

Director of Security, Estates and Resilience

Recruitment and Information Pack



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Many thanks for taking an interest in the Director of Security, Estates and Resilience vacancy at the State Hospital.

The State Hospitals Board is very much an integral part of NHS Scotland and one of 8 National Boards providing specialist services. It has a unique function in Scotland of providing high quality forensic mental health assessment, care, treatment and rehabilitation for patients who require a high secure environment. The Hospital has 140 beds and admits patients from Scotland and Northern Ireland. It is based in South Lanarkshire and has an annual revenue budget of approximately £41m.

The Hospital was completely rebuilt in 2011 and provides modern person centred facilities which are fit-for-purpose. The Board is committed to fostering a forward-looking and "can do" organisational culture. We ensure that a focus on continuous improvement underpins all of our activities and that our working environment is one which values and supports educational and staff development opportunities. It should be noted that the role may require to adapt in support of any future service change arising from the recent review of Forensic Mental Health Services in Scotland. Further information is available within the link attached below; <https://www.gov.scot/publications/independent-forensic-mental-health-review-final-report/> This is an excellent opportunity for an exceptional person who can evidence outstanding leadership qualities. We are looking for an Inspiring individual and strategic thinker with the ability to earn the confidence and respect necessary to bring about real change. You will be an exceptional individual with vision, drive, passion and intellect as well as a broad range of strategic and professional skills.

Our new Director of Security, Estates and Resilience will adopt and demonstrate our values, will lead a successful team as it tackles new challenges and will be responsible for the continued development of the State Hospital through the success and progress of your areas of responsibility.

Enclosed with this pack you will find a range of information, which I hope you will find interesting and clear. However, if these do not answer all the questions which you might have and you would like to find out more, please give me a call.

I do hope that you will feel able to apply and look forward to receiving your application.

With best wishes

Gary Jenkins
Chief Executive, The State Hospitals Board for Scotland

INTRODUCTION TO THE STATE HOSPITAL

The State Hospital provides the national high secure in-patient forensic mental health service for Scotland and Northern Ireland.

Employing around 690 staff, the Hospital is located in Lanarkshire in Central Scotland, midway between the cities of Edinburgh and Glasgow.

The State Hospital is one of four high secure hospitals in the UK, the other three special hospitals are in England – Broadmoor, Rampton and Ashworth.

The State Hospital is part of the NHS in Scotland and functions within a different legal framework from the English hospitals. The governing body of the Hospital is the Board that is accountable to Scottish Ministers through the Scottish Government, for the quality of care and the efficient use of resources.

There are three strands of governance: Clinical Governance, Staff Governance and Corporate Governance. There are many linkages between these strands and a range of supporting frameworks, strategies and action plans are in place to ensure delivery of high standards of governance.



I enjoy the opportunity to have a meaningful influence on patients during their most vulnerable moments.

What We Do

The State Hospital provides assessment, treatment and care in conditions of special security for individuals with mental disorder who, because of their dangerous, violent or criminal propensities, cannot be cared for in any other setting. Given that the patients do not have access to other services or communities, the Hospital must be able to address all of their needs (e.g. therapeutic, vocational, social and physical wellbeing) via a range of facilities within a highly secure perimeter.

Care and Treatment

The State Hospital takes a values based and person centred approach to care. These are integral to the clinical model and are reflected in legal and national frameworks such as the Mental Health Act and the National Care Standards. The clinical teams deliver care in line with agreed care pathways which are regularly reviewed to ensure patients are receiving the highest standards of care. The continued evaluation of clinical guidelines pertinent to mental health has given the Hospital assurance that these are being discussed in detail and action plans developed and delivered where required. The Hospital promotes local ownership of clinical effectiveness which continues to be a high priority with considerable effort and investment in research, clinical audit and practice development. This ensures clinical care remains evidence-based and of the highest standard.

Our Vision and NHS Scotland Values

Vision

"To excel in the provision of high secure forensic mental health services, to develop and support the work of the Forensic Network, and to strive at being an exemplar employer."

