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# **Senior Corporate Financial Productivity Manager**

**Grade: AFC Band 8c**

**Closing Date: 23 August**

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**Candidate Information Pack**

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NHS Blood and Transplant (NHSBT) is a Special Health Authority dedicated to saving and improving lives. We are an essential part of the NHS providing 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 & 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. We are now one of the largest and most effective organisations of its type in the world.

We employ over 6,400 people across the UK, with a total revenue of over £485 million, 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 are an organisation that is growing. In 2021 ministers lifted the ban on UK plasma for fractionation and NHSBT is now working to supply plasma to the UK, reducing its dependence on the US for critical plasma-derived medicines.

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

We are immensely proud that our activities support the incredible altruism and generosity of donors, bringing together communities across the country. As the requirements of patients across the UK continue to evolve, so must our response to donor recruitment. This includes a strategic push to increase the number of ethnic minority donors to more closely match the requirements of the patients we serve.

To find out more, please click [here](#) to go to our website to view videos which explore the journey of donors.

### Where we operate

**28** blood and plasma donor centres  
and **50** mobile teams

**12** regional organ  
donation teams

**2** world-class tissue banks and  
**4** regional donation teams

**8** regional Therapeutic Apheresis  
Service (TAS) units

**6** specialist laboratories for cellular  
and molecular therapies

**14** main centres with manufacturing, pathology,  
donation and other specialist facilities

### What we deliver

Over **1.4m** units of red cells, **250,000** units  
of platelets and **200,000** plasma components  
for transfusion to **260** hospitals

**4,000** life-saving organs  
to **29** UK Transplant Centres

Over **6,000** human tissue products  
and **2,000** corneas for transplant

**10,000** procedures to around  
**2,000** patients and donors

Over **1,800** life-saving  
stem cell transplants



# Welcome Message



**Blood and Transplant**

Thank you for your interest in the NHS Blood and Transplant (NHSBT) Finance Function.

As a national provider working in a system of local NHS organisations, NHSBT plays a critical role by ensuring hospitals have the blood products, plasma, tissues, organs and stem cells required to deliver treatments and operations to patients. We take a proactive role in driving improvement and innovation, from emerging new technologies and evolving clinical practice, while reacting to changing demographics and trends. Every day, 24/7 we bring our values of caring, expert and quality to the services we provide up and down the country. At our heart, we are an organisation that enables daily acts of altruism – helping people do something extraordinary for others.

The Finance team have a crucial role to play within NHSBT. You and your team will work closely with a diverse group of staff in the business units across the organisation. NHSBT provides products and services essential to the NHS and to patients. In the first instance, this means ensuring that our finances are able to meet resourcing requirements and in doing so support the provision of life saving products and service across England and the UK. NHSBT also has a significant programme of investment and transformation, to ensure we continue to meet future needs of patients. This is a challenging role, but one that will leave you feeling every day that you have contributed to one of our country's most highly valued services.

As a senior leader you will work alongside the Commercial and Estates teams within the wider Finance directorate. Together we will provide leadership to our teams, by providing them with direction, support and empowerment to provide the best possible service to our customers and stakeholders, and to enable all our staff to reach their full potential. We will encourage a culture that is inclusive, where every member of staff is treated well and is highly valued. We will also work towards increasing diversity, because we recognise that working with a diverse group of people delivers better outcomes and enhances our own work experience.

If you feel you have the potential to fill this role, and you share these values, I would really like you to apply.

Mark Taylor  
Assistant Finance Director Planning & Performance

# The Role

As Senior Corporate Financial Productivity manager you will be responsible for leading and developing financial efficiency plans, which secure short, medium and long-term financial viability, across each of the divisions.

You will contribute to the development of commercial opportunities which maximise NHSBT's future stability which will require close liaison with the Executive Directors and the Senior Leadership Team in identifying, tracking, and realising financial and non-financial benefits.

You will also work closely with the Strategy and Transformation team to help drive productivity improvements across the respective supply chains.

You will also assist in developing, implementing, evaluating, and continuously improving the organisations financial strategy, to ensure there is a wider alignment with all relevant corporate financial requirements and provide specialist technical and professional advice to the CFO and senior finance team as well as to the wider management of NHSBT.



## Blood and Transplant



# Key responsibilities

- Leading the planning and development of a Benefits Management Framework;
- Leading on planning processes to ensure the long-term viability of the organisation's productivity are embedded and sustained;
- Providing leadership and direction to the benefits realisation leads and the wider finance directorate;
- Leading on all aspects of corporate efficiency reporting, including Board reports and external financial reporting requirements;
- Providing high-level strategic advice, direction and support to colleagues up to board level within NHSBT and externally;
- Providing financial guidance on new initiatives and answering complex queries relating to productivity issues;
- Undertaking R&D of best practice using recognised methodologies across key business processes to gain knowledge of what is being used across the NHS and other wider commercial organisations, comparing options and ensuring an improved high quality service provision as a result;
- Producing long term savings plans, modelling the effect of cost pressures, service developments, transformation, cost improvement plans and income assumptions;
- Leading on translating integrated business plans including measurable performance / savings targets;
- Undertaking value for money and risk analysis in relation to service proposals, as well as the application and importance of new and emerging legislation, policies, and procedures, routinely interpreting and communicating their importance within the organisation;
- Providing assurance that there is alignment between the savings plan and key business processes;
- Reviewing risk assessments on the likelihood and impact of the loss of sensitivity vs performance and the impact on savings plans; and
- Contributing to the production and delivery of a rolling five-year financial plan and detailed annual financial plans.



