



**Chief Officer
Finance and Resources
Glasgow City Health and Social
Care Partnership**

Location: Commonwealth House,
32 Albion Street,
Glasgow, G1 1LH

Job Reference: GLA13320
Closing Date: 23.59 Sunday 30 March 2025



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We are recruiting for the position of Chief Officer – Finance and Resources within Glasgow City Health and Social Care Partnership. The recruitment and selection process for this position will be supported by our Recruitment Partner, Eden Scott.

Reflecting the joint nature of this appointment, the successful candidate will have the option of being appointed on the terms and conditions, including salary, of either Glasgow City Council or the NHS.

Candidates are required to complete an online application from via myjobscotland.

For shortlisted candidates, you should be aware the selection process will include a pre-interview assessment prior to a formal interview. Details of the pre-interview assessment will be discussed with shortlisted candidates.

If you experience any difficulties accessing or completing the online application via Myjobscotland, please contact John Leese, Principal HR Officer via email John.Lee@glasgow.gov.uk or telephone 0739 213 3954.

Message from Pat Togher, Chief Officer – Glasgow City HSCP



Dear Candidate

We are delighted to share this exciting and challenging opportunity of Chief Officer – Finance and Resources.

The Chief Officer – Finance and Resources role at Glasgow City Health and Social Care Partnership is vital for the long term vision of the Partnership in maintaining our strive that **“Communities will be empowered to support people to flourish and live healthier, more fulfilled lives, by having access to the right support, in the right place and at the right time.”**

This is an excellent opportunity for an exceptional individual who can evidence outstanding leadership qualities. We are seeking highly motivated leaders who have the skills, experience, and values necessary to direct and support our dedicated and committed staff. You will bring a fresh, forward-thinking and collaborative approach to the role.

Glasgow City Health and Social Care Partnership objectives and priorities are ambitious, demanding and exciting. The role of Chief Officer – Finance and Resources is responsible for developing financial strategy of the Integration Joint Board (IJB) as well as delivering the IJB’s strategic objectives sustainable and in the public interest.

If you are inspired by the challenges this opportunity offers and believe you have the necessary skills, experience and qualities we are seeking, we look forward to receiving your application.

Recruitment to this role is being supported by Eden Scott. Applicants are invited to contact Eden Scott in the first instance for further information about this role. **Contact: Sarah Gracie, Associate Director on 07999421314 or via email sarah.gracie@edenscott.com.**

To support the application process, we would draw your attention to the Glasgow City Health and Social Care Partnership website - <https://glasgowcity.hscp.scot/> for up to date information.

I would like to take this opportunity to thank you for your interest in the position of Chief Officer – Finance and Resources and welcome your application in due course.

Pat Togher
Chief Officer
Glasgow City Health and Social Care Partnership

Recruitment Advertisement

Post Title:	Chief Officer – Finance and Resources Glasgow City Health and Social Care Partnership
Grade/Salary:	Glasgow City Council: Grade 12 / LDR4b Salary: £115,508.07 - £127,621.09 per annum NHS: Band 9 (subject to evaluation) £117,732 - £122,831
Tenure:	Permanent
Hours:	Council: 35 hours / NHS: 37 hours
Location:	Commonwealth House, 32 Albion Street, Glasgow, G1 1LH

About Us

Glasgow City Health and Social Care Partnership is the largest HSCP in Scotland. We deliver Health and Social Care services to the people of Glasgow and surrounds. Our lead partners are Glasgow City Council and NHS Greater Glasgow and Clyde and we deliver all community health and social care services for children, adults and older people, along with homelessness and criminal justice services.

This work is directed by the Glasgow City Integration Joint Board, with the Council and Health Board delivering services through the Glasgow City Health and Social Care Partnership since April 2016.

Our vision for community health and social care services is to support people to flourish, work in partnership with people and organisations to transform services for the better and engage with communities to improve health and wellbeing.

Our medium to long-term vision is: **"Communities will be empowered to support people to flourish and live healthier, more fulfilled lives, by having access to the right support, in the right place and at the right time."**

With a gross expenditure of around £1.5bn and circa 12500 whole time equivalent staff we have an exceptional story to tell which is why we are seeking to appoint an exceptional individual to this important and challenging role.

