



**South London
and Maudsley**
NHS Foundation Trust

Appointment of Chief Executive

January 2026

Ref: AADASC

Saxton Bampfylde

Contents

1. Welcome from the Chair
2. About SLaM
3. The role of Chief Executive
4. Job description
5. Person specification
6. How to apply
7. Key dates for the process



Welcome from the Chair

Thank you for your interest in the role of Chief Executive of South London and Maudsley NHS Foundation Trust (SLaM). I am delighted that you are considering joining us at such an important moment for our Trust, our system, and the communities we serve.

SLaM is a remarkable organisation. We are one of the largest providers of mental health and learning disability services in the country, with a national and international reputation for clinical excellence, research, and innovation. Through our long-standing partnership with King's College London, and our close working relationships across south London and beyond, we sit at the forefront of advancing mental healthcare, translating research into practice and shaping the future of our field.

At the same time, we are grounded in the everyday realities of delivering care. We serve some of the most diverse and complex communities in England, and demand for our services continues to grow. Like all NHS organisations, we face significant pressures: workforce shortages, financial constraint, rising acuity, and the imperative to improve access and quality at pace. These challenges are real, but they also sharpen our sense of purpose and our determination to do better for the people who rely on us.

Our ambition is clear. We want SLaM to be a consistently outstanding provider of mental health and learning disability services, known not only for innovation and expertise, but for compassion, equity, and partnership. We want to reduce health inequalities, improve outcomes, and ensure that people experience our services as timely, humane, and effective. We want to be a great place to work, where staff feel valued, supported, and able to do their best work, and a trusted partner within our integrated care system and local communities.

The next Chief Executive will inherit a Trust with strong foundations, deep expertise, and a committed Board and workforce. They will also be asked to lead with realism and courage: to balance ambition with delivery, to strengthen operational grip while sustaining innovation, and to work collaboratively across organisational and system boundaries. This is a role for a leader who understands the complexity of modern mental healthcare, who listens well, and who can bring people with them through change.

As Chair, I am proud of SLaM's history and optimistic about its future. We are seeking a Chief Executive who shares our values, believes in our mission, and is excited by the opportunity to lead one of the NHS's most influential mental health trusts at a pivotal time.

I hope this pack gives you a sense of who we are and where we are heading. Thank you again for your interest. I look forward to learning more about you and your aspirations.



Jane Bailey
Chair, South London and
Maudsley NHS Foundation Trust

South London and Maudsley NHS Foundation Trust

South London and Maudsley NHS Foundation Trust (SLaM) is one of the United Kingdom's largest and most comprehensive providers of mental health services, serving a local population of approximately 1.3 million people across south London and delivering specialist services nationally and internationally.

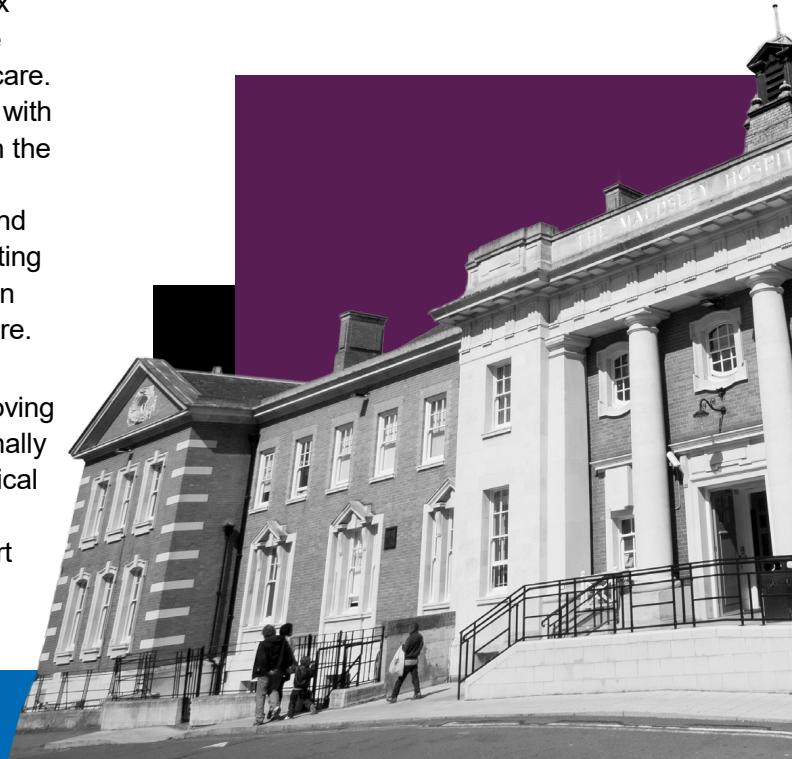
We provide the widest range of NHS mental health and substance misuse services in the UK, spanning more than 240 services including inpatient care, community teams, outpatient clinics and specialist units for children, adults and older people. Each year we deliver inpatient care for thousands of people and treat tens of thousands across the London boroughs of Lambeth, Southwark, Lewisham and Croydon.