# The Person

Above all else, you will be expected to display the NHSBT values:

**Caring** – We care about our donors, their families, the patients we serve, and our people.

**Expert** – We are expert at meeting the needs of those who use and operate our service.

**Quality** – We provide quality products, services and experiences for donors, patients and colleagues.



## You will also be able to demonstrate the following:

- Experience of financial management and modelling within a large, multi-disciplined organisation;
- Experience of leading, developing and motivating a team of professionals;
- The ability to communicate effectively, conveying highly complex and sensitive information and ideas to a range of audiences;
- The ability to implement and develop policy in Financial Planning and to regularly analyse highly complex problems with multiple targets/objectives;
- Expert knowledge and understanding of costing systems and the application of performance management processes and systems as they relate to benefits;
- Experience in operating at a strategic level in a senior leadership role, working with multiple stakeholders, developing and fostering effective partnership approaches, acquired through training and practical experience;
- Experience of championing diversity and inclusion and promoting actions to make improvements as well as experience of creating diverse and inclusive teams that are motivated and inspired to work together to achieve a common objective; and
- CCAB/CIMA Qualified Accountant with a wide range of post-qualification experience.

# Terms of Appointment



## Blood and Transplant

<b>Salary</b>	Band 8c £70,417 to £81,138 plus High Cost Area Supplement where applicable
<b>Pension:</b>	NHS Pension Scheme
<b>Holidays:</b>	27-33 days (depending on service) plus 8 statutory holidays
<b>Location:</b>	National. Flexible hybrid working with travel to NHSBT's main sites: Bristol, Barnsley & London.

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 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.

# How to Apply



Candidates should apply for this role through the NHS Jobs Website.

**Click on the 'apply' button on NHS Jobs and follow the instructions to submit a CV and Supporting Statement (max. 750 words).**

The closing date for applications is 23:59 23 August.

Twenty-Seven Consulting is acting as an advisor to NHSBT on this appointment. For further information about the role or the process, please contact [Hello@twentysevenconsulting.co.uk](mailto:Hello@twentysevenconsulting.co.uk).

GDPR personal data notice According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express Consent.

You will be asked to confirm consent in your application form, and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

# Selection Process

Applications will be reviewed by a panel who will look at the Qualifications, Skills and Experience provided in the submitted CVs and supporting statements. Please note, your application must provide evidence of the skills & experience, as outlined in 'The Person' section of this pack, to be progressed to the next stage.

## **First Stage Interview/assessment**

Candidates successful at the review stage may be invited to attend a first stage interview/assessment.

## **Final Panel Interview**

Interviews will be held remotely via video-link.

# 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, neuro-diversity 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 reasonable adjustments for people who have a disability. If you would like an informal conversation, please do get in touch with the recruiting manager as listed on the advert.



## 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 reasonable 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 and the Stonewall Workplace Equality Index.

Our organisational accreditations include: [Disability Confident Employer](#) [Stonewall Diversity Champion](#) [Mindful Employer](#)

## Workforce Race Equality Standard

The NHS England 'Workforce Race Equality Standard' (WRES) requires all NHS organisations to measure, demonstrate and publish their annual race equality improvements for each of the WRES indicators.

## Staff Networks

We have staff-run networks helping to promote an inclusive culture at NHS Blood and Transplant. Our Women's Network, LGBT+ Network, Ethnic Minority Networks and Disability and Health scheme use the skills and resources of colleagues to add value to our organisation. [Further information can be found here.](#)



# Our Offer to you

NHSBT offers a range of great benefits, these are just some of the reasons why our people love working here.

## Pay and starting salary

We offer competitive rates of pay and our reward and recognition systems operate in an equitable, fair, transparent and objective way.

Our pay scales include incremental progression (where your salary increases progressively through the salary steps within your grade). New employees normally start at the bottom of the appropriate grade, although the recruiting manager can recommend a higher starting salary by taking into account relevant skills and experience.

## Pension

As soon as you start with us, you'll automatically become a member of the NHS Pension Scheme, if eligible. This is a defined benefit scheme and is not dependent on investment returns. Further details and an outline of the full benefits can be found [here](#). If you are not eligible to join the NHS Pension Scheme, we'll provide an alternative.

## Annual leave

We appreciate there's more to your life than working, and we actively encourage our employees to make the most of their holiday allowances. We have a generous annual leave entitlement of 27 days per year, rising to 29 days after 5 years service and 33 days after completing 10 years service. In addition you will be entitled to 8 bank holidays per year. Leave is pro-rata for part-time workers.

If you've been employed by the NHS before joining NHS Blood and Transplant, your previous service is counted towards your higher leave entitlement.

## Training and career development

Shine: Passport to Development is the umbrella term used for the learning and development strategy at NHS Blood and Transplant (NHSBT). It encompasses all the ways that NHSBT is supporting staff to 'shine' and excel in their job roles.

The Shine: Passport to Development is open to all employees at every level regardless of job title. We have experts located across the country to help you with your developmental needs either individually or for your team.

## Work/life balance

We are committed to creating a working environment where you can successfully balance your working and home lives. We understand that traditional work patterns don't suit everybody and that an individual's needs vary greatly over the course of a career.

We aim to be as flexible as possible, considering options that include variable hours and part-time working. We also provide assistance with childcare vouchers and carer support.

There's support and advice available to you regarding health and wellbeing, including flu vaccinations, physiotherapy sessions, occupational health support and reasonable adjustments where required. You can also use our Employee Assistance Programme, which provides 24 hour confidential and independent information and emotional support.

For further information on our benefits package please visit our careers website: <https://www.nhsbt.nhs.uk/careers/your-benefits/>

# Key Dates



**Blood and Transplant**

<b>Closing Date</b>	23 August
<b>Shortlist</b>	31 August
<b>Panel interview</b>	w/c 11 September

Please note that these dates are only indicative at this stage and could be subject to change. Please let us know in your application letter if you are unable to meet these timeframes.