Further information about Glasgow City Health and Social Care Partnership can be found on our website <https://glasgowcity.hscp.scot>.

The Role

Reporting to the Chief Officer, Glasgow City HSCP, this post will be accountable to the Integration Joint Board for the planning, development and delivery of the IJB's three-year financial strategy. The appointed candidate will be a key member of the Glasgow City HSCP's Senior Leadership team.

The Chief Officer – Finance and Resources is responsible for the provision of strategic financial advice and support to the IJB and Chief Officer and for the financial administration and financial governance of the IJB.

The post holder is the Accountable Officer / Section 95 Officer for financial management and administration of the IJB. Chief Officer – Finance and Resources responsibility includes assuring probity and sound corporate governance and responsibility for achieving Best Value.

Operating across a complex system, the Chief Officer – Finance and Resources will be responsible for the implementation of business change across the HSCP, developing business cases as the HSCP, Health, and Council reforms, ensuring that objectives are achieved, and resources are secured and organised.

The Chief Officer – Finance and Resources is responsible for creating, in conjunction with related Local Authority and Health Board Directors of Finance, a collaborative arrangement with business partners and associated Chief Financial Officers within the related Health Board Areas.

With a demonstrable track record of success in a senior management role with significant financial experience within a large complex organisation, preferably within the NHS or Local Authority, you will have practical experience of applying strategic planning and performance tools.

Candidates will be expected to demonstrate and evidence leadership and influencing skills and have a proven track record in developing structures and/or systems to support the attainment of organisational goals.

In addition to a degree in a relevant subject or equivalent qualification, you will also have Membership of a CCAB professional body, CIMA or overseas equivalent.

If you believe you have the necessary skills and experience to meet the challenges of this high-profile role, we would welcome your application.

Recruitment to this role is being supported by Eden Scott. Applicants are invited to contact Eden Scott in the first instance for further information about this role.

Contact: Sarah Gracie, Associate Director on 07999421314 or via email - sarah.gracie@edenscott.com

Key Dates

- **Application Closing Date:** 23:59 Sunday 30 March 2025
- **Preliminary Assessment Stage:** Begins week commencing 7 April 2025
- **Interviews:** Begins week commencing 14 April 2025

Application Process: Candidates are invited to contact our Recruitment Partner Eden Scott in the first instance. Thereafter, candidates are invited to apply via myjobscotland.

Reasonable adjustments are offered throughout all stages of the recruitment process. For further information or support, please contact John Leese, Principal HR Officer via email John.Lease@glasgow.gov.uk or telephone 0739 213 3954.

JOB DESCRIPTION

Job Identification	
Job Title:	Chief Officer - Finance and Resources – Integration Joint Board (Chief Finance Officer)
Responsible to:	Chief Officer, Glasgow City HSCP Glasgow City Integration Joint Board
Directorate:	Glasgow City Health and Social Care Partnership
Last Update:	January 2025
Job Purpose	
<p>The Chief Officer – Finance and Resources:</p> <ul style="list-style-type: none"> • Is accountable to the Integration Joint Board for the planning, development, and delivery of the IJB’s three-year financial strategy. • Is responsible for the provision of strategic financial advice and support to the Integration Joint Board and Chief Officer and for the financial administration and financial governance of the IJB. • The post holder is the Accountable Officer for financial management and administration of the IJB. The Chief Officer has all other accountable officer responsibilities. The Chief Financial Officer’s responsibility includes assuring probity and sound corporate governance and responsibility for achieving Best Value. • Responsible for the implementation of business change across the Partnership, developing business cases as the Partnership, Health, and Council reforms, ensuring that objectives are achieved, and resources are secured and organised. • The overall management of the Finance and Resources function which includes: <ul style="list-style-type: none"> ○ Finance including financial assessments, payments and income collection and compliance ○ Business Development including Service Reform / Planning, Performance and Research / IT / Business Administration, Commissioning and Contract Support, Governance, Information Systems, Resilience and Risk Management, Communications, FOI’s, Complaints and Investigations, Children’s Rights Service and Welfare Rights Service ○ HR including Occupational Development, Social Work Training, Health and Safety ○ Planning, Performance and Research / IT / Administration / Training / Property and Transport including capital planning ○ Commissioning and Contract Support/Technical Care including Equipu store, TASS and Linguistic Service. 	

