

# 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](#) <sup>[8]</sup>.

Just some of the current vacancies are below.

## Find a vacancy

Enter your location or postcode

Show results within

Search

- **NWJCC Assistant Director of Commissioning**

Treforest or Mold, CF37 5YL

Salary:

£75405.00 to £86885.00

Type:

Permanent

Employer:

Cwm Taf Morgannwg University Health Board

[Apply now on NHS Jobs for NWJCC Assistant Director of Commissioning job \(opens in a new window\)](#) <sup>[9]</sup>

- **Group Deputy Director of Strategy & Planning**

Lincoln, LN2 5QY

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

United Lincolnshire Hospitals NHS Trust

[Apply now on NHS Jobs for Group Deputy Director of Strategy & Planning job \(opens in a new window\)](#) <sup>[10]</sup>

- **Mental Health Review and Commissioning Officer**

Salford, M7 2YL

Salary:

£36124.00 to £45718.00

Type:

Permanent

Employer:

Northern Care Alliance NHS Foundation Trust

[Apply now on NHS Jobs for Mental Health Review and Commissioning Officer job \(opens in a new window\)](#) <sup>[11]</sup>

- **Director of Nursing**

Crowthorne, RG45 7ET

Salary:

£90290.00 to £103799.00

Type:

Permanent

Employer:

West London NHS Trust

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

- **Director of Care**

Colchester, CO4 9JU

Salary:

£85000.00 to £90000.00

Type:

Permanent

Employer:

St Helena Hospice

[Apply now on NHS Jobs for Director of Care job \(opens in a new window\)](#) <sup>[13]</sup>

- **Deputy Director of Operations**

Wakefield, WF1 4DG

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

The Mid Yorkshire Teaching NHS Trust

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

- **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 \(opens in a new window\)](#) <sup>[15]</sup>

- **Associate Director of Quality**

Bradford, BD9 6RJ

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

Bradford Teaching Hospitals NHS Foundation Trust

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

- **Director of Commercial Services**

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 Commercial Services job \(opens in a new window\)](#) <sup>[17]</sup>

- **Executive Director of Finance**

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 Executive Director of Finance job \(opens in a new window\)](#) <sup>[18]</sup>

- **UHN Director of Midwifery**

Northampton, NN1 5BD

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

Northampton General Hospital

[Apply now on NHS Jobs for UHN Director of Midwifery job \(opens in a new window\)](#) <sup>[19]</sup>

- **Clinical Director of Transformation**

NORWICH, NR1 2DL

Salary:

£105504.00 to £139882.00

Type:

Permanent

Employer:

Norfolk & Suffolk Foundation NHS Trust

[Apply now on NHS Jobs for Clinical Director of Transformation job \(opens in a new window\)](#) <sup>[20]</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>[21]</sup>

- **Divisional Director for Medicine**

Derby, DE22 3NE

Salary:

£105385.00 to £121271.00

Type:

Permanent

Employer:

University Hospitals of Derby and Burton NHS Foundation Trust

[Apply now on NHS Jobs for Divisional Director for Medicine job \(opens in a new window\)](#) <sup>[22]</sup>

- **Associate Director of Counter Fraud**

Truro, TR1 3LJ

Salary:

£53755.00 to £72293.00

Type:

Permanent

Employer:

Royal Cornwall Hospitals Trust

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

- **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 \(opens in a new window\)](#) <sup>[24]</sup>

- **Associate Director of Nursing & Quality**

Prestwich, M25 3BL

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

Greater Manchester Mental Health NHSFT

[Apply now on NHS Jobs for Associate Director of Nursing & Quality job \(opens in a new window\)](#) <sup>[25]</sup>

- **Clinical Director for Advancing Practice**

Chesterfield, S42 7JE

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

Derbyshire Community Health Services NHSFT



[Apply now on NHS Jobs for Clinical Director for Advancing Practice job \(opens in a new window\)](#) <sup>[26]</sup>

