



Blood and Transplant



**NHS Blood and Transplant
Chief Financial Officer**

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Joining NHSBT

Thank you for your interest in the role of Chief Financial Officer for NHS Blood and Transplant (NHSBT). This is a pivotal role within our unique organisation, vital to safeguarding and enhancing the health and wellbeing of our population.

This is a rare national leadership role with the potential to influence the lives of millions of people while shaping an organisation that combines purpose with innovation.

As an essential part of the NHS, NHS Blood and Transplant (NHSBT) works to make the most of every donation – from blood and organs to tissues and stem cells. We are more than a healthcare organisation: we are also a complex supply chain, a biomedical manufacturer, and a trusted partner in research and innovation.

At our heart, we enable daily acts of generosity – from the thousands of blood donors who give their time every day, to the families who, in moments of profound grief, consent for their loved ones to become organ and tissue donors. It is for these donors, their families, and the patients they help that we strive to be the very best in everything we do.

Our ambition is clear: to save and improve even more lives by building a world where every patient receives the donation they need. To achieve this, we are focused on five priorities: growing and diversifying our donor base; modernising our operations; driving innovation into practice; collaborating with partners; and investing in our people and culture.

As Chief Financial Officer at NHSBT, you will play a pivotal role in delivering on our ambition. The successful candidate will be working closely with our new CEO, Frances O’Callaghan, who joined the organization earlier this year, and the Board to lead NHSBT through the next phase of its transformation. You will provide strategic financial leadership for an organisation dedicated to saving and improving thousands of lives each year.

If you are looking for an opportunity to apply your leadership to a purpose-driven organisation at the heart of the NHS, I encourage you to consider this role.

Thank you for your interest – we look forward to hearing from you.

Frances O’Callaghan, CEO



About Us

NHS Blood and Transplant, an essential part of the NHS, is a Special Health Authority dedicated to saving and improving lives. We provide a wide range of services making the most of absolutely every donation – from blood and organs to tissues and stem cells. Few organisations have the ability to reach so many, delivering the best possible service to patients, donors and the NHS. The range of our work providing diagnostic and therapeutic services, organ donation and transplantation, and blood supply, demands that our operations are world class, providing a safe, reliable and efficient supply across the UK by working seamlessly with an unparalleled range of stakeholders including government, volunteers, the health sector and academia.

We were formed in 2005 by bringing together the National Blood Service and UK Transplant. It is now one of the largest and most effective organisations of its type in the world.

Today, we employ over 6,400 people across the UK, with total revenue of over £600 million per annum, delivering blood and blood-based therapies across England; Diagnostic and Therapeutic services globally; and organ donation and supply services for the whole of the UK. As an organisation, equality of opportunity and appreciation of diversity in its many forms is central not only to our relationships with employees but also to our donors and the patients we serve.

We stand for helping ordinary people to do something extraordinary, saving and improving the lives of others with their valuable donations.

To achieve this, we deliver:

- over 1.4m units of red cells, 256,000 units of platelets and 219,000 plasma components for transfusion to 260 hospitals
- 5,000 life-saving organs to 29 UK Transplant Centres
- 5,500 human tissue products and 3,700 corneas for transplant
- 12,000 apheresis procedures to around 2,500 patients and donors
- over 1,800 life-saving stem cell transplants
- a number of related services such as solid organ tissue typing and cord blood banking
- the support for a significant research and development programme operated in partnership with a number of the UK's leading universities
- expert advice to other NHS organisations, the Department of Health and Social Care, Ministers and devolved administrations

We are immensely proud that our activities support the incredible altruism and generosity of our donors, bringing together communities across the country.

Our Board

NHS Blood and Transplant (NHSBT) is governed by its Board, which is led by a **non-executive Chair, Peter Wyman**, who is responsible to the Secretary of State for ensuring that NHSBT's affairs are conducted with probity, and that NHSBT's policies and actions support it in the discharge of its functions and duties efficiently and effectively and meet NHSBT's objectives, including those set out in its business plan.