Values

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

Embedding these values in everything we do will help to make our vision a reality. In practice, we need to:

- Demonstrate our values in the way we work and treat each other.
- Use our values to guide the decisions we take.
- Identify and deal with behaviours that don't live up to our expectations.
- Be responsible for the way we work and not just the work we do.

TSH Board

The governing body of the Hospital is the Board which is accountable to Scottish Ministers through the Scottish Government for the quality of care and the efficient use of resources. The Board is made up of appointed Non-Executive and Executive Directors. Board members take collective responsibility for the Board's decisions and performance. Executive Directors are appointed by the Board and Non-Executive Directors are appointed nationally in accordance with the public appointments arrangements.

The main functions of the Board are to establish strategic direction, aims and values, ensure accountability to the public and assure that the Hospital is managed with integrity. To achieve its aims, the Board allocates resources and monitors organisational and executive performance, delegates operational matters to management and oversees senior management arrangements and appointments. The Board meet six times during the year to progress strategy and review performance. Board meetings are open to the public.

Governance

The Board provides strategic leadership and direction, support and guidance to ensure that the State Hospital delivers its functions effectively and efficiently and in accordance with the aims, policies and priorities of the Scottish Ministers.

The Board has corporate responsibility to take forward the strategic aims and objectives of the State Hospital. It will ensure that arrangements are in place to provide effective assurance that these strategic priorities are adequately resourced and discharged. The Board has a responsibility to demonstrate high standards of corporate governance at all times in alignment with the [https://www.sehd.scot.nhs.uk/dl/DL\(2019\)02.pdf](https://www.sehd.scot.nhs.uk/dl/DL(2019)02.pdf)

The Clinical Governance Committee provides assurance that the Board's statutory duties are met for the provision of high secure forensic patient care. A professional clinical advisory governance structure is in place, led by a Clinical Forum

The Audit and Risk Committee provides assurance on risk management (including in respect of personnel, physical and cyber risks/threats/hazards), governance and internal control.

Effective arrangements are in place to provide assurance that the Board meets its statutory responsibilities for the delivery of the Staff Governance Standards through the Staff Governance Committee. The Remuneration Committee provides assurance and oversight for Executive and Senior Manager pay arrangements, including that of the Chief Executive. Partnership working is supported through the Partnership Forum, co-chaired by the Chief Executive and the Employee Director.

TSH Board Members

Brian Moore - Chair

Gary Jenkins - Chief Executive

Lindsay Thomson - Medical Director

Robin McNaught - Director of Finance and e-Health

Karen McCaffrey - Director of Nursing and AHP/ Deputy CEO

Allan Connor - Employee Director

David McConnell - Non Executive Director

Pam Radage - Non Executive Director

Cathy Fallon - Non Executive Director

Stuart Currie - Non Executive Director

Shalinay Raghavan - Non Executive Director



I've worked here for 19 years. My father-in-law worked here before me as a Mental Health Nurse. It's a great team at the State Hospital and I love the work. I'd definitely recommend working here.

JOB ADVERTISEMENT

Director of Security, Estates and Resilience
The State Hospitals Board for Scotland
Executive Grade D, £93,119- £119,295
Permanent

This is an outstanding opportunity for an inspiring individual and strategic thinker with the ability to earn the confidence and respect necessary to bring about real change. You will have demonstrable outstanding leadership qualities with vision, drive, passion and intellect as well as a broad range of strategic and professional skills.

Your approach will role model our values, as you lead a successful team as in tackling new challenges and continuous improvement. You will be responsible for the continued development and evolution of a number of critical services, including Security, Estates & Facilities and our Resilience Team.

You must have significant experience at a senior level, with a proven track record of delivery and of leading and implementing change. Knowledge and experience of high secure environments is also essential.