- **Director of Communications and Engagement**

Manchester, M13 9WL

Salary:

Negotiable

Type:

Permanent

Employer:

Manchester University NHS Foundation Trust

[Apply now on NHS Jobs for Director of Communications and Engagement job \(opens in a new window\)](#) <sup>[27]</sup>

- **Associate Director of Pharmacy - Medicines Safety**

Preston, PR2 9HT

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

Lancashire Teaching Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Associate Director of Pharmacy - Medicines Safety job \(opens in a new window\)](#) <sup>[28]</sup>

- **Training Programme Director for Histopathology & Neuropathology**

Leeds/Rotherham/Hull, LS1 4PL

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Histopathology & Neuropathology job \(opens in a new window\)](#) <sup>[29]</sup>

- **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 \(opens in a new window\)](#) <sup>[30]</sup>

- **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 \(opens in a new window\)](#) <sup>[31]</sup>

- **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 \(opens in a new window\)](#) <sup>[32]</sup>

- **Training Programme Director for Haematology (East)**

Leicestershire, LE3 8RA

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Haematology \(East\) job \(opens in a new window\)](#) <sup>[33]</sup>

- **Director of Data and Analytics (Interim)**

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 Data and Analytics \(Interim\) job \(opens in a new window\)](#) <sup>[34]</sup>

- **Clinical Director for Discharge and Flow**

Norwich, NR6 5BE

Salary:

Negotiable

Type:

Fixed-Term

Employer:

Norfolk & Suffolk Foundation NHS Trust

[Apply now on NHS Jobs for Clinical Director for Discharge and Flow job \(opens in a new window\)](#) <sup>[35]</sup>

- **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 \(opens in a new window\)](#) <sup>[36]</sup>

- **Hospital Director**

Warrington, WA2 8TR

Salary:

£90000.00

Type:

Permanent

Employer:

Elysium Healthcare

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

- **Directorate Accountant**

317 Regent Point, NE3 3HD

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

The Newcastle upon Tyne Hospitals NHS Foundation Trust

[Apply now on NHS Jobs for Directorate Accountant 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]

- **Deputy Director of Workforce and Organisational Development**

Sunderland, SR4 7TP

Salary:

£74290.00 to £85601.00

Type:

Permanent

Employer:

South Tyneside and Sunderland NHS Foundation Trust

[Apply now on NHS Jobs for Deputy Director of Workforce and Organisational Development job \(opens in a new window\)](#) [40]

- **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 \(opens in a new window\)](#) [36]

- **Hospital Director**

Warrington, WA2 8TR

Salary:

£90000.00

Type:

Permanent

Employer:

Elysium Healthcare

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

- **Directorate Accountant**

317 Regent Point, NE3 3HD

Salary:

£46148.00 to £52809.00

Type:

Permanent

Employer:

The Newcastle upon Tyne Hospitals NHS Foundation Trust

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

<sup>[38]</sup>

- **Service Director**

Exeter, EX2 5AF

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

Devon Partnership NHS Trust

[Apply now on NHS Jobs for Service Director job \(opens in a new window\)](#) <sup>[41]</sup>

- **Research Director**

London, NW5 3EG

Salary:

£105504.00 to £139882.00

Type:

Permanent

Employer:

Central and North West London NHS Foundation Trust

[Apply now on NHS Jobs for Research Director job \(opens in a new window\)](#) <sup>[42]</sup>

- **Hospital Director**

Chester, CH4 7QP

Salary:

Negotiable

Type:

Permanent

Employer:

Nuffield Health

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

- **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 \(opens in a new window\)](#) <sup>[44]</sup>

- **Managing Director**

Hereford, HR1 2ER

Salary:

£100000.00 to £150000.00

Type:

Permanent

Employer:

Wye Valley NHS Trust

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

- **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 \(opens in a new window\)](#) <sup>[46]</sup>

- **Training Programme Director for Neurology North Central London**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Neurology North Central London job \(opens in a new window\)](#) <sup>[47]</sup>