Peter brings a wide breadth of skills and experience to the board having held a range of senior posts in the private, public and voluntary sectors. He was a partner at PricewaterhouseCoopers LLP until 2010 and President of the Institute of Chartered Accountants in England and Wales from 2002 to 2003. In the health sector, he served as Chair of the Yeovil District Hospital NHS Foundation Trust from 2011 to 2016, and Chair of the Care Quality Commission (CQC) from 2016 to 2022.

NHSBT's Chair and non-executive members are appointed by the Secretary of State.

NHSBT's Executive Team is led by a **CEO, Frances O'Callaghan**, who was appointed CEO in 2026.

Frances has more than 20 years' experience of executive roles in acute and community NHS Trusts across London. Prior to joining NHSBT, Frances was Chief Executive of the North Central and North West London Integrated Care Boards. Over 20 years, she has helped shape London's healthcare, running frontline services, setting bold strategy, always pushing for fairer outcomes, and addressing health inequalities as part of her wider commitment to social justice.

Frances has also worked in the private sector in corporate finance at Price Waterhouse Cooper where she fused clinical know-how with financial rigour, and had a key role in launching King's Health Partners, one of the UK's flagship academic health-science centres.

For more information on our Board, please visit:

<https://www.nhsbt.nhs.uk/who-we-are/our-board/meet-our-board/>



Diversity & Inclusion

We are passionate about creating an inclusive workplace that promotes and values diversity. We know through experience that different ideas, perspectives and backgrounds create a stronger and more creative work environment and help towards making NHSBT a great place to work for everyone. We welcome applications irrespective of people's age, disability, sex, gender identity and gender expression, race or ethnicity, religion or belief, sexual orientation, neurodiversity or other personal circumstances. We are particularly keen to hear from those currently under-represented in the organisation. We are committed to policies and procedures that ensure that all applicants are treated fairly and consistently at every stage of the recruitment process, including the consideration of adjustments for people who have a disability. If you would like an informal conversation, please do get in touch.

Our Equality Standards

NHSBT promotes and supports the use of a range of flexible working patterns to enable employees to balance home and work responsibilities, and as a Disability Confident employer, we positively welcome applications from people with a disability or impairment. We are committed to making adjustments to ensure that they can participate fully in the recruitment and selection process so please specify these in your application.

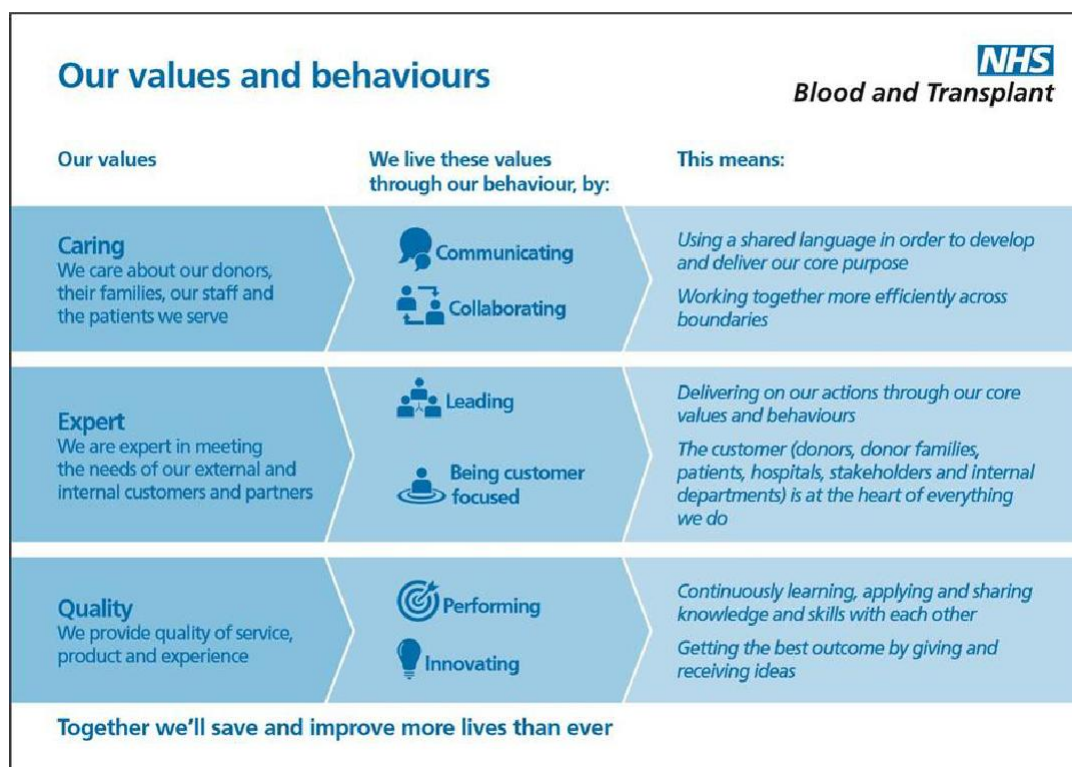
We offer a guaranteed interview scheme for all disabled applicants who provide evidence of meeting the minimum essential requirements necessary for the post, as set out in this applicant pack.

