



Chief Officer, West Dunbartonshire Health and Social Care Partnership

Candidate Information Pack

Ref No: 247733

Closing Date: 23:59 31st May 2026



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Message from our Chief Executives



Dear Candidate,

Thank you for your interest in this significant leadership opportunity within West Dunbartonshire Health and Social Care Partnership.

West Dunbartonshire may be one of Scotland's smallest local authority areas, with a population of approx. 90,000, but it is an ambitious, forward-looking place with a clear vision for the future.

West Dunbartonshire Health and Social Care Partnership plays a vital role in delivering integrated services that meet the needs of local people. Working in close collaboration with NHSGGC, the Partnership is focused on innovation, service transformation, and sustainable delivery models that respond to increasing demand and complexity across health and social care.

This is a pivotal time for health and social care services. Across NHSGGC and our Health and Social Care Partnerships, we are committed to delivering high-quality, person-centred care, improving population health, and addressing inequalities in some of Scotland's most diverse communities. This is both a challenging and deeply rewarding agenda, requiring strong, values-driven leadership.

Our vision is to **Build a Better West Dunbartonshire**—and strong, values-driven leadership is central to achieving this.

As a candidate, you will bring not only professional expertise and strategic capability, but also a commitment to our shared values of care, compassion, integrity, and respect. We are seeking individuals who can lead with clarity and purpose, foster collaboration across organisational boundaries, and inspire teams to deliver meaningful outcomes for the communities we serve.

This recruitment pack has been designed to provide you with insight into the role, our organisations, and the opportunities and challenges ahead. We hope it supports you in understanding both the scope of the position and the impact you could make.

We look forward to receiving your application and to learning more about how your experience, leadership, and ambition align with our vision for the future.

For further information or support, please contact Heather Silvester at Heather.Silvester@nhs.scot.

Thank you once again for considering this exciting opportunity. We look forward to receiving your application.

Peter Hessett
Chief Executive of West Dunbartonshire
Council

Professor Jann Gardner
Chief Executive
NHS Greater Glasgow and Clyde

Advertisement

NHS Salary:	Executive and Senior Manager Grade E £104,895 - £135,060 per annum (pro rata to part time)
Council Salary:	Chief Officials: £139,156 - £143,936 per annum (pro rata to part time)
Tenure:	Permanent
Hours:	NHS: 37.5 hours Council: 35 hours
Location:	West Dunbartonshire

We are delighted to introduce this exceptional opportunity of Chief Officer, leading the West Dunbartonshire Health and Social Care Partnership (HSCP). This pivotal leadership role is at the heart of delivering integrated health and social care services that make a real difference to the lives of individuals, families, and communities across West Dunbartonshire.

The HSCP has an ambitious and forward-thinking agenda, with a strong focus on innovation, excellence, and person-centred care. As Chief Officer, you will be instrumental in shaping and delivering our vision, strengthening our integrated organisational model, and ensuring that services are responsive, high-quality, and outcome focused.

If you are an outstanding leader, with a proven track record of strategic leadership, disruptive transformation, and partnership working, ideally in local government, health and/or the wider public sector, we would love to hear from you.

You will bring the experience, insight, and values necessary to guide and support our committed teams in delivering the best possible care and support to those who need it. Your ability to lead collaboratively, engage effectively with partners, and drive continuous improvement will be key to success in this role.

This is a unique and rewarding career opportunity to join a strong and dedicated team of health and social care professionals. Working across West Dunbartonshire, in partnership with Council and NHS Greater Glasgow and Clyde colleagues, in addition to Elected Members and those sitting on the Integrated Joint Board, you will play a crucial role in delivering integrated services that meet the evolving and increasingly complex needs of our diverse population.

West Dunbartonshire is a great place to live and work. The area comprises of rural, urban and waterfront locations and offers a range of new-build and traditional homes, all within easy reach of Glasgow.

The area has a rich past, shaped by its world-famous shipyards along the Clyde, and boasts many attractions ranging from the iconic Titan Crane and Dumbarton Rock to the beauty of the Loch Lomond and The Trossachs National Park and its historic whisky warehouses.

West Central Scotland is served by one of the best road links in the UK, putting the rest of Scotland, and the UK, within easy reach and West Dunbartonshire itself is just half an hour from Glasgow (via the A82 or M8) and our Dumbarton Office, located on Church Street is

just 15 minutes from Glasgow International Airport. Additionally, a half-hourly train service provides connections to Loch Lomond, Glasgow and beyond.

If you believe you can meet the challenges that this high-profile role brings then we would be delighted to hear from you.

If you would like to find out more about the post before applying, you can contact **Jann Gardner, Chief Executive, NHS Greater Glasgow and Clyde** on 0141 201 4642 or via jann.gardner@nhs.scot or **Peter Hessett, Chief Executive of West Dunbartonshire Council** on 01389 737 223 or email peter.hessett@west-dunbarton.gov.uk for a confidential discussion.

Closing Date: 23:59, Sunday 31st May 2026

West Dunbartonshire Health and Social Care Partnership encourages applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have. Applications are welcome from UK, EEA and non-EEA candidates.

Job Description

- Job Title:** Chief Officer
West Dunbartonshire Health and Social Care Partnership
- Responsible to:** Chief Executives of NHS Greater Glasgow and Clyde and West Dunbartonshire Council including Health and Social Care Partnership
- Location:** As required across West Dunbartonshire and NHSGGC locations

Job Purpose

The post holder has responsibility for the overall strategic leadership and management of delegated functions within the Health and Social Care Partnership.

The post holder is responsible for working within the Integration Scheme and delivering the Strategic Plan within an integrated budget to ensure the best outcomes for patients, people who use our services and carers.

The post holder will plan and deliver change in both directly managed and externally commissioned services to improve quality.

