

Programme Director (Band 8d)

Recruitment Profile - This is a summary of the Job Description and Person Specification



Blood and Transplant

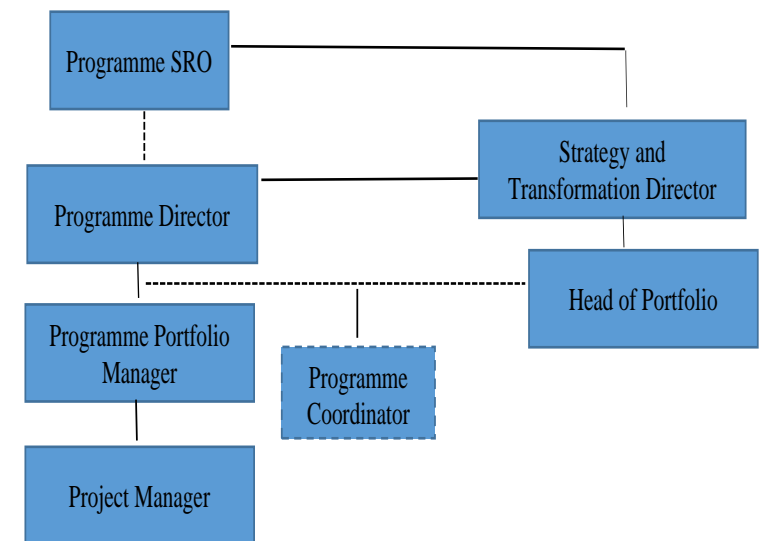
About the Role

In this role, you will lead a large-scale change programme, ensuring alignment with the NHSBT strategy. Key responsibilities include:

- Reviewing and delivering programme outcomes and benefits.
- Overseeing the design and implementation of change impact plans to minimise disruption, ensure high adoption, and sustain changes.
- Ensuring timely and on-budget delivery in line with the business case and programme plans.
- Managing programme governance, addressing risks and issues, maintaining change controls, and identifying broader impacts.
- Supporting the SRO by guiding programme development and resolving issues within the Investment Programme's leadership structure.
- Building a high-performing, accountable team focused on delivery.
- Continuously aligning resource capacity and capability to programme needs, managing competing demands for shared resources.
- Leading stakeholder relationships to gain buy-in for programme objectives and outcomes and communicating these effectively.
- Maintaining relationships with all levels of stakeholders, including the Board.
- Identifying opportunities for quality and service improvements.
- Collaborating with external organisations, including suppliers, to create a conducive environment for meeting programme requirements.
- Managing the programme budget while seeking opportunities for efficiency and value for money.

You will be required to travel and spend time away from base, which will involve working irregular hours and overnight stays when required, with prior notice

Organisation Structure



About Us

Our three core principles are critical to our service, guiding everything we do and inspiring us to be the best.

- We **care** about our donors, their families, the patients we serve, and our people.
- We are **expert** at meeting the needs of those who use our service and those who operate it.
- We provide **quality** products, services and experiences for donors, patients, and colleagues.

About You - This section details the personal attributes we require for this role. You will need to demonstrate these throughout the recruitment process

Behaviours and Values

- **Communicating** – Friendly and approachable, able to relate to staff, donors and patients from all backgrounds, promoting NHSBT positively
- **Collaborating** – Know the importance of your own behaviour and body language when communicating and working with others
- **Leading** – Professional in matters of confidentiality, security, integrity, honesty, performance, attendance, and appearance
- **Customer focused** – Demonstrate and promote high standards of quality customer care to both internal and external customers
- **Performing** – Able to use and act on feedback from others on your performance and behaviour to increase your own self awareness
- **Innovating** – Consider, suggest and be open to alternative ways of working to make continuous improvements

Skills and Abilities

- Be highly articulate and credible, consistently influencing and delivering inspiring, engaging, and meaningful information regarding future direction
- Build collaborative relationships and solve issues by engaging the right people at the right time
- Lead the team, accepting responsibility for achievement of business objectives and creating a shared sense of ownership for service delivery
- Engage widely with customers to seek input into setting strategic objectives and identifying new ideas and improved ways of working
- Demonstrate strong leadership, influence, and accountability for the achievement of results
- Recognise when change is required and demonstrate personal ownership for pursuing, communicating and implementing the change, whilst minimising the motivational impact on others

Experience and Knowledge

- Experience of leading digital operations and workplace environment development programmes will be an advantage.
- Experience of designing and leading the implementation of large-scale complex, digital and culture change programmes from inception to completion, including benefits.
- Extensive experience of leading, influencing and motivating multiple diverse specialists across a number of teams to work together to successfully deliver programme outcomes.
- Experience providing escalation and resolution points for programme risks and issue and monitoring risks and issues across large complex programmes and portfolios.
- Experience of leading supplier negotiation and discussions to ensure value from service/assets.
- Extensive experience of creating outline and detailed mandates, business cases and programme / project briefs for Board / Executive level scrutiny and

Qualifications and Training

- Educated to a master's degree Level or equivalent qualification.
- Postgraduate study in leadership and management or equivalent experience at a senior level
- Recognised qualifications in project and programme management methodology e.g., Agile, PRINCE2, MSP.
- Post-graduate study in Finance management or equivalent knowledge and experience.
- Demonstrates commitment to own continued professional development (CPD)

approval.

- Proven knowledge and experience of planning and implementing major business process change, service reconfiguration and/or new applications.
- Proven knowledge and experience of working across a supply chain and awareness of the associated programme impact.
- Experience in maximising opportunities to realise measurable benefits from investment.
- Knowledge and experience of managing project and programme budgets, contributing to financial budget forecasts and driving initiatives.
- Significant experience of applying project and programme practices, tools and techniques and using effective quality, risk & issue management and planning strategies.
- Experience of designing and implementing fit for purpose governance with clear roles and responsibilities for the programme team.
- Experience of planning and managing reviews at appropriate assurance points during all stages of the project life cycle to provide evaluations of progress against time, cost, quality, compliance and ongoing viability.
- Ensures that lessons learned are captured throughout the lifecycle; identifies and applies previous lessons learned (including those from other projects and programmes) to ensure continuous improvement.