To support our Public Sector Equality Duty, we participate in external monitoring standards which hold us accountable for improving workforce diversity and equality. These are the Workforce Race Equality Standard, the Workforce Disability Equality Standard and the Stonewall Workplace Equality Index.

Our organisational accreditations also include:

- [Disability Confident Employer](#)
- [Top 100 employer for LGBTQ+ people in 2024](#)

Core Values, Behaviours and Expectations



The Future

As part of the backbone of the NHS, we reach the public at the most critical stages of their lives. Few organisations have the ability to reach so many, delivering the best possible service to patients, donors, and the NHS.

As we look to the future, we see the science and healthcare landscape changing rapidly. We will continue to develop and deliver our core strategic priorities as set out in our strategy but there are areas we want to put more focus on to achieve our vision of creating a world where every patient receives the donation they need.

We will place even more emphasis on growing Plasma for Medicines, Cell Apheresis and Gene Therapies; exploring commercial opportunities that could increase our non-NHS income and release savings that will be invested in transformation or returned to the NHS through price reductions.

We will continue our commitment to reducing health inequalities, those unfair and avoidable

differences in treatment and health outcomes that see some people wait longer for life saving treatments, or in some cases miss out on them all together. And we will systematically evolve our digital infrastructure, progressing towards the touchless supply chains of the future where we have reduced manual touchpoints and the requirement for individual decisions through the use of advanced analytics and automation.

Our ambition is clear: to save and improve even more lives by building a world where every patient receives the donation they need. To achieve this, we are focused on five priorities: growing and diversifying our donor base; modernising our operations; driving innovation into practice; collaborating with partners; and investing in our people and culture.

Please visit our [website](#) to find out more about us and our [strategy](#).

NHS England: Leadership Competency Framework – Competencies

Alongside the Fit and Proper Persons Test, all Board Directors are required to meet the six leadership competency domains which reflect the NHS values as set out in the NHS England’s Leadership Competency Framework 2024:

Driving high-quality and sustainable outcomes	The skills, knowledge and behaviours needed to deliver and bring about high quality and safe care and lasting change and improvement – from ensuring all staff are trained and well led, to fostering improvement and innovation which leads to better health and care outcomes.
Setting strategy and delivering long-term transformation	The skills that need to be employed in strategy development and planning, and ensuring a system wide view, along with using intelligence from quality, performance, finance and workforce measures to feed into strategy development.
Promoting equality and inclusion, and reducing health and workforce inequalities	The importance of continually reviewing plans and strategies to ensure their delivery leads to improved services and outcomes for all communities, narrows health and workforce inequalities, and promotes inclusion.
Providing robust governance and assurance	The system of leadership accountability and the behaviours, values and standards that underpin our work as leaders. This domain also covers the principles of evaluation, the significance of evidence and assurance in decision making and ensuring patient safety, and the vital importance of collaboration on the board to drive delivery and improvement.
Creating a compassionate, just and positive culture	The skills and behaviours needed to develop great team and organisation cultures. This includes ensuring all staff and service users are listened to and heard, being respectful and challenging inappropriate behaviours.
Building a trusted relationship with partners and communities	The need to collaborate, consult and co-produce with colleagues in neighbouring teams, providers and systems, people using services, our communities, and our workforce. Strengthening relationships and developing collaborative behaviours are key to the integrated care environment.

