

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

- **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 \(opens in a new window\)](#) ^[9]

- **Director of Nursing**

Thatcham, RG19 8ET

Salary:

Negotiable

Type:

Permanent

Employer:

Elysium Healthcare

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

- **Director of Urgent Care**

London, SW1V 2RH

Salary:

£96340.00 to £109849.00

Type:

Permanent

Employer:

Central and North West London NHS Foundation Trust

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

[11]

- **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 \(opens in a new window\)](#) [12]

- **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 \(opens in a new window\)](#) [13]

- **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 \(opens in a new window\)](#) [14]

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

[15]

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

- **Director of Transactional Services**

Manchester, M13 9WL

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

Manchester University NHS Foundation Trust

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

- **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 \(opens in a new window\)](#) [18]

- **Associate Director of Clinical Governance**

Guildford, GU2 7XX

Salary:

£90290.00 to £103799.00

Type:

Permanent

Employer:

Royal Surrey NHS Foundation Trust

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

- **Associate Director of Business Intelligence**

London, SE6 4RY

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

Lewisham and Greenwich NHS Trust

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

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

- **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 \(opens in a new window\)](#) ^[22]

- **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 \(opens in a new window\)](#) ^[23]

- **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 \(opens in a new window\)](#) ^[24]

- **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 \(opens in a new window\)](#) ^[25]

- **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 \(opens in a new window\)](#) ^[26]

- **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 \(opens in a new window\)](#) ^[27]

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

- **Assistant Director of Commercial Development & Contracting**

Cambridge, CB2 0QQ

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

Cambridge University Hospital NHS Foundation Trust

[Apply now on NHS Jobs for Assistant Director of Commercial Development & Contracting job \(opens in a new window\)](#) ^[30]

- **Associate Director of Clinical Quality and Regulation**

Prestwich, Manchester, M25 3BL

Salary:

£88168.00 to £101677.00

Type:

Fixed-Term

Employer:

Greater Manchester Mental Health NHSFT

[Apply now on NHS Jobs for Associate Director of Clinical Quality and Regulation job \(opens in a new window\)](#) ^[31]

- **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 \(opens in a new window\)](#) ^[32]

- **Personal Assistant to the Director of Pharmacy**

Chelmsford, CM1 3AG

Salary:

£26530.00 to £29114.00

Type:

Permanent

Employer:

Essex Partnership University NHS Foundation Trust

[Apply now on NHS Jobs for Personal Assistant to the Director of Pharmacy job \(opens in a new window\)](#) ^[33]

- **Associate Clinical Director for Allied Health Professions**

Exeter, EX2 7FW

Salary:

£62215.00 to £72293.00

Type:

Fixed-Term

Employer:

Torbay and South Devon NHS Foundation Trust

[Apply now on NHS Jobs for Associate Clinical Director for Allied Health Professions job \(opens in a new window\)](#) ^[34]

- **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 \(opens in a new window\)](#) ^[35]

- **Associate Director of PFI, Estates and Capital**

Blackburn, BB2 3HH

Salary:

Negotiable

Type:

Permanent

Employer:

East Lancashire Hospitals NHS Trust

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

- **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 \(opens in a new window\)](#) ^[37]

- **Deputy Director of Health Protection in Regions**

London, Birmingham, Leeds, Liverpool, E14 4PU

Salary:

£109179.00 to £145478.00

Type:

Permanent

Employer:

UK Health Security Agency

[Apply now on NHS Jobs for Deputy Director of Health Protection in Regions job \(opens in a new window\)](#) ^[38]

- **Deputy Director of People (OD and Communications)**

Oxford, OX4 4XN

Salary:

£91342.00 to £105337.00

Type:

Permanent

Employer:

Oxford Health NHS Trust

[Apply now on NHS Jobs for Deputy Director of People \(OD and Communications\) job \(opens in a new window\)](#) ^[39]

- **Associate Director of Fundraising and Supporter Engagement**

Ipswich, IP3 8LX

Salary:

£60000.00

Type:

Permanent

Employer:

St Elizabeth Hospice

[Apply now on NHS Jobs for Associate Director of Fundraising and Supporter Engagement 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**

Birmingham, B24 9FD

Salary:

Negotiable

Type:

Permanent

Employer:

Prometheus Safe and Secure

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

- **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 \(opens in a new window\)](#) [43]

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

[44]

- **Managing Director**

Liverpool, L3 5TF

Salary:

Negotiable

Type:

Secondment

Employer:

Liverpool University Hospitals NHS Foundation Trust
[Apply now on NHS Jobs for Managing Director job \(opens in a new window\)](#) ^[45]

- **Director - Sustainability**

Nationally, SE1 8UG

Salary:

£100000.00

Type:

Permanent

Employer:

NHS England

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

^[46]

- **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 \(opens in a new window\)](#) ^[47]

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

- **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 \(opens in a new window\)](#) ^[49]

- **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 \(opens in a new window\)](#) ^[50]

- **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 \(opens in a new window\)](#) ^[51]

- **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 \(opens in a new window\)](#) ^[52]

- **Band 8d Director of Therapies and Chief AHP**

Birmingham, B7 4BN

Salary:

£88168.00 to £101677.00

Type:

Fixed-Term

Employer:

Birmingham Community Healthcare NHS FT

[Apply now on NHS Jobs for Band 8d Director of Therapies and Chief AHP job \(opens in a new window\)](#) ^[53]

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

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

- **Personal Assistant to Executive Nurse Director of Patient Experience**

Baglan, SA12 7BR

Salary:

£30420.00 to £37030.00

Type:

Permanent

Employer:

Swansea Bay University Health Board

[Apply now on NHS Jobs for Personal Assistant to Executive Nurse Director of Patient Experience 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]

- **Deputy Director of Corporate Affairs Band 8D QIA#129**

Lincoln, LN2 5QY

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

United Lincolnshire Hospitals NHS Trust

[Apply now on NHS Jobs for Deputy Director of Corporate Affairs Band 8D QIA#129 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]

- **Associate Director - Research**

London, E20 1JQ

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

NICE – The National Institute for Health and Care Excellence

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

- **Director - Design Delivery**

Nationally, SE1 8UG

Salary:

£100000.00

Type:

Permanent

Employer:

NHS England

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

[61]

- **Non-Executive Director**

Carlisle, CA1 2SE

Salary:

£5731.00

Type:

Fixed-Term

Employer:

Cumbria Health

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

[62]

- **Care Services Director**

Crawley, RH11 9SL

Salary:

£71883.00 to £78844.00

Type:

Permanent

Employer:

St Catherine's Hospice

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

[63]

- **Directorate Invoicing Officer**

London, SE5 9RS

Salary:

£31944.00 to £34937.00

Type:

Permanent

Employer:

King's College Hospital NHS Foundation Trust

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

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

^[65]

- **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 \(opens in a new window\)](#) ^[66]

- **Deputy Directorate Manager**

Wrightington, WN6 9EP

Salary:

£53755.00 to £60504.00

Type:

Permanent

Employer:

Wrightington Wigan & Leigh Teaching Hospitals NHS Foundation Trust

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

- **Directorate Support Manager**

Stockport, SK2 7JE

Salary:

£29970.00 to £36483.00

Type:

Permanent

Employer:

Stockport NHS Foundation Trust

[Apply now on NHS Jobs for Directorate Support Manager 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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