The post holder will establish and maintain credibility with Elected Members, Non-Executive Directors, local communities, staff and other stakeholders. The post holder will be a member of both the West Dunbartonshire Council and Greater Glasgow and Clyde senior leadership teams.

The post holder will focus on the health of the population as well as services and ensure that a population focus is reflected in its plans with the intention of reducing inequalities and improving health and well-being.

The post holder will have leadership responsibility for implementing effective strategic planning arrangements and commissioning plans for those, largely, unscheduled care acute services delegated to Integration Joint Boards in the legislation. (Public Bodies (Joint Working) (Scotland)) Act 2014.

Dimensions/Scope and Range

Budget:
HSCP - £220m
Indicative Acute set aside budget - £48m
Staffing – Council -1394 employees
Staffing – NHS – 826 employees

Service delegated by the Health Board to the Integration Joint Board

- Palliative care services provided in a hospital
- Mental Health services provided in a hospital
- Health Visiting
- School Nursing
- Speech and Language Therapy
- Specialist Health Improvement
- Community Children's Services
- CAHMS
- District Nursing services
- Primary care services provided under a general medical services contract
- General dental services
- Pharmaceutical services
- Services provided out with a hospital in relation to geriatric medicine
- Palliative care services provided out with a hospital
- Community learning disability services
- Rehabilitative services provided in the Community
- Mental health services provided out with a hospital
- Continence services provided out-with a hospital
- Kidney dialysis services provided out with a hospital
- Services provided by health professionals that aim to promote public health.

Services delegated by West Dunbartonshire Council to the Integration Joint Board

- Social work services for adults and older people
- Services and support for adults with physical disabilities and learning disabilities
- Mental Health services
- Drug and alcohol services
- Adult protection and domestic abuse
- Carers support services
- Community care assessment teams
- Support services
- Care home services
- Adult placement services
- Health Improvement services
- Aspects of housing support, including aids and adaptations
- Day services
- Local area co-ordination
- Respite provision for adults and young people
- Occupational therapy services
- Re-ablement services, equipment and telecare

In addition, West Dunbartonshire Council have delegated:

- Justice Services
- Criminal Justice Social Work
- Prison-based Social Work

- Unpaid Work
- MAPPA (multi-agency public protection arrangements)

Children and Families Social Work Services –

- Child Protection
- Fieldwork Social Work Services for Children and Families

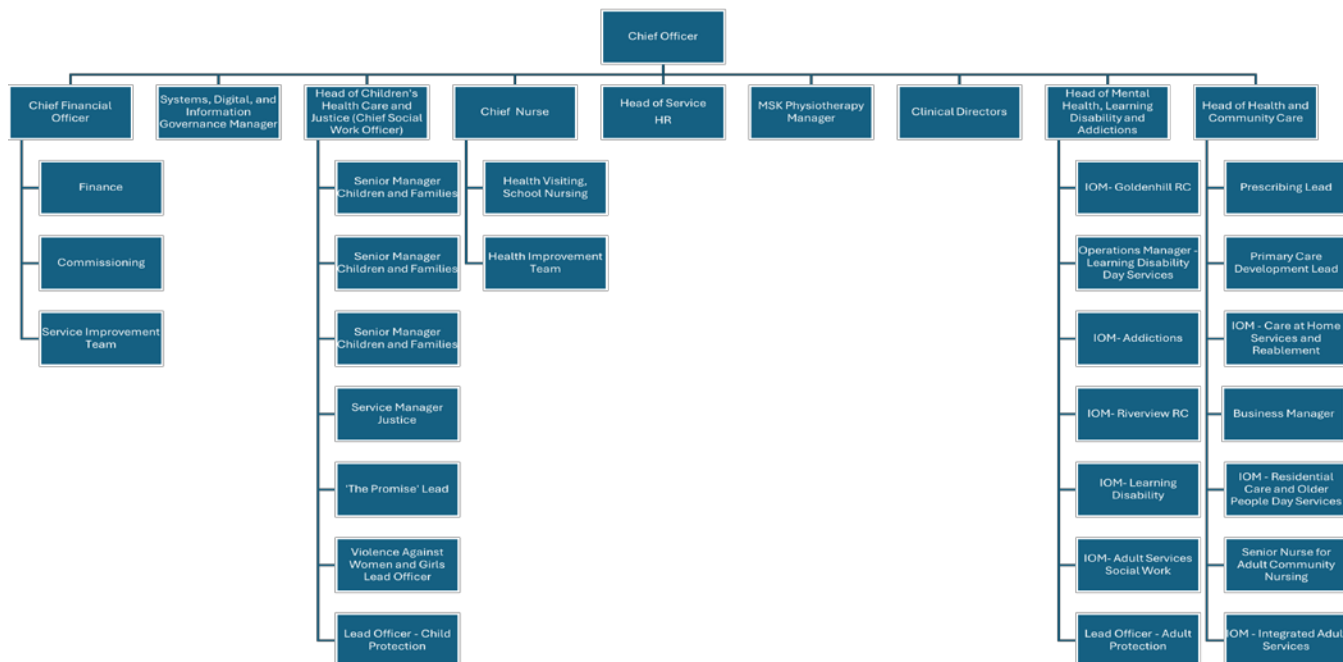
Residential Childcare including Children’s Homes –

- Looked After and Accommodated Children
- Adoption and Fostering
- Kinship Care
- Services for Children with Additional Needs
- Throughcare
- Youth Support/Youth Justice
- Young Carers

Strategic and Support Services –

- Health Improvement and Inequalities
- Quality and Development (including training and practice development, contract monitoring and strategic planning)
- Business Support

Organisational Position



Role of the HSCP

The Health and Social Care Partnership will be responsible for planning and delivering all Health and Social Care Services for West Dunbartonshire as set out in the Integration Scheme.