Job Description

Post Title: Chief Financial Officer

Accountability: Reports to the NHSBT Chief Executive

Location/Base: Any major NHS Blood and Transplant base (Barnsley, Birmingham, Cambridge, Colindale, Filton, Manchester, Newcastle, Oxford, Speke, Tooting)

Tenure: Permanent

Remuneration: £131,301 - £161,600 plus NHS Pension and Benefits

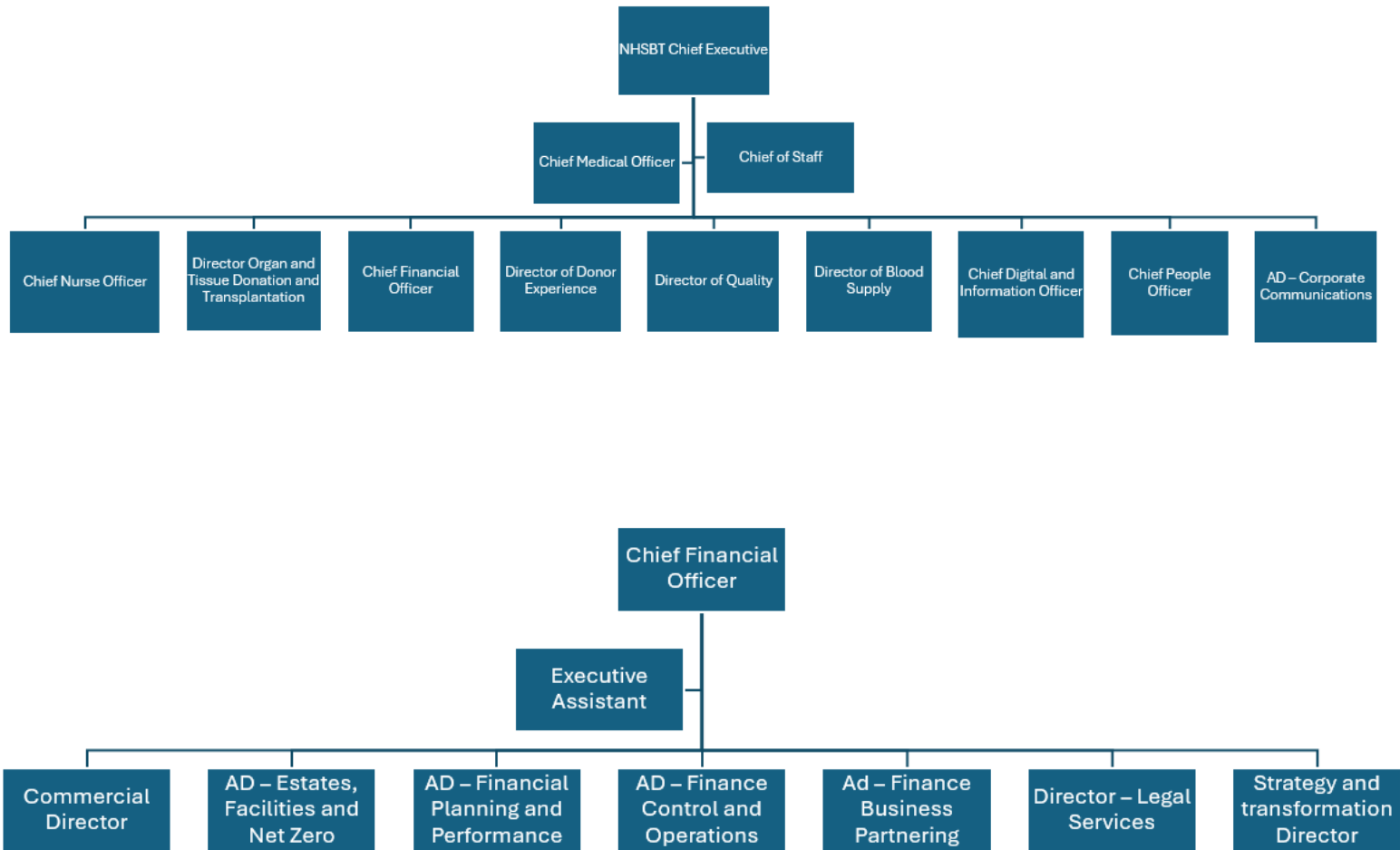
Main Purpose of the Role

The Chief Financial Officer (CFO) holds a key leadership role in NHS Blood and Transplant. As a member of the NHSBT Board and accountable to the Chief Executive, they have responsibility for the overall financial performance of the organisation, as well as management of other corporate functions such as governance and management of the national estate, and all commercial and legal services. The postholder will have temporary accountability for strategic planning and performance.

The CFO will:

- provide strategic leadership for the management of the NHSBT financial arrangements, ensuring that financial management supports delivery of the strategic objectives
- drive delivery of increased productivity, and cost efficiency, across the organisation
- support organisation wide transformation that delivers increased resilience, better patient outcomes and increased efficiency
- provide leadership of the finance function, and the other functions of the directorate, such as commercial, estates and facilities, legal, strategy and transformation
- promote and support high standards of governance, developing and maintaining an effective financial governance framework to support the fulfilment of statutory and regulatory obligations.
- drive the strategic planning and performance management processes and ensure focus on the delivery of NHSBT strategic and business objectives
- support the CEO and Board in the development and evolution of the corporate strategy, and where relevant support other members of the Executive Team in the development of financial strategies for service lines and support functions
- Work in partnership with the exec team to drive financial strategies supporting the development and modernisation of the organization
- drive the development of staff, including the maintenance of professional standards, of staff within the CFO directorate
- contribute to the development of and fully embrace the corporate core purpose, vision, mission and values, including the promotion of diversity and an inclusive culture

Organisation Structure



