

# 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](#) <sup>[1]</sup>



## 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](#) <sup>[2]</sup> 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](#) <sup>[3]</sup>
- Find out more about the training you'll receive for a career in strategic management <sup>[4]</sup>

### • Pay and conditions

Most jobs in the NHS are covered by the [Agenda for Change \(AfC\)](#) <sup>[5]</sup> 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](#) <sup>[6]</sup> 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](#) <sup>[7]</sup> 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

- **Clinical Director and Dental Director In Community Dental Service**

Cwmbran, NP44 8YN

Salary:

£98306.00 to £112974.00

Type:

Permanent

Employer:

Aneurin Bevan University Health Board

[Apply now on NHS Jobs for Clinical Director and Dental Director In Community Dental Service job \(opens in a new window\)](#) [9]

- **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 \(opens in a new window\)](#) [10]

- **Director of Care**

Shrewsbury, SY3 8HS

Salary:

Negotiable

Type:

Permanent

Employer:

Severn Hospice

[Apply now on NHS Jobs for Director of Care job \(opens in a new window\)](#) <sup>[11]</sup>

- **Director of Nursing**

Thatcham, RG19 8ET

Salary:

Negotiable

Type:

Permanent

Employer:

Elysium Healthcare

[Apply now on NHS Jobs for Director of Nursing job \(opens in a new window\)](#) <sup>[12]</sup>

- **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 \(opens in a new window\)](#) <sup>[13]</sup>

- **Deputy Director of Finance**

London, SE6 4RU

Salary:

Negotiable

Type:

Fixed-Term

Employer:

Lewisham and Greenwich NHS Trust

[Apply now on NHS Jobs for Deputy Director of Finance job \(opens in a new window\)](#) <sup>[14]</sup>

- **Associate Director of Governance**

Bulwell, NG6 8WR

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

Nottingham CityCare Partnership CIC

[Apply now on NHS Jobs for Associate Director of Governance job \(opens in a new window\)](#) <sup>[15]</sup>

- **Associate Director of Communications**

Yate, BS37 5AR

Salary:

£76965.00 to £88682.00

Type:

Permanent

Employer:

Sirona care & health CIC

[Apply now on NHS Jobs for Associate Director of Communications job \(opens in a new window\)](#) <sup>[16]</sup>

- **Director of Clinical Services**

Darlington, DL3 7UA

Salary:

£52425.00 to £56794.00

Type:

Permanent

Employer:

Darlington & District Hospice Movement

[Apply now on NHS Jobs for Director of Clinical Services job \(opens in a new window\)](#) <sup>[17]</sup>

- **Deputy Director of HR**

Prescot, L35 5DR

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

Mersey and West Lancashire Teaching Hospitals NHS Trust

[Apply now on NHS Jobs for Deputy Director of HR job \(opens in a new window\)](#) <sup>[18]</sup>

- **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 \(opens in a new window\)](#) <sup>[19]</sup>

- **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 \(opens in a new window\)](#) <sup>[20]</sup>

- **Deputy Director of Care**

Hampton, TW12 3RA

Artington, GU3 1LP

Salary:

Negotiable

Type:

Permanent

Employer:

Shooting Star Children's Hospices

[Apply now on NHS Jobs for Deputy Director of Care job \(opens in a new window\)](#) <sup>[21]</sup>

- **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 \(opens in a new window\)](#) <sup>[22]</sup>

- **Assistant Director of Digital Delivery**

Cardiff, CF14 2TL

Salary:

£75405.00 to £86885.00

Type:

Permanent

Employer:

Velindre Cancer Centre

[Apply now on NHS Jobs for Assistant Director of Digital Delivery job \(opens in a new window\)](#) <sup>[23]</sup>

- **Associate Director of Radiology / Imaging**

Worthing, BN11 2DH

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

University Hospitals Sussex NHS Foundation Trust (279)

[Apply now on NHS Jobs for Associate Director of Radiology / Imaging job \(opens in a new window\)](#) <sup>[24]</sup>

- **Director of People and OD**

sunderland, SR5 3XJ

Salary:

£86000.00 to £86688.00

Type:

Permanent

Employer:

Mental Health Matters

[Apply now on NHS Jobs for Director of People and OD job \(opens in a new window\)](#) <sup>[25]</sup>

- **Deputy Director of Hospital 2.0**

Nationally, SE1 8UG

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

NHS England

[Apply now on NHS Jobs for Deputy Director of Hospital 2.0 job \(opens in a new window\)](#) <sup>[26]</sup>



- **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 \(opens in a new window\)](#) <sup>[27]</sup>