The Chief Officer will oversee organisational arrangements to reflect the responsibility for strategic and locality planning, service delivery and health improvement responsibilities of the Health and Social Care Partnership.

The organisational arrangements will include the existing support infrastructure including finance, human resources, organisational development and Health Improvement.

The Professional Advisors to the Health and Social Care Partnership will include the Chief Social Work Officer, Nursing, Medical and Allied Health Professional Advisers.

Key Result Areas

1. Ensure that appropriate systems and processes are put in place to enable the Health and Social Care Partnership to meet the requirements of clinical, financial, corporate and staff governance. Establishing the mechanisms for monitoring, performance management and evaluation of services.
2. Ensure the implementation of the Strategic Plan for the Health and Social Care Partnership in conjunction with Council and Board Officers, ensuring that these reflect the objectives of the Local Outcome Improvement Plan.
3. Design and implement in partnership, organisational arrangements which take account of professional responsibilities and accountabilities.
4. Ensure that systems and working arrangements are put in place to deliver statutory and legislative requirements.
5. Develop and secure effective Partnership working with key stakeholders including voluntary and private sectors, trade unions and professional organisations, staff and the public to achieve optimum delivery of services.
6. Maintain existing arrangements with the Health and Social Care Partnership to fulfil its statutory responsibilities as a full Community Planning Partner in the Community Planning Partnership

The post holder will:

1. Ensure planning and commissioning of services meets the objectives of the Health and Social Care Partnership, national and local outcomes and statutory requirements as set out in the Strategic Plan, by providing leadership and direction and effective performance management processes.

2. Develop and secure effective partnership working with a range of key stakeholders including voluntary and private sector providers, trade unions, professional organisations and staff to achieve optimum development of services in accordance with the NHS Reform Scotland Act and Best Value Arrangements
3. Lead the integration of services, working with key stakeholders including health and social care professionals, users of services, carers, commercial and non-commercial providers of health and social care services.
4. Sustain the Health and Social Care Partnership as an effective organisation at partnership wide and locality level with an effective management team and committee arrangements, strong relationships with community and voluntary organisations and strong relationships with elected members.
5. Ensure the development of service strategies, integrated service planning and effective performance management arrangements.
6. Ensure the delivery of the Strategic Plan and its regular updating.
7. Ensure that the Health and Social Care Partnership plays a critical role in the Community Planning arrangements for West Dunbartonshire delivering any parts of the Local Outcome Improvement Plan which fall to the Health and Social Care Partnership to deliver.
8. Ensure that the Health and Social Care Partnership has efficient and effective support arrangements in place for finance, human resources and that effective professional advisory structures are established and maintained.
9. Ensure a visible approach to delivering organisational effectiveness and development as it relates to culture, ways of working, effective leadership and staff engagement.
10. Ensure that the Health and Social Care partnership develops and implements change programmes to prove services and tackle inequalities.
11. Ensure that Codes of Conduct, accountability and principles of clinical care, financial, corporate and staff governance are promoted throughout the Health and Social Care Partnership to ensure required standards are met.
12. Ensure that all statutory clinical and non-clinical governance and professional standards are adhered to and robust arrangements are established for clinical and professionally lead locality planning.
13. Play a key role in the Corporate Management Teams for the Council and Board Management Teams, supporting elected members, non-executive Board members, Chief Executives and external partners through the provision of professional advice, guidance and information on the services provided and on any other matters required.
14. Represent the Council and the Board at local and national level, influencing policy initiatives being developed by the Scottish Government, ensuring the Council and Board are fully aware of national developments and have the information, professional advice and assistance necessary to make policy decisions.
15. Promote and lead the identification development and implementation of service redesign projects creating new ways of working, organisational change or service change to meet the health and social care needs of the population.
16. Ensure the responsibility of the Councils Chief Social Work Officer (as defined by Section 45 Local Government etc. (Scotland) Act 1994) are effectively supported and delivered and that the requirements of NHS Clinical Governance are met
17. Ensure that all services are delivered in accordance with the Partnerships Equality and diversity policies and the statutory Equalities duties.
18. Manage and retain oversight of preparation for inspections and audit activity for the services defined in the Integration Plan and provided as part of the Strategic Plan.

19. Ensure that the Partnership meets its financial targets including management of resources within available budget.
20. Ensure strict compliance with all standing orders and financial regulations of the Council and the Board, and that appropriate and robust internal controls are in place to support compliance.
21. Prepare, manage and monitor the Partnership's budgets in accordance with the financial policies regulations and directions of the Council and the Board using systems and processes to ensure effective budgetary control.
22. Ensure the management of the Information Governance Assurance Framework is appropriately secure and legally compliant.
23. Lead people management practices within the Partnership which encourages a culture of positive internal engagement with employees, promotes development of robust partnership working and promoted the achievement of better outcomes for service users.
24. Promote the health, safety and well-being of employees at work and of service users through the implementation of the Council and Boards policies on Health and Safety and Well-being at Work, Departmental Health and Safety arrangements in accordance with all relevant statutory requirements.
25. Frameworks ensuring a proactive and coordinated approach to both clinical and non-clinical risks.
26. Ensure organisational, professional and personal development for staff through effective individual performance management systems which provide development opportunities, enhance performance motivation and facilitate skill utilisation and flexibility. Identify with other Health and Social Care Partnership Chief Officers a range of support functions which can be provided on a singular cross system basis and ensure the effectiveness of revised systems identifying the potential for increased deficiency and effectiveness through collaboration and coordination.
27. Develop and secure constructive relationships with a diverse range of stakeholders across health, council, voluntary sector and other partner agencies, promoting public awareness and involvement particularly in localities.