MAIN RESPONSIBILITIES:

Leadership

- Lead and motivate staff throughout the Directorate – empowering staff, leading with compassion, establishing financial leadership as key element of NHSBT’s approach.
- Support staff across the directorate to grow, and reach their potential.
- Ensure the highest level of professional standards across the Directorate.
- Create and maintain a culture that supports equality, diversity and inclusion.

Financial management

- Take executive responsibility for financial management and risk, providing clear, authoritative advice on financial management to the Board, the CEO as the Accounting Officer, and the Executive Team.
- Ensure NHSBT meets all statutory financial targets and obligations, is statutorily and regulatory compliant, including HMT, Cabinet Office and DHSC expenditure controls.
- Ensure conformity with all corporate governance including Standing Orders, Standing Financial Instructions, Reservation of Powers to the Board and Delegation of Powers, Fraud Policy and Response Plan, Standards of Business Conduct for Staff.
- Maintain such accounts, certificates, estimates, records and reports as required for the purpose of carrying out our statutory duties.
- Ensure there is a process for long term financial planning that is aligned to delivery of the NHSBT strategy, and that informs annual business planning and budget setting. Establishing processes for securing funding to support ongoing delivery of safe and secure critical blood supply, transplant and other services to the NHS and other users.
- Establish a Cost Improvement Programme (CIP) to drive year on year efficiency improvement, with a focus on transformation led productivity improvements alongside allocative efficiency and reduction in waste.
- Produce accurate, clear and timely financial reports and forecasts to the Board and the Executive Team.
- Establish a process to support effective financial management by budget holders across the organisation.
- Ensure robust investment decisions, advising the CEO as Accounting Officer and Board as appropriate.
- Ensure efficient cash and debt management, including compliance with our obligations for the payment of suppliers.
- Work with the National Audit Office, and any of their representatives, to produce and publish in a timely way the NHSBT unqualified Accounts consistent with the Government Accounting Manual

- Manage the provision of effective Payroll, Internal Audit and Counter Fraud Services.

