job \(opens in a new window\)](#) ^[46]

- **Director - Design Delivery**

Nationally, SE1 8UG

Salary:

£100000.00

Type:

Permanent

Employer:

NHS England

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

- **Assistant Directorate Manager**

Manchester, M13 9WL

Salary:

£47810.00 to £54710.00

Type:

Fixed-Term

Employer:

Manchester University NHS Foundation Trust

[Apply now on NHS Jobs for Assistant Directorate Manager job \(opens in a new window\)](#) ^[48]

- **Radiology Directorate Manager**

Torquay, TQ1 2AA

Salary:

£62215.00 to £72293.00

Type:

Permanent

Employer:

Torbay and South Devon NHS Foundation Trust

[Apply now on NHS Jobs for Radiology Directorate Manager job \(opens in a new window\)](#) ^[49]

- **Deputy Hospital Director**

Bury St Edmunds, IP30 9LR

Salary:

£50000.00 to £60000.00

Type:

Permanent

Employer:

Elysium Healthcare

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

^[50]

- **Directorate Support Officer**

Stoke on Trent, ST4 6QG

Salary:

£26530.00 to £29114.00

Type:

Fixed-Term

Employer:

University Hospital of North Midlands NHS Trust

[Apply now on NHS Jobs for Directorate Support Officer job \(opens in a new window\)](#) ^[51]

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

^[52]

- **Directorate Administration Support**

Newcastle upon Tyne, NE15 8NY

Salary:

£24937.00 to £26598.00

Type:

Permanent

Employer:

NHS Business Services Authority

[Apply now on NHS Jobs for Directorate Administration Support job \(opens in a new window\)](#) ^[53]

- **Non-executive Director**

Harlow, CM20 1DR

Salary:

£13000.00

Type:

Fixed-Term

Employer:

The Princess Alexandra Hospital NHS Trust

[Apply now on NHS Jobs for Non-executive Director job \(opens in a new window\)](#) ^[54]

- **Non-Executive Director**

Liversedge, WF15 6LP

Salary:

Negotiable

Type:

Fixed-Term

Employer:

Locala Health and Wellbeing

[Apply now on NHS Jobs for Non-Executive Director job \(opens in a new window\)](#) ^[55]

- **Chief Nurse & Director of Infection Prevention and Control (DIPC)**

Brighton, BN2 3EW

Salary:

£100000.00 to £200000.00

Type:

Permanent

Employer:

Sussex Community NHS Foundation Trust

[Apply now on NHS Jobs for Chief Nurse & Director of Infection Prevention and Control \(DIPC\) job \(opens in a new window\)](#) ^[56]

- **Training Programme Director for Simulation in ICM London Programme**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Simulation in ICM London Programme job \(opens in a new window\)](#) ^[57]

- **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 \(opens in a new window\)](#) ^[58]

- **Consultant Psychiatrist & Medical Director**

Crewe, CW1 4QW

Salary:

£173500.00

Type:

Permanent

Employer:

Cygnet Health Care

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

- **Consultant Neuropsychiatrist & Medical Director**

Widnes, WA8 5UY

Salary:

£173400.00

Type:

Permanent

Employer:

Cygnet Health Care

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

• Further information

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

- [Institute of Healthcare Management](#) [61]
- [NHS Graduate Management Training Scheme](#) [62]
- [NHS Leadership Academy](#) [63]

Other roles that may interest you

- [Project manager](#) [64]
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