- **Deputy Director for the Lampard Inquiry - Band 8d**

Basildon, SS14 3HG

Salary:

£88168.00 to £101677.00

Type:

Secondment

Employer:

NHS Mid and South Essex Integrated Care Board

[Apply now on NHS Jobs for Deputy Director for the Lampard Inquiry - Band 8d job \(opens in a new window\)](#) <sup>[48]</sup>

- **Service Director, Child & Adolescent Mental Health Service Directorate**

London, SE5 8AZ

Salary:

£113557.00 to £129443.00

Type:

Permanent

Employer:

South London and Maudsley NHS Foundation Trust

[Apply now on NHS Jobs for Service Director, Child & Adolescent Mental Health Service Directorate job \(opens in a new window\)](#) <sup>[49]</sup>

- **Training Programme Director for Anaesthetics North East London**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Anaesthetics North East London job \(opens in a new window\)](#) <sup>[50]</sup>

- **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 \(opens in a new window\)](#) <sup>[51]</sup>

- **Training Programme Director for Obstetrics & Gynaecology, South London**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Obstetrics & Gynaecology, South London job \(opens in a new window\)](#) <sup>[52]</sup>

- **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 \(opens in a new window\)](#) <sup>[53]</sup>

- **Directorate Operations Manager**

Manchester, M20 4BX

Salary:

£53755.00 to £60504.00

Type:



Permanent

Employer:

The Christie NHS FT

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

- **Non Executive Director**

Liverpool, L34 1PJ

Salary:

Negotiable

Type:

Fixed-Term

Employer:

Mersey Care NHS Foundation Trust

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

- **Associate Director of Operations - Medicine, ED and Urgent Care**

Milton Keynes, MK6 5LD

Salary:

£88168.00 to £101677.00

Type:

Permanent

Employer:

Milton Keynes University Hospital NHS Foundation Trust

[Apply now on NHS Jobs for Associate Director of Operations - Medicine, ED and Urgent Care job \(opens in a new window\)](#) <sup>[56]</sup>

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

- **Training Programme Director for Core Psychiatry South East London**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

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

- **Training Programme Director for Chemical Pathology North West London**

London, E14 4PU

Salary:

Negotiable

Type:

Secondment

Employer:

NHS England

[Apply now on NHS Jobs for Training Programme Director for Chemical Pathology North West London job \(opens in a new window\)](#) <sup>[59]</sup>

- **Directorate Operations Manager**

Manchester, M20 4BX

Salary:

£53755.00 to £60504.00

Type:

Permanent

Employer:

The Christie NHS FT

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

- **Non Executive Director**

Liverpool, L34 1PJ

Salary:

Negotiable

Type:

Fixed-Term

Employer:

Mersey Care NHS Foundation Trust

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

- **Non-Executive Director**

Wolverhampton, WV1 1SL

Salary:

£13000.00

Type:

Fixed-Term

Employer:

Black Country Healthcare NHS Foundation Trust

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

[60]

- **Non Executive Director**

Birmingham, B13 8QY

Salary:

£13000.00

Type:

Permanent

Employer:

Birmingham and Solihull Mental Health NHS Foundation Trust

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

[61]

- **Associate Nurse Director**

Carlisle, CA1 3SX

Salary:

£62215.00 to £72293.00

Type:

Permanent

Employer:

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

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

[62]

- **Clinical Development Director**

Middlesbrough, TS5 5NW

Salary:

Negotiable

Type:

Permanent

Employer:

Teesside Hospice

Apply now on NHS Jobs for Clinical Development Director job (opens in a new window) [63]

## • Further information

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

- Institute of Healthcare Management [64]
- NHS Graduate Management Training Scheme [65]
- NHS Leadership Academy [66]

## Other roles that may interest you

- Project manager [67]
- Practice manager [68]
- Purchasing and contract management [69]
- Experienced paramedic [70]

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