Commercial services

- Take a strategic approach to commercial process to maximise the value of the supply chain to NHSBT
- Take executive responsibility for financial management, and provide clear, authoritative advice on financial and legal matters to the Board, the CEO as the Accounting Officer, and the Executive Team.
- Ensure NHSBT meets all statutory financial targets and obligations, is statutorily and regulatory compliant, including HMT, Cabinet Office and DHSC expenditure controls.

Legal Services

- Executive accountability to ensure NHSBT is a legally compliant organisation, in all internal and external undertakings, to advise upon and manage all aspects of legal risks and to make sure NHSBT makes the most effective use of its legal powers for the benefit of donors and patients.
- Oversight of legal advice to the NHSBT Board, CEO, NHSBT Executive Team and the wider organisation on the interpretation and application of all relevant legislation.
- Oversight of the development and application of the Legal Strategy for the organisation

Estates and Facilities; Net Zero

- Responsible for both strategic and operational management of the NHSBT estates function
- Develop and implement an Estates strategy to support the NHSBT Strategic Plan working in partnership with the Chief People Officer and Chief Digital Information Officer to establish new ways of working for a modern organisation.
- Ensure the NHSBT estate, and related site services, are fit for purpose and are appropriately maintained to support resilient, safe and regulatory compliant services.
- Continually review the effectiveness of the NHSBT estate and negotiate cost-effective leases and other arrangements in respect of any commercial property.
- Ensure that estates projects and programmes are managed efficiently and effectively to deliver to cost and timetable

Person Specification

PART ONE - BACKGROUND AND EXPERIENCE

- CCAB or CGMA qualified.
- Educated to masters degree or other relevant post graduate qualification.
- Significant experience in all the main corporate financial management disciplines.
- Experience at executive director level in a large, dynamic and complex organisation.
- A proven track record of significant financial and non-financial achievement at a strategic level.
- Evidence of successful and sustained financial management in an environment of organisational change and improvement.
- Evidence of successfully leading and motivating a large team.
- Evidence of management of a range of corporate services, for example, estates, and legal.

PART TWO - SKILLS, ABILITY AND KNOWLEDGE

- Ability to influence a wide range of internal and external stakeholders to bring about change and service improvements.
- Intellectual flexibility to make strategies and complex situations accessible to stakeholders.
- Ability to balance the need to think strategically and manage operationally.
- Innovative style of management, communicating vision and leading change through others.
- Collaborative working style with peers, sharing knowledge and being proactive in understanding current issues.
- Ability to develop quickly an understanding of the social, political and historic factors relating to health and social care in the region and nationally.
- A focus on results and a passion for making a difference to service delivery, and specifically patient outcomes.
- A depth of knowledge of techniques for interpreting and presenting financial and non-financial management.
- Personal credibility to inspire and lead internally and to represent the Trust at a regional and national level.
- The appointee will be an established finance leader and candidates will be expected to demonstrate clear ability in a range of the following managerial and leadership competencies:

General Aptitudes

- A thorough grasp of the NHS, local, national and international healthcare strategies and a clear vision of their impact on service delivery and patient outcomes.
- An ability to work in multi disciplinary teams and to contribute across the full range of activities.
- A sensitive awareness of own strengths and weaknesses and the ability to adjust accordingly.
- Understanding of all aspects of equality, diversity and inclusion, as they relate to staff, donors and patients.
- Resilience coupled with the drive and tenacity to achieve in a complex and challenging environment.
- Well developed influencing skills and political sensitivity.
- Excellent oral and written communication and interpersonal skills.
- The ability to command respect in both professional and lay fora.
- Ability to analyse data and present information effectively to a range of audiences.
- Ability to manage own workload effectively, managing conflicting priorities within tight deadlines.
- Flexibility
- Clear commitment to the work of NHSBT