The Trust operates multiple psychiatric hospitals, and over 100 community sites and clinical teams, making our Trust a complex multi-site organisation with deep expertise across the full spectrum of mental health care. We are known for our strong partnerships with academia and research, most notably with the Institute of Psychiatry, Psychology & Neuroscience at King's College London and as part of King's Health Partners, contributing to world-leading research and innovation in mental health diagnosis, treatment and care.

Driven by a strategic commitment to improving mental health and wellbeing locally, nationally and globally, we combine high-quality clinical care, specialist research and community engagement to transform lives and support recovery.

We are coming to the end of our current strategy, Aiming High Changing Lives, and are currently working with colleagues, service users and carers, our partners in the NHS and in the communities we serve as well as with our voluntary and third sector partners.

An important part of our current strategy, and a core theme we will continue to take forward, is our ongoing journey to being an anti-racist organisation and building on what has been achieved through our Patient and Carer Race Equality Framework (PCREF).



Our 5 commitments and values

As a Trust, we are dedicated to delivering care according to our five key commitments:

- I will be caring, kind and polite
- I will be prompt and value your time
- I will take time to listen to you
- I will be honest and direct with you
- I will do what I say I am going to do

Our Values

-  **Kindness**
-  **Respect**
-  **Together**



How we are organised

Our work is divided across six operational directorates in four boroughs in south London. We provide more than 240 services to local people, as well as more than 50 specialist services for children and adults across the UK.

Each of our operational directorates is led by a service director who leads their team to deliver the high-quality care we are known for, both in hospital and in the community.

Children and Young People

We provide help and support to children and young people living in Croydon, Lambeth, Lewisham, and Southwark up to the age of 18. We also provide a wide range of specialist services to help people across the UK.

Psychological Medicine and Older Adults

Nationally, we provide assessment and treatment services for people with complex affective disorder and trauma, as well as a residential service for people with complex obsessive-compulsive disorders.

Croydon and Behavioural and Development Psychiatry

Our core mental health services for adults in Croydon are provided alongside specialist services including forensic mental health services and neurodevelopmental disorders.

Southwark

The directorate includes four acute wards, two male and two female as well as access to male and female psychiatric intensive care services. Southwark also has a number of crisis services including a home treatment team and a hospital liaison service at King's College Hospital.

Lambeth

This includes A&E liaison services, early intervention (EI) psychosis services, six community mental health teams, integrated psychological therapies team, Lambeth talking therapies (IAPT) and the provision of psychology in homeless hostels (PiH).

It also includes five acute inpatient wards, an intensive psychiatric care unit (PICU) as well as a home treatment team (HTT) and an alliance rehabilitation team (ART). Lambeth currently hosts the early intervention and outreach and support services across the four boroughs as well as the Croydon borough IAPT service.

Lewisham and Addictions

We provide core mental health services through our community teams, talking therapies and at the Ladywell Unit. This includes community mental health teams; promoting recovery services; talking therapies; psychiatric liaison services at University Hospital Lewisham and support for people who are in crisis.

Our partners

We work in partnership with other organisations to help us achieve our vision of improving the lives of the people and communities we serve.

King's Health Partners (KHP)

We are part of King's Health Partners Academic Health Sciences Centre alongside King's College Hospital NHS Foundation Trust, King's College London university, and Guy's and St Thomas' NHS Foundation Trust.

King's Health Partners brings together 46,000 NHS staff with 31,000 students and academics, to translate cutting-edge research into excellent patient care through world-class education and training.

South London Mental Health and Community Partnership

South London Mental Health and Community Partnership is a collaboration between the three mental health trusts in south London to enhance patient care via improved ways of working that incorporate clinical leadership and innovation, greater patient and carer involvement and the continued development of a highly skilled and compassionate workforce.

South London Listens

South London Listens is a partnership of the NHS, councils, community organisations and residents working together to improve mental health across south London by listening to local people and taking collective action. It focuses on tackling the root causes of poor mental health, such as loneliness, inequality and access to support, through community-led solutions.