Assignment and Review of Work

The role is largely self-directing and the individual is accountable to the Board and the respective Chief Executives.

The post holder works under broad direction within parameters of government priorities and policies for health.

The post holder is appointed by the IJB and has the status of Chief Officer of the Council and Director of the NHS Board.

Review of performance in the post is undertaken through the agreement of performance objectives and an annual performance review with the Board and Council Chief Executives.

Communications and Working Relationships

The post holder will work closely with the Chief Executives of the Council and the Board, and their respective Leadership Teams, Elected members of the Council and Non-Executive Board members of the Board, Members of the Board and external partners in delivering the Integration Scheme and Strategic Plan.

Develop and secure constructive relationships with a diverse range of stakeholders across health, council and voluntary sectors and other partner agencies to ensure delivery of national and local outcomes.

The post holder will have a wide range of external relationships for example with other Health and Social Care Partnerships senior teams, independent contractors within primary care, MSPs and MPs, Ministers and senior civil servants, Chairs, Chief Executives and senior staff of Boards and health systems throughout Scotland, Local Authority colleagues, trade unions and staff representatives, universities and colleges and representative organisations of public, patients, carers and the media will all be required from time to time.

Highly effective leadership and team working is integral to taking forward the Health and Social Care Partnership within current Integrated Joint Board governance arrangements.

Most Challenging Aspect of the Job

To lead, develop and manage an established integrated Health and Social Care Partnership to deliver challenging national and local outcomes working in partnership with other organisations to deliver seamless services across the health and social care spectrum. To improve the health status of local population and bring a substantial population focus which narrows health inequalities. To manage and develop positive relationships between the Integrated Joint Board, NHS Greater Glasgow and Clyde Board and West Dunbartonshire Council. To deliver outcomes and maintain existing levels of service provision within current financial environment.

Qualifications and/or Experience Specified for the Post

Educated to Degree level or equivalent, with consolidated and demonstrable senior management experience within a large complex organisation, preferably within the NHS or Local Government.

Ability to demonstrate integrity and effective leadership and management skills, plus a proven track record of achievement in strategy, service reform and policy development and implementation.

The ability to develop and maintain effective, positive relationships with key partner organisations providing a positive role model for partnership, relationship and conflict management across the division.

Understanding of the Health and Social Care agendas in Scotland.

Proven track record in the provision of strategic, creative and innovative solutions in meeting organisational requirements, motivating staff and providing seamless care.

Ability to provide effective credible communication in an exposed environment and an ability to operate effectively under pressure.

Disclosure

In line with the Rehabilitation of Offenders Act 1974 (Exclusions and Exceptions) (Scotland) Order 2003, the Authority requires you to declare all convictions defined as 'unspent' in terms of the Act as the post is classified as an 'excepted post'

Prior to any offer of appointment, the Authority will undertake either a Level 1 or Level 2 Disclosure Check.

Competencies

This recruitment, selection, performance management and personal development processes are underpinned and managed within a competency framework of knowledge, skills and behaviours.

The job holder will be expected to evidence knowledge, skills and behaviours as described within the relevant Competency Framework.

Politically Restricted Posts

This post is politically restricted in accordance with the Local Government and Housing Act 1989. Accordingly, in accepting this appointment, you will be disqualified from becoming or remaining a member of a local authority, the Scottish Parliament, the European Parliament or from undertaking certain political activities as defined in regulations introduced from time to time by the Secretary of State for Scotland. A copy of the Council's Policy on Politically Restricted posts will be made available to the post holder.

General

The duties and responsibilities contained within this Job Profile should be regarded as neither exclusive nor exhaustive as the job holder may be required to undertake other reasonably determined duties commensurate with the level and grade of the post without changing the general character and nature of the post.

The Job Profile will be subject to revision, depending on the future needs of the post and the organisation, following appropriate consultation.

Person Specification

Chief Officer/Corporate Director, West Dunbartonshire Health and Social Care Partnership

Relevant Experience

Qualifications/Professional Membership

Essential:

- Degree in a relevant subject or equivalent and/or ability to evidence substantial equivalent level of experience required to undertake this role which has been acquired over a significant period of time.
- Management qualification and/or evidence of management courses undertaken
- Evidence of continued professional development.

Desirable

- Masters' Degree or equivalent, such as a degree or a professional qualification.
- Membership of a relevant professional body

Specialist Knowledge and Skills

Essential:

- Sound experience of financial planning, analysis and responsibility for major revenue and capital budgets. Including experience and understanding of aligned/pooled budget management processes and resource allocation procedures.
- Strong programme management skills.
- Strong analytical skills
- Tact and diplomacy and ability to manage different cultures to influence change and enable effective working across organisational boundaries.
- Ability to understand the issues and consequences of managing risk
- Sound understanding of the contribution that ICT can make towards efficient, effective service delivery
- Ability to work in partnership with Trade Unions.
- Negotiating skills

Qualifications/Professional Membership

Essential:

- An open, supportive and visible management style.
- Transformational and visionary leader.
- Perceptive and intuitive.
- Open minded and diplomatic
- Ability to apply innovative thinking and judgment to initiate and support change, to take action, to meet targets and achieve desired outcomes

- Excellent verbal communication, presentation, networking, negotiation, influencing and motivational skills and flexibility to deal with highly complex issues.
- Personal resilience and ability to manage competing priorities in a high-pressure environment and satisfy political and organisational priorities.
- Ability to mediate and facilitate.
- Able to demonstrate sensitivity, integrity, and sound ethical judgement.
- Demonstrate commitment to equality and diversity issues.
- Commitment to putting people at the centre of decision making

Leadership and Management Competencies

Essential:

- Effective leadership and management of outcomes in relation to people, performance, transformational change, finance and physical resources.
- Leadership skills in delivering change and driving forward continuous improvement and best value agenda.
- Problem solving and solution focused.
- This is a politically restricted post.
- This post will be subject to a Disclosure Scotland – Level 1 or Level 2.