Dimensions
<p>Budget: Circa £1.5billion</p> <p>Staffing: Circa 12,500 wte</p> <p>The Chief Officer – Finance and Resources:</p> <ul style="list-style-type: none"> • a key member of the Glasgow City HSCP Senior Leadership Team, helping it to plan, develop and implement business strategy and to resource and deliver the IJB’s strategic objectives sustainably and in the public interest. • responsible for developing the financial strategy of the IJB. • must be actively involved in, and able to bring influence to bear on, all material business decisions to ensure immediate and longer term financial implications, opportunities and risks are fully considered, and alignment with the IJB’s financial strategy; and • must lead the promotion and delivery by the IJB of good financial management so that public money is safeguarded at all times and used appropriately, economically, efficiently and effectively. • responsible for creating, in conjunction with related Local Authority (LA) and Health Board (HB) Directors of Finance, a collaborative arrangement with Business partners and associated Chief Financial Officers within the related Health Board Area(s).
Organisational Position
<p>See Appendix 1</p>
Key Result Areas
<p>Developing and implementing Organisational Strategy</p> <ul style="list-style-type: none"> • Providing a strategic financial focus to the Operational strategy of the IJB • Ensure that the directions to the Health Board and Local Authority require that the financial resources are spent according to the allocations in the Strategic Plan. • Establish a process of regular in-year reporting and forecasting in conjunction with the Health Board and Local Authority Directors of Finance to provide the Chief Officer with financial accounts for both arms of the operational budget and for the Integration Joint Board as a whole • Develop business cases for the resources of the Integration Joint Board in line with the method set out in the integration scheme in conjunction with the Chief Officer • Work collaboratively with the Partnership Senior Management Team to achieve the objectives of the Partnership. • Identify priority areas for action and contribute to policy development to address these in the short, medium and long-term in a way which draws on a sound theoretical base and personal experience and knowledge of financial management.

- Supporting the Chief Officer to ensure efforts within the Partnership are co-ordinated to improve health, reduce inequalities, improve health and social care services, and increase social inclusion based on the user's journey.

Responsibility for Financial Strategy

- Take a lead role in the compilation of the IJBs financial strategic plan and annual revenue budget
- Prepare strategic scenario planning to allow the IJB to be able to approve a balanced financial plan/budget
- Provide expert advice on policy, legislative and accountancy developments
- Production and management of the Partnership's Financial Plans in terms of processes and outcomes ensuring compliance with relevant regulations and local and national requirements and timescales.
- Liaise and provide finance advice and guidance on all aspects of planning and performance out with the partnership including statutory agencies, community planning partnerships and other Health and Social Care partnerships.
- Assist with the implementation of Service redesign projects in conjunction with Chief Officer and Assistant Chief Officers
- Develop and implement Financial Planning for all areas of the IJB

Influencing Decision Making

- Responsible for ensuring effective liaison and working relationships with all financial functions within the Health Board, Council and other partnerships.
- Contribute to relevant wider NHS, Council and Community Planning Partnership Strategy.
- Contribute to the delivery of a comprehensive and coherent performance management system, facilitating real performance improvement across the Partnership, reducing duplication and delivering excellence in governance.

Financial Information for Decision Makers

- Deliver professional, consistent and appropriate financial management across the Partnership, in line with statutory accounting guidance and regulations

Value for Money

- Responsibility for Best Value assessment contributing to the Partnership's Strategic Plan, playing a key role in the production and development of the plan.
- Monitor and advise on the strategic financial implications/considerations of Best Value.

Safeguarding Public Money

- Manage all aspects and take a lead role in the development of financial governance, control and compliance, operational management of risk, insurance and deliver a comprehensive financial management system for the Health and Social Care Partnership.

Assurance and Scrutiny

- Plan, monitor, co-ordinate and ensure completion of the annual closure of the IJB's annual accounts and the production of the annual financial statements, ensuring compliance with statutory reporting requirements.