The Institute of Psychiatry, Psychology & Neuroscience (IoPPN)

The Institute of Psychiatry, Psychology & Neuroscience (IoPPN), King's College London, is the world's foremost mental health research institution. Historically the postgraduate medical school of the Maudsley Hospital, it has pioneered many disciplines including Child Psychiatry, Neuropsychiatry, Addiction Psychiatry and Clinical Psychology. The IoPPN is now an interdisciplinary faculty of KCL, and the relationship between the Trust and university is a critical part of both organisations' identities and covers research and innovation (including the NIHR Biomedical Research Centre at the Maudsley), medical and nursing education, and postgraduate clinical training.

To help achieve our research goals we work with a number of partners who align with our research needs and values. Further information on our research partners can be found [here](#).

Our partners cont.

Maudsley Charity

Maudsley Charity is the largest NHS mental health charity in the UK. They work in partnership with us and King's College London's Institute of Psychiatry, Psychology & Neuroscience to promote positive change in the world of mental health.

Maudsley Charity supports innovation, research and service improvement, working with service users and families, clinical care teams, researchers and community organisations with a common goal of improving mental health.

Maudsley Commercial Enterprise

Maudsley Commercial Enterprise is clinically led and exists to generate income, support innovation, and strengthen how the Trust operates. Its aim is to add value, unlock potential, and ensure the Trust can lead in mental health delivery for years to come. By doing so it delivers a number of benefits for those service users and communities it serves, its staff and partners.

Maudsley Commercial Enterprise comprises five distinct business platforms: Maudsley Learning (ML), Maudsley Private Care (MPC), Maudsley Innovation (MI), Maudsley Global (MG), and Commercial Land & Disposal. There are also our partnerships and joint ventures in the United Arab Emirates.



“Seeking excellence in mental health and wellbeing: prevention, care, recovery, education and research.”



The role of Chief Executive

We are one of the most influential mental health providers in the UK and internationally. Our services and partnerships touch the lives of hundreds of thousands of people across South East London, and our global academic relationships shape the future of mental health science, practice and education.

We are proud of our history, reach and impact. We are equally clear-eyed about the scale of our challenges. The communities we serve face stark inequalities. Demand for services is rising. We must build trust, strengthen consistency, improve performance and ensure every service user receives safe, high-quality care. At the same time, our extraordinary workforce deserves to feel supported, valued and empowered to succeed.

We now seek a Chief Executive who will lead with compassion and courage; who understands the realities of a complex NHS organisation but is energised by innovation and possibility; who can build confidence, deliver sustained improvement, and play a leading role in shaping the future of mental health care locally, nationally and internationally.



The CEO will serve as Accountable Officer, working with the Board, Governors, partners and our communities to:

- Stabilise and strengthen governance, quality, safety and performance
- Put service users, carers and communities at the centre of everything we do
- Build a positive, values-led culture where people feel safe, supported and able to excel
- Embed EDI in meaningful and measurable ways and ensure the delivery of our Anti-Racism Action Plan
- Lead the transformation of community-based care
- Maximise the power of partnerships across the ICS, local authorities, voluntary sector and beyond
- Harness the unique opportunities of our academic and research partnerships with King's Health Partners and the IoPPN
- Position SLaM as a leader in innovation, population mental health and service transformation

This is a pivotal leadership role. It demands authenticity, resilience, strategic breadth and operational grip. It offers the opportunity to make a lasting difference to the lives of people, families and communities, and to shape the future of mental health care.

Job description

Accountable to: Board of Directors

Reports to: Chair of the Trust

Key relationships: Trust Board, Council of Governors, Executive Team, staff networks, service users and carers, ICS and ICB partners, NHS England (nationally and the London Region), local authorities, voluntary and community partners, Maudsley Charity, regulators, King's Health Partners, and the IoPPN.

Key responsibilities

1. Leadership for service users and communities

- Ensure service users, carers and communities are meaningfully involved in shaping services and priorities
- Champion clinical leadership and co-production as core strengths of the Trust
- Maintain relentless focus on equitable access, outcomes and experience across diverse communities
- Advocate powerfully for people who use our services at local, regional and national levels

2. People and culture

- Provide compassionate, visible and values-led leadership
- Build and lead a high-performing executive team, fostering collaboration, accountability, and strategic alignment
- Build a positive, psychologically safe, inclusive culture where colleagues feel valued, supported and able to thrive
- Lead the development of a skilled, motivated, high-performing workforce
- Ensure delivery of a compelling People Strategy and support staff wellbeing and resilience
- Promote innovation, learning, accountability and continuous improvement at every level

3. Academic leadership, research and innovation

- Position SLaM as a world leader in mental health research translation, education and practice
- Strengthen strategic partnerships with IoPPN and King's Health Partners
- Ensure research excellence informs clinical delivery and population health outcomes
- Champion innovation, digital transformation and evidence-based practice

Job description cont.