Leadership Competencies

Intellectual

- Strategic comprehension: Able to see key or underlying issues in complex situations. Having the ability to understand the long-term implications of decisions.
- Analytical Ability: The capacity to process information in detail and interpret findings logically and systematically.
- Innovation: Able to produce new approaches and fresh ideas.
- Cultural flexibility: Ability to develop an in-depth understanding of a wide range of organisational cultures.
- Complexity: Ability to understand and manage complex issues and environments.

Presentational

- Self-confidence: Having belief in oneself and one's own views and being prepared to state and reaffirm one's own position.
- Maintains a high level of performance when faced with opposition or when working under stress.
- Ability to deal with challenging circumstances and handle failure constructively.
- Empathy: Having the capacity to tune in to the needs and feelings of others. Uses a high degree of self-disclosure to gain commitment.

Professional

- Adapts to and works with a variety of situations and groups.
- Ability to work across boundaries and to engage with other organisations.
- Able to employ a wide range of methods to gain support and ownership of ideas and values to enable change to occur.
- Critical appraisal and use of evidence base to secure effective services

Conditions of Service

- The post is subject to the national NHS Terms and Conditions
- Removal expenses, where appropriate, will be paid in accordance with NHSBT policy.
- The successful applicant will be required to reside within a reasonable distance/travelling time from their base Blood Centre by agreement with the Chief Executive Officer.
- Any offer of employment is subject to satisfactory clearances, including Right to Work, DBS, Fit and Proper Person Test, Security Clearance, Occupational Health
- Because of the nature of the work, the post is exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 (exceptions) Order 1975. You are therefore not entitled to withhold information about convictions, which for other purposes are "spent" under the provisions of the Act, and any failure to disclose such convictions could result in disciplinary action by the Authority. Any information given will be kept in strict confidence and used only in relation to the position to which the order applies.
- Any applicant who is unable, for personal reasons, to work full-time will be eligible for consideration for the post; if such a person is appointed, modification of the job content will be discussed on a personal basis with Chief Executive Officer.
- The post holder must be willing and able to travel within the UK and internationally (with appropriate notice).

NHSBT promotes and supports the use of a range of flexible working patterns to enable employees to balance home and work responsibilities, and as a Disability Confident employer, we positively welcome applications from people with a disability or impairment. We are committed to making reasonable adjustments to ensure that everyone can participate fully in the recruitment and selection process so please specify these in your application.

We offer a guaranteed interview scheme for all disabled applicants who provide evidence of meeting the minimum essential requirements necessary for the post, as set out in this applicant pack.

How to Apply

Key Dates

The closing date for applications is Tuesday 5th May 2026

Following a long list meeting of the Selection Panel, successful candidates will be invited to attend preliminary interviews with Odgers.

The final interview process with NHS Blood and Transplant will take place in June 2026 – exact dates to be confirmed.

How to apply

In order to apply, please submit a comprehensive CV along with a covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria. Please include current salary details and the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

The preferred method of application is online at: www.odgers.com/95877

If you are unable to apply online, please email: 95877@odgers.com

All applications will receive an automated response.

Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and / o biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward.

Please also remember to not mention anyone's information or details (e.g., referees) who have not previously agreed to their inclusion.

Contact details

For a conversation in confidence, please contact: Carmel Gibbons and Peter Mason via vicky.graham@odgers.com

We are committed to ensuring everyone can access our website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments. Should you require access to these documents in alternative formats, or wish to be considered under the Disability Confident Scheme (as highlighted on pages 5 and 6) please contact vicky.graham@odgers.com

Also, if you have any comments and/or suggestions about improving access to our application processes please don't hesitate to contact us response.manager@odgers.com