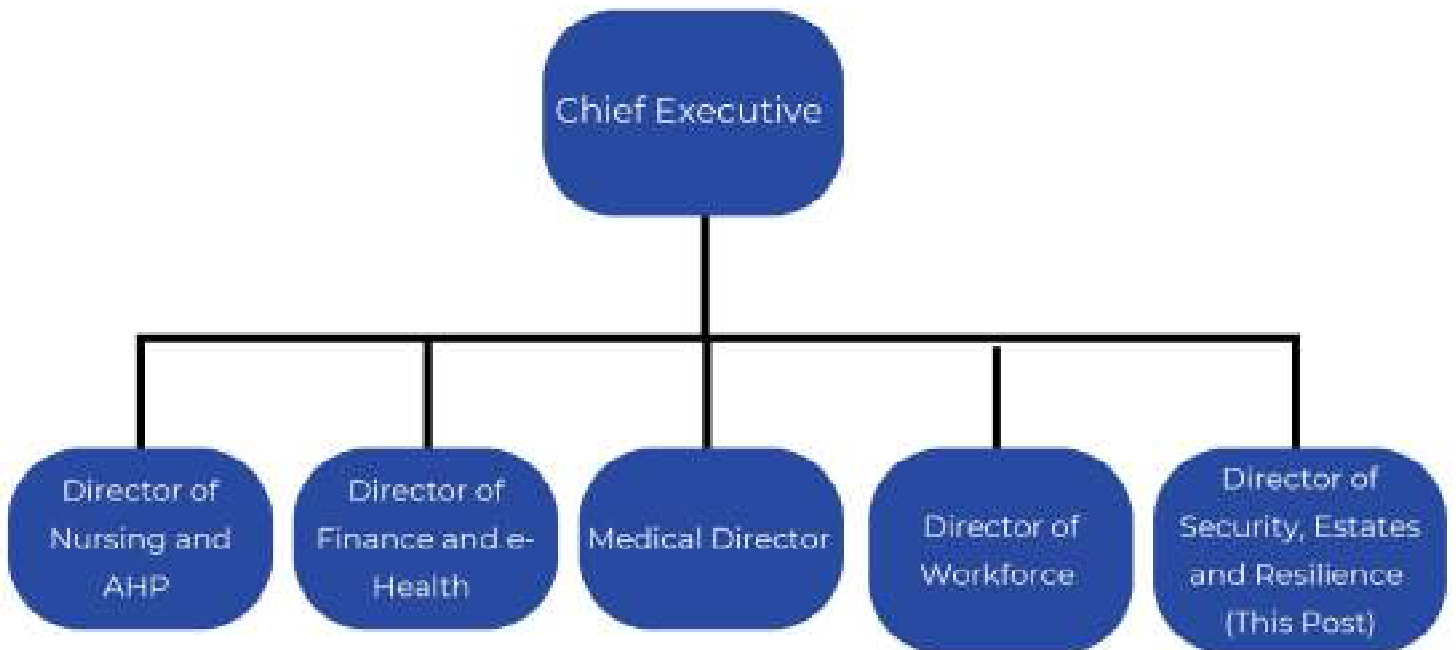
Participation in the senior manager on-call rota is a requirement of the role.

If you would like an informal discussion regarding this post, please contact Gary Jenkins, Chief Executive, via PA on 01555 842009 or email jennifer.davies4@nhs.scot

The closing date for applications is Midnight on Tuesday 2 June 2026.

All enquiries will be treated in the strictest confidence.

ORGANISATION CHART



CONDITIONS OF SERVICE

Post

Director of Security, Estates and Resilience

Contract

This post is a permanent position

Salary

Executive Grade D - £93,119-£119,295

Hours of Work

This post is full time. For pay purposes the working week will be deemed to be 37.5 hours.

Annual Leave/ Statutory and Public Holidays

Annual leave entitlement, including Statutory/Public Holidays on appointment will be 35 days; upon completion of 5 years NHS service 37 days; and after 10 years NHS service 41 days. The leave year is from 1st April – 31st March. Part time staff will receive a pro-rata entitlement for annual leave and public holidays combined.