NHSGGC Values

Purpose	To protect and improve population health and wellbeing while providing a safe, accessible, affordable, integrated, person centred and high quality health service			
Values	Care & Compassion ↔ Dignity & Respect ↔ Openness, Honesty & Responsibility ↔ Quality & Teamwork			
Aims	Better Health	Better Care	Better Value	Better Workplace
	Improving the health and wellbeing of the population	Improving individual experience of care	Reducing the cost of delivering healthcare	Creating a great place to work
Corporate Objectives	<ul style="list-style-type: none"> To reduce the burden of disease on the population through health improvement programmes that deliver a measurable shift to prevention rather than treatment. To reduce health inequalities through advocacy and community planning. To reduce the premature mortality rate of the population and the variance in this between communities. To ensure the best start for children with a focus on developing good health and wellbeing in their early years. To promote and support good mental health and wellbeing at all ages. 	<ul style="list-style-type: none"> To provide a safe environment and appropriate working practices that minimise the risk of injury or harm to our patients and our people. To ensure services are timely and accessible to all parts of the community we serve. To deliver person centred care through a partnership approach built on respect, compassion and shared decision making. To continuously improve the quality of care, engaging with our patients and our people to ensure healthcare services meet their needs. To shift the reliance on hospital care towards proactive and co-ordinated care and support in the community. 	<ul style="list-style-type: none"> To ensure effective financial planning across the healthcare system that supports financial sustainability and balanced budgets. To reduce cost variation, improve productivity and eliminate waste through a robust system of efficiency savings management. To exploit the potential for research, digital technology and innovation to reform service delivery and reduce costs. To utilise and improve our capital assets to support the reform of healthcare. 	<ul style="list-style-type: none"> To ensure our people are treated fairly and consistently, with dignity and respect, and work in an environment where diversity is valued. To ensure our people are well informed. To ensure our people are appropriately trained and developed. To ensure our people are involved in decisions that affect them. To promote the health and wellbeing of our people. To provide a continuously improving and safe working environment.

NHS Scotland Leadership Success Profile

The NHS Scotland Leadership Success Profile consists of nine behaviours in which candidates will be assessed against during the recruitment and selection process.

Enabling Outcomes	Developing purpose and vision	Contributing to strategies that draw upon population, social and economic health, are connected to the needs of local communities and informed by global developments
	Building capability	Developing capability and capacity at organisational, system and national levels and a strong team who display collective accountability
	Harnessing commitment	Connecting strategic ambitions to the lives of frontline staff, building a shared commitment, identity and sense of purpose for what can be achieved together
Shaping Cultures	Releasing creativity and innovation	Creating the conditions for improvement and innovation at multiple levels through the creation of a culture of empowerment and learning
	Modelling Self-leadership	Managing all aspects of self including from daily performance, wellbeing, and resilience to ongoing growth and career development
	Fostering inclusion and psychological safety	Building a culture that is based upon the principles of inclusion, compassion and psychological safety across the multiple teams / communities to which they belong
Empowering Systems	Whole system awareness	Looking beyond health and social care to consider the impact of employment, education, housing, the local economy and environmental considerations on population health.
	Forging trust and collaboration	Building trust and overcoming historical challenges to enable collaboration and shared commitment at local and national levels
	Enabling population outcomes	Ensures system wide interventions and national policy are relevant locally and translate into changes that positively impact the lives of front-line staff and local communities

West Dunbartonshire Council Leadership Framework

Our expectations

West Dunbartonshire Council expects all leaders and managers to role model the **ACHIEVE** values and behaviours at all times.



In addition, there are further behavioural expectations which are integral to the roles, underpinned by modern leadership principles.

Investing in Self

I ...

- Actively develop my skills, knowledge, and digital expertise and encourage others to do the same;
- Take responsibility for my actions;
- Show respect for others, challenging discrimination and inequality;
- Enable intelligent risk taking, encouraging use of new digital methodologies;
- Take time to reflect on my actions and decisions and consider how my behaviours impact on others;
- Am an authentic leader, acting with integrity.

I Do **Not**

- Disrespect others and their ideas;
- Fail to address bullying or other unacceptable behaviour;
- Blame others;
- Avoid taking difficult decisions;
- Think or act in a way that suggests I know everything;
- Believe I have nothing to learn;
- Shy away from new technology and digital opportunities.

Empowering Others

I ...

- Am visible, actively engaging with my people and teams, discovering their strengths and motivations;
- Trust and empower people to take the initiative and make decisions;
- Assure people's positive mental health and wellbeing;
- Take time to appreciate and understand the perspective of others;
- Recognise and celebrate the contribution of others;
- Encourage development in others, embracing and promoting digital learning.

I Do Not

- Fail to give recognition and appreciation;
- Avoid taking steps to resolve conflict or deal with poor performance;
- Treat people unfairly or show favouritism;
- Ignore the views and perspectives of others;
- Create barriers to the development of others;
- Work alone, avoiding involving others or empowering them to participate;
- Withhold information or give conflicting messages

Future Focused Services

I ...

- Think strategically in developing services and delivering on key strategic priorities;
- Actively explore new digital opportunities;
- Involve others in agreeing goals and priorities, making best use of new Opportunities, technology and data;
- Build strong connections with partners;
- Put people and our communities first;
- Look to the future, considering how we can harness new and emerging technology and processes to transform services sustainably.

I Do Not

- Avoid using new technology or exploring new opportunities through digital transformation;
- Avoid considering all options and balancing risk;
- Disregard the wider council objectives, leading my service in a silo;
- Shy away from difficult decisions;
- Ignore developments in my sector, industry and beyond;
- Avoid change and innovation, preferring to stick the tried and trusted ways of working.