- Establish procedures in conjunction with the Health Board accountable officer and Local Authority Section 95 Officer to allow the best practice principles as set out in the Code of Guidance on Funding External Bodies and Following the Public Pound to be followed.
- Act as point of contact with the External Auditor in respect of the audit of the financial statements and liaising with them during this process.
- Receive assurance from Health Board and LA Directors of Finance re anti-fraud measures within their organisations and to develop and necessary local procedures to monitor anti-fraud measures designed to reduce risk.
- Ensure that Financial Risk Management is properly addressed within the Integration Joint Board.

Systems

The post holder will have responsibility for the management of a range of information systems relevant to the Health and Social Care Partnership.

The post holder will have keyboard skills and ability to use a range of IT equipment and will use a range of information and operating systems:

- Microsoft Office
- Financial systems e.g. SSTS, PECOS
- Workforce Systems e.g. eESS, Microstrategy
- Performance Management Systems
- GOLD
- SAP
- Internet/Intranet
- Datix / HandS (Health and Safety Systems)

The post holder will be required to use interactive systems to ensure effective hybrid learning environment through advanced use of MS Teams.

Most Challenging/Difficult Parts of the Job

To lead, develop and manage finances and resources within the 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.

Communications and Relationships

The post holder will work closely with the Chief Officer, Glasgow City Integration Joint Board, Glasgow City Council and the Health Board. The post holder will also have close working relationships with their respective Senior Management/Corporate Teams, and external partners in formulating and delivering the Integration and Strategic Plans.

The post holder will have an extensive range of external relationships which include other Health and Social Care Partnership's, Health Care Boards, Local Authority colleagues, elected members, trade unions and staff representatives.

Highly effective leadership and team working is integral to taking forward the Health and Social Care Partnership Agenda.

<p>Physical, Mental, Emotional and Environmental Demands of the Job</p>
<p>The post holder will be required to work flexibly and be agile. There will be a requirement for travel within and out with the Glasgow City area.</p> <p>The post holder will use a computer for the production of documents, emails and for research. The post holder will frequently be required to produce reports, often involving analysis of a range of complex data where a high level of concentration is required e.g. analysing finance and workforce data.</p> <p>The post holder will be involved in meetings where intense concentration and significant attention to detail is required e.g., senior management team meetings, partnership negotiations. Typically this will occur at least weekly.</p> <p>The post holder is required to be resilient to meet the range of demands.</p>
<p>Disclosure</p>
<p>In line with the Rehabilitation of Offenders Act 1974 (Exclusions and Exceptions) (Scotland) Order 2003, you are required to declare all convictions defined as 'unspent' in terms of the Act as the post is classified as an 'excepted post'.</p> <p>Prior to any offer of appointment, the Council or Health Board will undertake either a Standard or Enhanced or PVG/Disclosure check.</p>
<p>Competencies</p>
<p>This recruitment, selection, performance management and personal development processes are underpinned and managed within a competency framework of knowledge, skills and behaviours.</p> <p>The job holder will be expected to evidence knowledge, skills and behaviours as described within the Competency Framework.</p>
<p>Politically Restricted Posts</p>
<p>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 or House of Commons from undertaking certain political activities as defined in regulations introduced from time to time by the Secretary of State for Scotland. A copy of Glasgow City Council's Policy on Politically Restricted Posts will be made available to the post holder.</p>
<p>General</p>
<p>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.</p> <p>The Job Profile will be subject to revision, depending on the future needs of the post and the organisation, following appropriate consultation.</p>

Person Specification

Chief Officer – Finance and Resources, Glasgow City Health and Social Care Partnership