4. Partnership and system leadership

- Lead with credibility and influence across ICS, ICBs and local systems
- Develop strong strategic partnerships to deliver integrated, community-based, sustainable models of care
- Support population health improvement, prevention and early intervention
- Enhance the Trust's external reputation and global leadership profile

5. Governance, performance and sustainability

- Act as Accountable Officer ensuring legal, regulatory and licence compliance
- Ensure strong governance, risk management, assurance and Board effectiveness
- Deliver financial sustainability, value for money and responsible stewardship of resources
- Drive performance improvement and ensure delivery against national and local priorities and deliver excellent, safe care
- Lead the Trust's sustainability agenda across environmental, social and economic priorities
- Provide strategic oversight of new organisational and fiduciary structures where appropriate, including wholly-owned subsidiaries and alternative corporate entities, ensuring robust governance frameworks and clear accountability while maintaining NHS values and maximising strategic opportunities

6. Leading transformation, innovation, and digital change

- Drive a bold programme of transformation that reimagines how mental health care is delivered
- Ensure transformation programmes are co-produced, rigorously governed, evidence-informed and demonstrably beneficial to service users, communities and the workforce
- Lead a data-led approach to innovation that delivers tangible improvement in care quality, equity, productivity and outcomes
- Embed a commercially astute mindset that secures sustainable investment, diversifies income, and strengthens the Trust's financial resilience while staying true to public sector values
- Harness digital technologies, data and AI safely and ethically to enhance clinical care, prevention, access, staff experience and operational excellence
- Ensure the Trust-wide approach to Continuous Improvement and Quality is embedded throughout the Trust, delivering improved outcomes



Job description cont.

7. Leadership competencies

The CEO must meet the requirements of NHS England's Leadership Competency Framework, including:

- **Driving high-quality, safe 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, 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 a 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

Fit and Proper Person requirements

All NHS organisations need to ensure that Board members are 'fit and proper', in line with the requirements of the Fit and Proper Person Test Framework for board members, published in August 2023, and Regulation 5 of the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014. All board members, including the Chief Executive, are required to meet these requirements, more about which can be read [here](#).

Person specification

The challenges and opportunities which the Trust and systems face, now and in the future, will require a CEO with sensitivity, kindness, delivery focus, leadership stature and strategic breadth, who brings the following:

Knowledge and experience

- Significant senior leadership within a large, complex health or social care organisation
- Proven record of improving performance, quality and outcomes at scale
- Experience of leading organisations through periods of structural evolution, managing complex transitions and organisational change while maintaining operational performance and staff engagement
- Demonstrated operational grip alongside strategic leadership capability
- Experience of championing clinical leadership, patient involvement and social justice
- Evidence of leading high-performing teams and positive organisational cultures
- Successful partnership leadership across complex systems and diverse communities
- Experience of delivering transformation, innovation and quality improvement
- Strong financial leadership and stewardship
- Deep understanding of national and local health policy and mental health context
- Strong appreciation of population health, inequalities and community needs
- Knowledge of effective governance and assurance frameworks
- Understanding of academic partnerships, research translation and innovation in care

Skills, abilities and personal qualities

- Compassionate, authentic and values-driven leader
- Strategic thinker who can turn vision into delivery
- Highly credible communicator with political acumen and emotional intelligence
- Courageous, resilient and decisive
- Demonstrable commitment to equality, inclusion and reducing health and racial inequalities
- Collaborative, curious and open, with a strong sense of accountability
- Inspires confidence, ambition and pride in others



“Everything we do is to improve the lives of the people and communities we serve and to promote mental health and wellbeing for all - locally, nationally and internationally.”



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to South London and Maudsley NHS Foundation Trust on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **AADASC**.

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 **midday on Monday 9th February**.

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

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

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.

More information

If you'd like to know more about the role or selection process, and to arrange a conversation with our advisors, Saxton Bampfylde, please contact Alex Richmond and Brett Anderson by emailing: alex.richmond@saxbam.com and brett.anderson@saxbam.com.



Key dates for the process

After the closing date, Saxton Bampfylde will carry out initial interviews on behalf of the Trust with longlisted candidates.

Initial interviews with Saxton Bampfylde: 18th – 26th February 2026

Shortlisting will then take place on the 3rd March 2026, with shortlisted candidates being invited to the final rounds of assessment.

Informal conversations for shortlisted candidates: week commencing 9th March 2026

Community panels / stakeholder forums: week commencing 16th March 2026

Panel interview: 20th March 2026





**South London
and Maudsley
NHS Foundation Trust**

Saxton Bampfylde