Be the Best you can be and role model these values for yourself and for others

Terms and Conditions

NHS Greater Glasgow and Clyde

Executive Pay and Terms and Conditions of service are under the direction of the Cabinet Secretary for Health and Social Care.

Salary

The grade and salary range for this post is Executive and Senior Manager indicative Grade E £104,895 - £135,060 per annum (*pro-rata if applicable*) [Senior Managers | MSG](#)

Placing on the range will be determined by a range of factors, taking into account current salary. The starting salary will be part of the formal offer of appointment. Progression through the pay range is on the basis of an annual assessment of performance in a year beginning 01 April and ending 31 March. A pay uplift determined by performance rating is applied in line with national circulars.

The post holder is expected to participate in an on-call rota.

Contract tenure

Permanent

Hours of work

Full time: 37.5 hours per week.

The number and pattern of hours will reflect the demands of the post. There is no contractual right to additional pay or time off in lieu for additional hours. This will not affect individual rights under the Working Time Regulations.

Annual Leave

The annual leave entitlement is:

- 27 days upon commencement
- 29 days after 5 years' service
- 33 days after 10 years' service.

8 additional Public Holidays are allocated in addition for all Board employees.

Location

The base for this post will be Church Street, Dumbarton.

The post will require you to travel throughout the Board's area, and both within and out with Scotland, when necessary. Home to work expenses will be met by the post holder; however, all other travel expenses incurred as a result of your employment will be reimbursed by the Board.

Superannuation Scheme

New entrants to NHSGGC who are aged sixteen but under seventy-five will be enrolled automatically into membership of the NHS Scotland Pension Scheme

(managed by the [Scottish Public Pensions Agency](#)). Arrangements can be made to 'opt out' of the scheme.

Removal expenses

Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment.

Performance Appraisal and Personal Development

The annual performance cycle is from 01 April to 31 March. Performance is assessed against a performance plan, which contains individual service objectives relating to the Board's corporate objectives and individual behavioural objectives based on the NHS Scotland Leadership Success Profile. The performance plan is agreed with the NHSGGC Chief Executive.

Performance against the plan is assessed by the NHSGGC Chief Executive and performance is rated on a five-point rating scale.

Other Terms and Conditions of Service

Terms and Conditions of Service which are not set down in the arrangements for Executive and Senior Managers Pay are those contained within the [NHS Scotland Agenda for Change Terms and Conditions Handbook](#), and the Board's [Human Resources Policies](#).

West Dunbartonshire Summary Terms and Conditions

Conditions of Service

The terms and conditions of employment are in accordance with:

- a) The collective agreements negotiated from time to time by the Scottish Joint Negotiating Committee for Local Government Employees as adopted and amended by West Dunbartonshire Council;
- b) Supplemented by any local collective agreements made by the Council.

Hours of Work

The normal hours of work will be 35 hours per week however as a Chief Officer you will be required to complete the hours needed to fulfil the requirements of the post.

Salary

Placement will be on **Chief Officials: Salary Scale** on the Council's Grading and Pay Structure with a salary range: £139,156 - £143,936 per annum (pro rata for part time)

Employment Status

This is a permanent appointment.

Sickness Allowance

In accordance with the Conditions of Service for Chief Officials the entitlement to sickness allowance currently starts at 5 weeks at full pay and 5 weeks at half pay, rising after 5 years to 26 weeks at full pay and 26 weeks at half pay in a 12 month period.

Annual Leave and Public Holidays

The annual leave year is 1st April to 31st March and the annual leave entitlement for this post is based on full years' continuous service and accrues incrementally from 25 to 35 days (note leave is allocated in hours).

In addition, the Council recognises 8 fixed Public Holidays per year, these are:

- *Good Friday*
- *Easter Monday*
- *First Monday in May*
- *Last Monday in September*
- *Christmas Day (or next working day)*
- *Boxing Day (or next working day)*
- *New Year's Day (or next working day)*
- *2nd of January (or next working day)*

Local Government Pension Scheme

The Council is a member of the Strathclyde Pension Fund which administers the scheme in accordance with the Local Government Pension Scheme Regulations (Scotland) 2014, and the Local Government Pension Scheme (Transitional Provisions and Savings) (Scotland) Regulations 2014 (both effective from 1 April 2015) and other relevant legislation. New employees are contractually enrolled in the scheme unless they decide to opt out. The pension scheme changed from a final salary scheme to one based on career average earnings on 1st April 2015. Benefits will be worked out every year with inflation increases added to ensure they keep up with the cost of living. Each year, members will build up a pension at a rate of 1/49th of pensionable pay for that scheme year.

Further information on the scheme can be found at www.spfo.org.uk

Business Travel

Employees authorised by the Council to use their own vehicle for official business use will be paid mileage rates in line with HMRC rates (currently 45p for business mileage up to 10,000 and 25p for business mileage over 10,000).

Political Restriction

This post is politically restricted in accordance with the Local Government and Housing Act 1989. Accordingly the post holder would be disqualified from becoming or remaining a member of a local authority, the Scottish Parliament, the House of Commons, the European Parliament or from undertaking certain political activities as defined in regulations introduced from time to time, by the Secretary of State for Scotland.

The full terms and conditions applicable to this post can be found on the Council's website: <http://intranet.west-dunbarton.gov.uk/transformation/people-technology/hr-online/core-employment-policies/terms-and-conditions/>

Recruitment Process

The recruitment process for this role will involve a range of selection activities allowing you to demonstrate your knowledge, skills and talent to various panel members.