Qualifications/Professional Membership	
Essential:	<ul style="list-style-type: none"> • Degree in a relevant subject or equivalent qualification. • Membership of a CCAB professional body, CIMA or overseas equivalent.
Desirable:	<ul style="list-style-type: none"> • Management qualification.
Relevant Experience	
Essential:	<ul style="list-style-type: none"> • Evidence of continuing, relevant, professional and personal development. • Extensive experience in a senior role within a complex or multi-agency / disciplinary financial management environment, with practical experience of applying strategic planning and performance tools. • Experience of overseeing the production of annual accounts for a large/complex organisation. • Leadership and influencing skills. • Proven track record in collaborative working that produces results within dynamic, and participative decision making environments. • Proven track record in developing structures and systems to support the attainment of organisational goals and processes where appropriate. • Experience of establishing and developing effective and successful strategic leadership teams.
Desirable:	<ul style="list-style-type: none"> • Experience of working at a senior level in a political environment within health service and/or local authority.
Specialist Knowledge and Skills	
Knowledge	<ul style="list-style-type: none"> • Educated to degree level or equivalent with significant financial experience at senior management level within a large complex organisation, preferably within the NHS or Local Authority. • CCAB, CIMA or overseas equivalent Qualified Accountant • Strong negotiating and communication skills • Practical experience of applying relevant strategic business and financial support tools. • Demonstrate a track record in collaborative working that produces results. • Demonstrate leadership and influencing skills and have a proven track record in developing structures and/or systems to support the attainment of organisational goals. • Demonstrate integrity and effective management skills enabling the successful delivery of redesign programmes to improve services. • Ability to develop and maintain effective, positive relationships with key partner organisations providing a positive role model for partnership, relationship and conflict management. • Sound experience of financial planning, analysis and responsibility for

	<p>major revenue and/or capital budgets. Including experience and understanding of aligned/pooled budget management processes and resource allocation procedures.</p> <ul style="list-style-type: none"> • 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 Staff Side and Trade Unions. • Negotiating skills.
Attributes	<ul style="list-style-type: none"> • Demonstrable and facilitative leadership skills. • Excellent communication and inter-personal skills, including sensitivity, tact and political astuteness. • Honesty, integrity and with high professional standards • Self-starter. • Values driven. • Team player. • Ability to work on own initiative.
Training	<ul style="list-style-type: none"> • Record of continuous professional development (CPD)

Appendix 1- Structure Chart



Glasgow City Health and Social Care Partnership Executive Leadership and Senior Management Team

Pat Togher
Chief Officer



Key Competency Requirement

Glasgow City Council Leadership Competency Framework can be found on the following link - <https://www.glasgow.gov.uk/media/2662/Leadership-Competencies/pdf/resE53D2FB5DCBC4B97B679BC8AADE513B4.pdf?m=1675252158243>

NHS SCOTLAND LEADERSHIP CAPABILITY COMPETENCIES



NHS Scotland has a 2020 Workforce Vision and Values. The vision makes a commitment to putting people at the centre of everything we do, and using our shared values to guide the work we do, the decisions we take and the way we treat each other.

The following outlines the NHS Scotland Leadership Capability Competencies aligned to NHS Scotland values and will be used to evaluate candidates at each stage of the selection process for this post.



VISION

Successful leadership starts with a clear vision. It focuses our attention so we can prioritise what matters most, enabling us to solve current problems, set goals and implement plans that take our organisation forwards into the future.

The leadership elements relating to the vision quality are:

- Seeing how best to make a difference
- Communication and promoting the ownership of the vision
- Promoting a public service ethos
- Thinking and Planning strategically



EMPOWERING

Empowering means enabling others to develop and use their leadership potential. Empowerment involves action. Those in leadership positions can play a large part in creating the culture within which empowerment can flourish. To empower people, you need to recognise that they can be leaders regardless of their position or role within the organisation.

The leadership elements relating to the empowering quality are:-

- Enabling leadership at all levels
- Driving a knowledge sharing culture
- Promoting professional autonomy
- Involving people in development and Improvement



SELF-LEADERSHIP

Self-Leadership means recognising, exercising and improving your own leadership. Self-Leadership is about you, and your qualities – and your willingness to examine and change these.

The leadership qualities relating to self-leadership are:

- Demonstrating and adapting leadership
- Improving own leadership
- Enabling intelligent risk-taking
- Demonstrating and promoting resilience
- Challenging discrimination and inequality



Collaborating and influencing means leading together for better outcomes. The world we work in is complex, requiring input from numerous individuals. Working together effectively is what collaborating and influencing is all about.

COLLABORATING AND INFLUENCING

Effective collaboration requires the ability to influence others to see things differently or open up to alternative courses of action.