- **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 \(opens in a new window\)](#) <sup>[28]</sup>

- **Director of Finance & Corporate Services**

York, YO24 1GL

Salary:

£65000.00 to £70000.00

Type:

Permanent

Employer:

St Leonard's Hospice

[Apply now on NHS Jobs for Director of Finance & Corporate Services job \(opens in a new window\)](#) <sup>[29]</sup>

- **Deputy Group Director of Operations**

West Bromwich, B71 4HJ

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

Sandwell and West Birmingham NHS Trust

[Apply now on NHS Jobs for Deputy Group Director of Operations job \(opens in a new window\)](#) <sup>[30]</sup>

- **Director of Clinical Services & Governance**

Barnsley, S75 2RL

Salary:

£75000.00 to £85000.00

Type:

Permanent

Employer:

Barnsley Hospice

[Apply now on NHS Jobs for Director of Clinical Services & Governance job \(opens in a new window\)](#) <sup>[31]</sup>

- **2572 - Associate Director of Nursing**

Barnsley, S75 2EP

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

Barnsley Hospital NHS Foundation Trust

[Apply now on NHS Jobs for 2572 - Associate Director of Nursing job \(opens in a new window\)](#) <sup>[32]</sup>

- **Assistant Director of Sourcing & Procurement**

Filton, Bristol, BS10 5LX

Manchester, M13 9LL

London, NW9 5BG

Birmingham, B15 2SG

London, SW17 0RB

Dodworth, Barnsley, S75 3FG

Salary:

£91342.00 to £105337.00

Type:

Fixed-Term

Employer:

NHS Blood and Transplant

[Apply now on NHS Jobs for Assistant Director of Sourcing & Procurement job \(opens in a new window\)](#) <sup>[33]</sup>

- **Training Programme Director for Simulation**

London, E14 4QT

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Simulation job \(opens in a new window\)](#) <sup>[34]</sup>

- **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 \(opens in a new window\)](#) <sup>[35]</sup>

- **Director of Nursing for Networked Care**

Reading, RG1 5AN

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

Royal Berkshire NHS Foundation Trust

[Apply now on NHS Jobs for Director of Nursing for Networked Care job \(opens in a new window\)](#) <sup>[36]</sup>

- **Deputy Director of Transformation and Improvement**

Southampton, SO40 2RZ

Salary:

£91342.00 to £105337.00

Type:

Permanent

Employer:

Hampshire and Isle of Wight Healthcare NHS Foundation Trust

[Apply now on NHS Jobs for Deputy Director of Transformation and Improvement job \(opens in a new window\)](#) <sup>[37]</sup>

- **Director of Financial Planning and Reporting**

London, W2 1NY

Salary:

£113557.00 to £129443.00

Type:

Permanent

Employer:

Imperial College Healthcare NHS Trust

[Apply now on NHS Jobs for Director of Financial Planning and Reporting job \(opens in a new window\)](#) <sup>[38]</sup>

- **Deputy Director of Programme Management Office**

Preston, PR2 9HT

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

Lancashire Teaching Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Deputy Director of Programme Management Office job \(opens in a new window\)](#) <sup>[39]</sup>

- **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 \(opens in a new window\)](#) <sup>[40]</sup>

- **Deputy Director of Capital & Strategic Developments**

Bradford, BD9 6RJ

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

Bradford Teaching Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Deputy Director of Capital & Strategic Developments job \(opens in a new window\)](#) <sup>[41]</sup>

- **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 \(opens in a new window\)](#) <sup>[42]</sup>

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

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Stroke \(London\) job \(opens in a new window\)](#) <sup>[43]</sup>

- **Associate Director of Allied Health Professionals**

Nuneaton, CV10 7DJ

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

George Eliot Hospital NHS Trust

[Apply now on NHS Jobs for Associate Director of Allied Health Professionals job \(opens in a new window\)](#) <sup>[44]</sup>

- **Deputy Managing Director of Improvement Networks**

London, W2 1NY

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

Imperial College Healthcare NHS Trust

[Apply now on NHS Jobs for Deputy Managing Director of Improvement Networks job \(opens in a new window\)](#) <sup>[45]</sup>

- **Assistant Director of Infection Prevention and Control**

Ashford, TN25 4AZ

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

Kent Community Health NHS Foundation Trust

[Apply now on NHS Jobs for Assistant Director of Infection Prevention and Control job \(opens in a new window\)](#) <sup>[46]</sup>

- **Executive Director for Transformation, Estates & Digital - Bath**

Bath, BA1 3QE

Salary:

Negotiable

Type:

Permanent

Employer:

Avon & Wiltshire Mental Health Partnership NHS Trust

[Apply now on NHS Jobs for Executive Director for Transformation, Estates & Digital - Bath job \(opens in a new window\)](#) <sup>[47]</sup>

- **Assistant Director of Estates Facilities & Professional Services**

London, SE1 2ND

Salary:

£82462.00 to £93773.00

Type:

Permanent

Employer:

Guy's and St Thomas' NHS Foundation Trust

[Apply now on NHS Jobs for Assistant Director of Estates Facilities & Professional Services job \(opens in a new window\)](#) <sup>[48]</sup>

- **Training Programme Director of Ophthalmology - South London**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director of Ophthalmology - South London job \(opens in a new window\)](#) <sup>[49]</sup>

- **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 \(opens in a new window\)](#) <sup>[50]</sup>

- **Assistant Director of Learning and Organisational Development**

London, N19 5NF

Salary:

£82462.00 to £93773.00

Type:

Permanent

Employer:

Whittington Hospital NHS Trust

[Apply now on NHS Jobs for Assistant Director of Learning and Organisational Development job \(opens in a new window\)](#) <sup>[51]</sup>

- **Specialty Training Programme Director for Surgery (Education)**

Bristol, BS1 6AG

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Specialty Training Programme Director for Surgery \(Education\) job \(opens in a new window\)](#) <sup>[52]</sup>

- **Training Programme Director for Blended Learning - Paediatrics**

Cambridge, CB21 5XB

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Blended Learning - Paediatrics job \(opens in a new window\)](#) <sup>[53]</sup>

- **Clinical Director**

Birmingham, B30 2XR

Salary:

Negotiable

Type:

Permanent

Employer:

St Andrew's Healthcare

[Apply now on NHS Jobs for Clinical Director job \(opens in a new window\)](#) <sup>[54]</sup>

- **Operations Director**

Birmingham, B24 9FD

Salary:

Negotiable

Type:

Permanent

Employer:

Prometheus Safe and Secure

[Apply now on NHS Jobs for Operations Director job \(opens in a new window\)](#) <sup>[55]</sup>

- **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 \(opens in a new window\)](#) <sup>[56]</sup>

- **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 \(opens in a new window\)](#) <sup>[57]</sup>

- **Programme Director**

Colindale, NW9 5BG

Edgbaston, B15 2SG

Tooting, SW17 0RB

Filton, Bristol, BS34 7QH

Manchester, M13 9LL

Dodworth, Barnsley, S75 3FG

Salary:

£91342.00 to £105337.00

Type:

Fixed-Term

Employer:

NHS Blood and Transplant

[Apply now on NHS Jobs for Programme Director job \(opens in a new window\)](#) <sup>[58]</sup>

- **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 \(opens in a new window\)](#) <sup>[59]</sup>

- **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 \(opens in a new window\)](#) <sup>[60]</sup>

- **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 \(opens in a new window\)](#) <sup>[61]</sup>

- **Commercial Director**

London, WC1N 3JH

Salary:

Negotiable

Type:

Fixed-Term

Employer:

Great Ormond Street Hospital for Children NHS Foundation Trust

[Apply now on NHS Jobs for Commercial Director job \(opens in a new window\)](#) <sup>[62]</sup>

- **Managing Director**

Chesterfield, S44 5BL

Salary:

Negotiable

Type:

Permanent

Employer:

Chesterfield Royal Hospital NHS Foundation Trust

[Apply now on NHS Jobs for Managing Director job \(opens in a new window\)](#) <sup>[63]</sup>

- **Training Programme Director for General Surgery (West Midlands)**

Birmingham, B2 4BJ

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for General Surgery \(West Midlands\) job \(opens in a new window\)](#) <sup>[64]</sup>

- **Band 9 Deputy Director of Estates and Facilities**

Birmingham, B9 5SS

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

University Hospitals Birmingham NHS Foundation Trust

[Apply now on NHS Jobs for Band 9 Deputy Director of Estates and Facilities job \(opens in a new window\)](#) <sup>[65]</sup>

- **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 \(opens in a new window\)](#) <sup>[66]</sup>

- **Non-Executive Director with a Financial / Audit Background**

Bournemouth, BH7 7DW

Salary:

£16000.00

Type:

Fixed-Term

Employer:

University Hospitals Dorset NHS Foundation Trust

[Apply now on NHS Jobs for Non-Executive Director with a Financial / Audit Background job \(opens in a new window\)](#) <sup>[67]</sup>

- **Training Programme Director for Histopathology (North East London)**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Histopathology \(North East London\) job \(opens in a new window\)](#) <sup>[68]</sup>

## • 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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