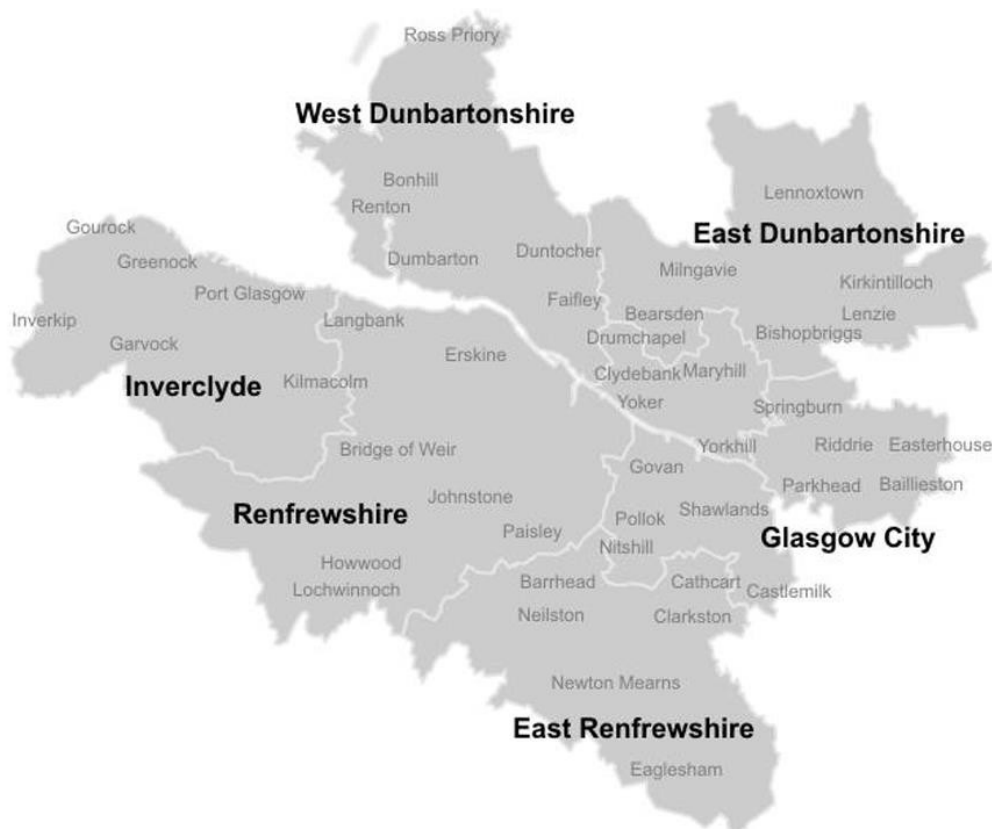
The timescale for this recruitment process is outlined in the table below and summarises the dates when the selection activities will be facilitated to enable candidates to plan their diaries accordingly. Any changes to these dates will be communicated with candidates at the earliest opportunity.

Face-to-face assessment exercises will be conducted in Glasgow, UK.

Recruitment Stage	Date
Recruitment Advertising Campaign	Friday, 15 th May 2026
Closing Date	Sunday 31 st May 2026
Interview Panel Receive Shortlist Applications	Tuesday, 2 nd June 2026
Joint NHS GGC/West Dunbartonshire Interview Panel Members Shortlist	To be confirmed
Pre interview assessment stage (Online Psychometric Assessment and Significant Event Report)	To be confirmed
Candidate 1 to 1 Pre Interview Discussion	To be confirmed
Feedback & Panel Interview	To be confirmed

About NHS Greater Glasgow and Clyde

Greater Glasgow Health Board (“the Board”) was established on 1 April 1974, under the National Health Service (Scotland) Act 1972, with responsibility for providing health care services for the residents of Greater Glasgow. On 1 April 2006 the area covered by the Board was enlarged to include the Clyde area of the former Argyll and Clyde Health Board. NHSGGC serves a population of approximately 1.3m. The Board also provides a wide range of regional West of Scotland Services and National services. The image below shows the geographical area covered by the Board.



NHSGGC has a statutory duty to plan, commission, and deliver, healthcare for the residents of the local authority areas of Glasgow City, Inverclyde, Renfrewshire, East Dunbartonshire, East Renfrewshire and West Dunbartonshire. In delivering this NHSGGC works with the Scottish Government, our 6 Integrated Joint Board (IJB) partners, community planning partnerships, other NHS bodies, and other organisations in the public sector such as local authorities, the police, and the fire and rescue service. This partnership approach supports the implementation and delivery of the strategies and plans of NHSGGC, our 6 IJB partners, and the Scottish Government.

Our six IJB partners are:

- [Glasgow City Health and Social Care Partnership](#)
- [Inverclyde Health and Social Care Partnership](#)
- [Renfrewshire Health and Social Care Partnership](#)
- [East Dunbartonshire Health and Social Care Partnership](#)
- [East Renfrewshire Health and Social Care Partnership](#)
- [West Dunbartonshire Health and Social Care Partnership](#)

The overall purpose of the Board is to protect and improve population health and wellbeing whilst providing safe, accessible, affordable, integrated, person centred and high quality health services. To realise the overall purpose, the Board has developed a suite of values (based on those of NHS Scotland), aims and corporate objectives described as the [Corporate Statements](#). In addition, Annual Operating Priorities are created in line with the Corporate Objectives and the Annual Delivery Plan which is submitted to the Scottish Government.

NHSGGC works to the 4 NHS Scotland key values:

- Care and compassion
- Dignity and respect
- Openness, honesty and responsibility
- Quality and teamwork

With these values at the forefront, the Board aims to improve health and individual care, whilst also reducing the cost of delivering healthcare. It is important that in doing so, the Board also creates a great place to work for all staff.