The leadership elements relating to the collaborating and influencing quality are:

- Leading partnership working
- Influencing People
- Understanding and valuing the perspectives of others



What is motivating and inspiring about? Inspiring individuals set the standard by appreciating others, investing in colleagues and focussing on quality. By doing so, they motivate and inspire others to develop their own positive leadership style.

MOTIVATING AND INSPIRING

The leadership elements relating to the motivating and inspiring quality are:

- Inspiring people by personal example
- Recognising and valuing the contribution of others
- Driving the creation of a learning and performance culture



Creativity is about opening up the mind to new possibilities, while innovation is finding new ways to improve the current ways of working. Creative people are prepared to take risks that move their work or organisation forward – they like to solve problems and have an open mindset.

CREATIVITY AND INNOVATION

The leadership elements relating to creativity and innovation are:-

- Seeing opportunities to do things differently
- Promoting and supporting creativity and innovation
- Leading and managing change

NHS SCOTLAND VALUES

Our values are:

- 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

Summary Terms and Conditions

Chief Officer – Finance and Resources, Glasgow City Health and Social Care Partnership

The offer process for the successful candidate will include a discussion on whether the candidate may opt to be employed under NHS terms and conditions or under Council conditions of service. The following sections outline the employment package applicable to NHS Greater Glasgow and Clyde and Glasgow City Council.

1. Glasgow City Council Conditions of Service

This is a full time appointment (35 hours per week).

The successful applicant will be subject to pre-employment checks including: Satisfactory References (one of which must be from your current or most recent line manager), Pre-Employment Health Assessment, Evidence of Qualifications (as outlined in the Person Specification), Confirmation of Right to Work in the UK and Identity check and where applicable to the post a Disclosure Scotland Criminal Records Check/Protection of Vulnerable Groups Scheme Membership.

Grade: Grade 12 / LDR4b

Salary: £115,508.07 - £127,621.09 per annum

The starting salary will be part of the formal offer of employment. Progression through the points within the grade is not automatic and is dependent on evidence derived from the role profile of satisfactory attainment of the skills, qualifications and competencies required. However, progression, although not automatic, would ordinarily be expected and supported.

Hours of Duty

The set hours of work are **35** per week; however, the number and pattern of hours will reflect the demands of the post.

Contractual Status

This post is permanent in nature.

Pension Scheme

Where a contract of employment is for 3 months or more you can join the [Strathclyde Pension Fund Scheme](#)

- It is a 'career average revalued earnings (CARE) scheme', meaning your pension is based on a career average basis when you retire from the Council.
- It includes Death in Service benefits of 3 times salary.
- Contribution rates is based on your salary, details of current rates can be found here <https://www.spfo.org.uk/>. Your employer pays the rest of the cost of providing your benefits. This amount varies but it's always enough to make sure your pension can be paid and will be at least 19.3% of your pay.
- You get tax relief on your contributions - the tax you pay on your salary is calculated after your pension contributions are deducted.

Place of Employment

Your normal place of work will be Commonwealth House, 32 Albion Street, Glasgow, G1 1LH. The Chief Executive has the discretion to place you in any location within their control. You will not be required to work outside the UK for a period of more than one month during the term of your employment.

Annual Leave and Public Holiday Entitlement

Employees are entitled to 26 days (or 182 hours) annual leave on appointment, rising to 29 days (or 203 hours) after five years' continuous service with the Council (or with another local authority which is reckonable for annual leave purposes).

In addition, you will be entitled to 12½ days (or equivalent hours) paid public holidays each year. For alternative working patterns, the equivalent public holiday entitlement will be applied. The leave year runs from 1 January to 31 December.

Other Terms and Conditions of Service

For more details on benefits of working for Glasgow City Council and further details of the Council's Terms and Conditions, please visit:

<https://www.glasgow.gov.uk/article/5005/HR-Policies>

2. NHS Greater Glasgow and Clyde summary terms and conditions

This is a full time appointment (37 hours per week).

The successful applicant will be subject to pre-employment checks including: Satisfactory References (one of which must be from your current or most recent line manager), Pre-Employment Health Assessment, Evidence of Qualifications (as outlined in the Person Specification), Confirmation of Right to Work in the UK and Identity check and where applicable to the post a Disclosure Scotland Criminal Records Check/Protection of Vulnerable Groups Scheme Membership.