Motor Vehicle Provision

Car users whose business mileage will exceed 3,500 miles per annum shall be entitled to apply for a Leased Car in accordance with this scheme.

Sick Pay

Entitlements to Statutory Sick Pay and Occupational Sick Pay will be in accordance with the UK Staff Council and as set down in the Agenda For Change NHS Terms and Conditions of Service.

No Smoking Policy

The State Hospital operates a No Smoking Policy and it is the case that staff are not permitted to smoke on the premises or during working hours. It is a condition of employment that you comply with these requirements.

Conditions of Service

Other conditions of service are those laid down and amended from time to time by the UK Staff Council and as set down in the Agenda for Change NHS Terms and Conditions of Service Handbook.

Performance management arrangements and pay progression will be subject to Direction by the Scottish Ministers as set out in NHS HDL (2007) 15 and guidance from the Scottish Government Health Directorates.

Disabled Applicants

A disability or health problem does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. The State Hospital guarantees to interview all applicants with disabilities who meet the minimum criteria for the post.

You will note on our application form we ask for relevant information with regards to your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview.

Asylum and Immigration Act 1996 and 2004 (Section 8):

The Asylum and Immigration Act 1996 and 2004 requires employment checks to ensure that all employees are legally employed in the United Kingdom. Candidates will be asked to provide relevant original documents prior to an offer of employment being made. Any offer of employment will only be made when the organisation is satisfied that the candidate is the rightful holder of the documents and is legally eligible for employment within the United Kingdom.

Relocation Expenses

Relocation expenses may be payable to the successful candidate, in accordance with the Policy. This is available on request from the Workforce Directorate. Candidates who require to relocate to take up post should discuss this with the interview panel.

Medical Examination

Any offer of employment is subject to satisfactory Occupational Health Clearance. Should you be invited to interview you will be asked to complete a Pre-Employment Health Questionnaire which you should bring to interview. The Occupational Health Service will make an assessment on your fitness to carry out the post based on the information contained within the questionnaire. In certain circumstances further information is required before clearance can be given and Occupational Health may contact you by telephone or request that you attend for an appointment. Clearance must be obtained before any new employee commences employment with The State Hospital. Clearance may be subject to you attending for a Post-Employment appointment and it is vital that you attend this appointment if required to do so.

Disclosure Scotland Criminal Record Check and Protection of Vulnerable Groups

All employees who apply for posts which are exempt from the Rehabilitation of Offenders Act 1974 and who have access to patients in the course of their employment will be required to consent to a Disclosure Scotland Criminal Records Check or join the Protection of Vulnerable Groups Scheme. Any offer of employment is conditional upon a satisfactory check or confirmation of scheme membership being received and a commencement date for employment will only be agreed following this confirmation.

Rehabilitation of Offenders Act 1974

Under the terms of the Rehabilitation of Offenders Act 1974, many people need not refer to previous convictions which, after a certain period of time, are regarded as spent. Certain posts within the National Health Service, however, are excluded from the provisions of this Act. All potential employees must disclose on the application form any unspent convictions and certain potential employees are required to inform us of any previous convictions which, for other purposes, are "spent" under the provisions of this Act. Failure to disclose such information could result in dismissal or disciplinary action by the organisation. Any information given will be treated in the strictest confidence.

References

Two written references satisfactory to the organisation must be obtained prior to any offer of employment being made. These should include current and previous employers as requested in the job application form. This is in line with the Recruitment and Selection Policy.

USEFUL LINKS

The State Hospital Website -
<https://www.tsh.scot.nhs.uk/>

Annual Report -
<https://www.tsh.scot.nhs.uk/wp-content/uploads/2025/11/TSH-State-Hospital-Annual-Report-2024-25-1.pdf>

Audit and Risk Annual Report -
<https://www.tsh.scot.nhs.uk/wp-content/uploads/2025/07/TSH-Audit-Risk-Committee-Annual-Report-2024-25.pdf>

CONTACT

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