The Board has 4 corporate aims which each align to a set of corporate objectives:



Each of these corporate aims is underpinned by the following corporate objectives:

Better Health

- To reduce the burden of disease on the population through health

improvement programmes that deliver a measurable shift to prevention rather than treatment.

- To reduce health inequalities through advocacy and community planning.
- To reduce the premature mortality rate of the population and the variance in this between communities.
- To ensure the best start for children with a focus on developing good health and wellbeing in their early years.
- To promote and support good mental health and wellbeing at all ages.

Better Care

- To provide a safe environment and appropriate working practices that minimise the risk of injury or harm to our patients and our people.
- To ensure services are timely and accessible to all parts of the community we serve.
- To deliver person centred care through a partnership approach built on respect, compassion and shared decision making.
- To continuously improve the quality of care, engaging with our patients and our people to ensure healthcare services meet their needs.
- To shift the reliance on hospital care towards proactive and co-ordinated care and support in the community.

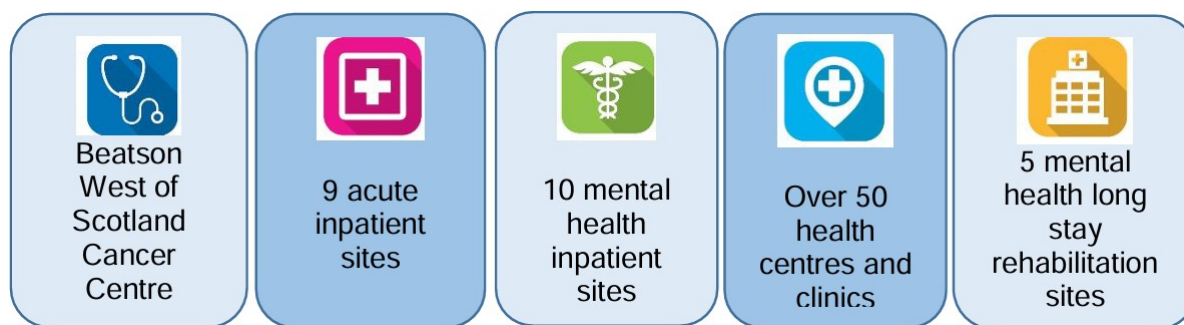
Better Value

- To ensure effective financial planning across the healthcare system that supports financial sustainability and balanced budgets.
- To reduce cost variation, improve productivity and eliminate waste through a robust system of efficiency savings management.
- To exploit the potential for research, digital technology and innovation to reform service delivery and reduce costs.
- To utilise and improve our capital assets to support the reform of healthcare.

Better Workplace

- To ensure our people are treated fairly and consistently, with dignity and respect, and work in an environment where diversity is valued.
- To ensure our people are well informed.
- To ensure our people are appropriately trained and developed.
- To ensure our people are involved in decisions that affect them.
- To promote the health and wellbeing of our people.
- To provide a continuously improving and safe working environment.

The Board provides services through approximately 6,000 beds across:



The Board monitors its performance against a range of quality and performance measures and submits performance information to the Scottish Government and other bodies throughout the year. You can find up-to-date information on health matters via the [Public Health Scotland](#) website.

There are 6 teaching hospital sites with additional teaching and research facilities for Medical, Nursing and Allied Health Professionals across Acute Services, which have responsibility for ensuring effective partnerships with 4 universities and local colleges who play a vital role in the education and training of all our health care professionals:

- [University of Glasgow](#)
- [Glasgow Caledonian University](#)
- [University of Strathclyde](#)
- [The University of the West of Scotland](#)

In addition we are supported by our Board wide Corporate Service's directorates including Public Health, Estates and Facilities, eHealth, as well as corporate teams in Finance, Planning and Human Resources and Organisational Development and other specialist services.

We are committed to delivering high quality, innovative health and social care that is person-centred. Our ambition is to be a quality-driven organisation that cares about people - patients, their relatives and carers and our staff - and is focused on achieving a healthier life for all.

When you work with NHSGGC, you will have access to an attractive benefits package with training and support to expand your skills and progress your career. For roles which demand it, we also offer pay enhancements on top of your basic salary for out-of-hours, shift and overtime working.

We also offer comprehensive maternity, paternity and adoption leave

schemes with benefits in excess of the statutory schemes.

We recognise that many employees have caring responsibilities outside of work and that from time to time, emergency leave may be required.

We offer a number of schemes to help staff combine work and home life. Colleagues within NHSGGC are currently taking advantage of a large range of flexible working opportunities, including part-time working, job sharing, compressed hours, unpaid employment breaks and flexible working.

Visit the NHSGGC [Staff Benefits](#) website for more information on what is on offer, including:

- Annual leave
- Continuing professional development opportunities
- Flexible working
- High street discounts
- Personal qualifications
- Staff bursary scheme
- Travel to work assistance
- NHS Credit Union
- Gym membership
- Pensions
- Cycle to Work scheme
- Library network
- Staff flu vaccination programme
- Employee assistance
- Volunteering
- Career Ambassador

Useful publications

The following publications and websites will provide an overview of the current priorities, strategies and Board members.

NHSGGC Board

[Meet the Board](#)

[NHSGGC Board Meeting Agendas, Papers & Minutes](#)

NHSGGC Strategies

[Workforce Strategy 2025-2030](#)

[Quality Strategy 2024-2029](#)

[Stakeholder Communications and Engagement Strategy 2024-2027](#)

[Public Health Strategy 2018-2028](#)

[Digital Health & Care Strategy – Digital on Demand 2023-2028](#)

[Equalities Strategy: A Fairer NHSGGC 2020-2024](#)

[Transforming Together](#)

NHSGGC Finance

[Annual Report and Consolidated Account for year ended 31 March 2025](#)

About Greater Glasgow and Clyde

[Living and working in Greater Glasgow and Clyde](#)

