

- Candidate Pack

Appointment of Chair

North West London Primary Care Provider Collaborative

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About the North West London Primary Care Provider Collaborative

The North West London Primary Care Provider Collaborative (NWL PCPC) is a newly established Community Interest Company, bringing together primary care provider organisations from across North West London to create a stronger, more influential voice for primary care within one of the country's largest and most complex health systems.

The Collaborative has been created to enable primary care to work at greater scale, shape system strategy and deliver services differently. Collectively, these organisations serve a population of more than two million people and represent the vast majority of general practice delivered at scale across North West London. While initially bringing together GP provider organisations, the ambition is much broader. Over time, the Collaborative will evolve into a genuinely multidisciplinary primary care organisation, working increasingly closely with pharmacy, dentistry, optometry and other community-based services.

The Collaborative has been established at a pivotal moment for the NHS. As Integrated Care Systems evolve and the role of Integrated Care Boards changes, primary care has an opportunity to play a much greater role in shaping and delivering services. The Collaborative will provide a unified voice for primary care across North West London whilst creating a sustainable platform for collaboration, innovation and service transformation.

As responsibilities transfer from the Integrated Care Board, the Collaborative is expected to take on an increasingly significant role, including hosting strategic functions, supporting neighbourhood working and delivering services on behalf of the wider NHS. It will also help providers work more effectively together, develop new models of care and improve outcomes for North West London's diverse communities.

With committed funding, an experienced interim leadership team and strong support from system partners, the foundations have been laid. The appointment of the inaugural substantive Chair is now a pivotal step in the organisation's development. Working alongside the Chief Executive, Board and shareholder organisations, the Chair will help establish outstanding governance, shape the organisation's culture and strategic direction, and position the Collaborative as an influential partner at the heart of the North West London health and care system.

This is a rare opportunity to help create one of the most significant new organisations in primary care, shaping how providers work together at scale and influencing the future of healthcare across North West London.

The Chair

This is an opportunity to become the founding independent Chair of one of the most significant new organisations in primary care.

Working alongside the inaugural Chief Executive, who the incoming chair will help to appoint in the Autumn, the successful candidate will help establish an ambitious organisation that will strengthen the voice of primary care across North West London and play an increasingly important role within one of the country's largest integrated care systems. While the Collaborative has recently been incorporated, much of its future remains to be shaped. This is therefore a rare opportunity to help build an organisation from the outset, building on existing strengths while looking to the future as opportunities present to assume responsibility for a growing range of strategic functions and services, creating a stronger platform for primary care providers to work together, influence system strategy and improve outcomes for local communities.

The successful candidate will combine excellent governance with the ability to navigate complexity, build consensus and create confidence amongst a diverse group of stakeholders. They will be comfortable operating in ambiguity, bringing together independent organisations around a shared purpose and helping to create a confident, collaborative and high performing Board.

This is a role for someone who is motivated by the opportunity to leave a lasting legacy across the North West London health and care system.

The Role

As Independent Chair, you will provide strategic leadership to the Board and ensure the Collaborative develops as a well governed, ambitious and influential organisation.

Working closely with the Chief Executive, Board Directors and shareholder organisations, you will help establish the organisation's strategic direction, oversee the development of its governance arrangements and support the Board in making effective, timely and well-informed decisions.

You will foster an inclusive and collaborative Board culture, creating an environment where constructive challenge is encouraged, diverse perspectives are valued and collective accountability is promoted.

Recognising that the organisation is at an early stage of its development, you will play an important role in supporting and developing Board capability whilst embedding high standards of governance and public accountability.

Beyond the Boardroom, you will act as an ambassador for the Collaborative, building trusted relationships with the Integrated Care Board, NHS organisations, local authorities and wider partners. You will help position the Collaborative as a credible strategic partner capable of delivering services, influencing policy and supporting the future development of primary care across North West London.

The Chair

As the organisation evolves, you will support the Chief Executive in overseeing organisational growth, including the transfer of functions and services from the wider system, ensuring that the Collaborative remains focused on delivering sustainable improvements for patients, partners and communities.

Key responsibilities

The Chair will:

- Provide strategic leadership to the Board, ensuring the Collaborative delivers its vision and long-term objectives.
- Establish and maintain exemplary standards of corporate governance, accountability and Board effectiveness.
- Chair Board meetings to promote constructive discussion, effective decision making and collective ownership.
- Convening and building an inclusive, high performing Board culture that supports and develops Directors whilst providing appropriate support and constructive challenge.
- Work in close partnership with the Chief Executive, maintaining an effective relationship based on trust, openness and clearly defined responsibilities.
- Build productive relationships with shareholder organisations, the Integrated Care Board and other system partners.
- Represent the Collaborative externally, acting as an influential ambassador across the health and care system.
- Support the organisation as it assumes new responsibilities, develops new partnerships and expands its organisational capability.
- Champion innovation, collaboration and continuous improvement across the organisation.
- Uphold the highest standards of integrity, public service and the Nolan Principles.

Person Specification

We are seeking an experienced Chair or Board leader who is excited by the opportunity to help build a new organisation operating at the heart of one of the country's most complex health systems.

Experience

The successful candidate will bring:

- Chair-level leadership within a complex organisation.
- A strong track record of leading effective governance and supporting high performing Boards.
- Experience of operating successfully across organisational boundaries, bringing together partners with differing priorities and interests.
- Experience of leading through organisational change, ambiguity or transformation.
- The credibility to engage confidently with senior leaders across the NHS, wider public sector, commercial organisations or other complex stakeholder environments.
- Experience of exercising sound judgement in politically sensitive settings.
- An understanding of healthcare or the wider public sector. Experience of primary care is desirable, although not essential, and we would welcome applications from candidates who can demonstrate highly transferable
- leadership experience. It is essential that candidates illustrate a genuine interest in primary care and the ability to quickly get up to speed with the wider environment in which we work.

Personal qualities

The successful candidate will be:

- An inclusive, collaborative and authentic leader who builds trust and confidence quickly.
- Politically astute, with excellent judgement and diplomacy.
- Comfortable working in ambiguity and able to provide clarity through periods of change.
- An outstanding communicator, capable of bringing people together around a shared vision.
- Curious, thoughtful and willing to challenge constructively.
- Passionate about improving public services and outcomes for local communities.
- Committed to equality, diversity and inclusion, and to upholding the Nolan Principles of Public Life.

Terms of appointment

Remuneration

Remuneration is c£20,000 depending on experience.

Time commitment

The Chair must devote sufficient time to ensure satisfactory discharge of their duties. This will be, on average, around two days per month, with slightly more required in the beginning as the organisation continues to establish itself and appoint a wider team. This will comprise a mixture of set commitments (such as Board meetings and Committee meetings) and more flexible arrangements for ad hoc events, visits, reading and preparation.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to North West London Primary Care Provider Collaborative on this appointment.

Candidates should apply for this role through our website at **roles.saxbam.com** using code **ZCAKA**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on Thursday 30 July.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

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 complete a consent form when you apply 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.

• Read our guide to writing cover letters