Grade: NHS Band 9 (subject to evaluation)

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 employment. Progression through the pay range is on the basis of an annual assessment of performance in a year beginning 1st April and ending 31st March. A pay uplift determined by performance rating is applied in line with national circulars.

Hours of Duty

The set hours of work are 37 per week; however, 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 Directive.

Tenure

This is a full time, permanent position.

NHS Pension Arrangements

New entrants to NHS Greater Glasgow and Clyde who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme.

The pension scheme is provided by Scottish Public Pensions Agency. This scheme is a qualifying pension scheme, which means it meets or exceeds the government's new standards.

All benefits including life insurance and family benefits are explained on the SPPA website <http://www.sppa.gov.uk/>.

Once a year, (following 2 years qualifying service) a statement is available online (<http://www.sppa.gov.uk/>) showing how much service has built up in your pension.

You can increase the amount of your contribution by buying additional pension. For full details please see the Factsheet "Additional Pension" available on the SPPA website <http://www.sppa.gov.uk/>. The amount contributed by the government in the form of tax relief would also increase.

Superannuation benefits accrued in the NHS Scheme elsewhere in the UK can be transferred to the Scottish scheme by arrangement with the Scottish Public Pensions Agency. The transferability of other public sector pension schemes entitlements may be possible and may be explored on appointment.

Motor Vehicle Provision

Where there is a job requirement, a vehicle may be offered. The arrangements will be determined by the Remuneration Sub-Committee in accordance with the leased car provisions for staff on Executive Managers' pay arrangements.

Location

For employment purposes, your base will be Commonwealth House, 32 Albion Street, Glasgow, G1 1LH. The post will inevitably require you to travel regularly throughout the Board's area and within Scotland. Less frequently you will require travelling further out with Scotland. Home to work expenses will be met by the post holder but all other travel expenses incurred as a result of your employment will be reimbursed by the Board.

Removal Expenses

Reasonable removal expenses in line with the Board's policy will be payable, should the Board require you to move home. This will be discussed with you, as part of an offer of employment.

Annual Leave

The annual leave entitlement is 27 days rising to 29 days after 5 years' service and 33 days after 10 years' service. Public Holidays (8 days) are allocated in addition for all Board employees.

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 Agenda for Change Terms and Conditions Handbook, and the Board's Human Resources Policies.

Guidance to Candidates**Recruitment Process, Timetable and How to Apply**

The recruitment and application process for this post is being jointly managed by Glasgow City Council and NHS Greater Glasgow and Clyde on behalf of Glasgow City Health and Social Care Partnership, with support from Recruitment Partner Eden Scott.

- Outlined below are key note timescales within this recruitment campaign. All candidate applications will be acknowledged and treated in the strictest of confidence.
- The Job Description and Person Specification is designed to inform potential applicants on the essential and desirable criteria which are sought in the appointment of the Chief Officer – Finance and Resources, Glasgow City Health and Social Care Partnership.
- The selection process for shortlisted candidates will include a Preliminary Assessment Stage, which will involve several assessment tools including occupational psychometric assessments. Further details as to assessment content, arrangements and timescales will be discussed with shortlisted candidates.
- Following the preliminary assessment stage candidates will be asked to attend a Value Based Competency Interview designed to assess knowledge, skills, experience, professional competence and leadership behaviours in relation to the criteria set out in the Person Specification. The interview will include a presentation.
- The results of all stages of the recruitment process will be kept confidential and restricted to only those who have direct responsibility for the decision making in the recruitment to this post.

Please note the dates below - these dates may be subject to change.

Recruitment Stage	Expected Date
Recruitment Advertising Campaign opens	Friday 14 March 2025
Advert Closing date for return of applications	23:59 Sunday 30 March 2025
Shortlisted candidates will be invited to participate in a preliminary assessment stage, expected to commence shortly after the shortlist has been. Full details of the preliminary assessment process and interview arrangements will be covered with shortlisted candidates. ..	
Panel Interview: Panel interview will include a values based competency interview and presentation	Week commencing Monday 14 April 2025