

NATIONAL FINANCE TALENT POOL

SUPPORTING AND DEVELOPING OUR
FUTURE NHS FINANCE LEADERS



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Future-Focused Finance and Aspire Together are pleased to announce a combined approach for the 2020 intake of the National Finance Talent Pool.

The National Finance Talent Pool is made up of Finance Leaders across England who are ready now, or in the very near future, to become Finance Directors or Chief Finance Officers in the NHS.

Supported by the Finance Leadership Council – the board that sets the strategic direction for finance skills development in the NHS in England – and NHS England and NHS Improvement’s Regional Finance Directors.

Selection into the National Finance Talent Pool is through a competitive application and interview process designed to reflect FD/CFO application procedures and the Executive Director Success Profile that is used by NHS Regional Talent Boards through the Aspire Together initiative.



‘OUR AIM IS TO BUILD A DIVERSE POOL OF TALENT THAT IMPROVES THE NUMBER AND QUALITY OF APPLICANTS FOR FINANCE LEADERSHIP ROLES THAT REFLECT THE POPULATIONS THAT WE SERVE.’

Cathy Kennedy, Director of Operational Finance (Yorkshire & Humber), NHS England and NHS Improvement and FFF Lead for Senior Talent Management Programmes

HOW TO APPLY

Full details of the application/nomination process and the documents you need to apply or to nominate someone for the pool can be found via the following link www.futurefocusedfinance.nhs.uk/senior-talent-management/talent-pool.

If you have any questions about the process, please contact the FFF team on futurefocusedfinance@nhs.net

www.futurefocusedfinance.nhs.uk



'I was part of the first cohort of the national talent pool. I applied given my ambition to be a DOF in the not too distant future, having felt ready, but not quite sure what was going to make the difference in terms of me getting recruited into the role and importantly to help identify any blind spots to me being successful in role, once I had obtained it. It has proven to help with both of these!

I particularly enjoyed and benefited from the facilitated learning sets that enabled us to grow and develop as a group, support each other with "wicked" issues, and think about problems from difference perspectives. The talent pool helped me focus my personal development plan on the actions that would really make a difference in supporting me with that next step into Executive Director role.'

John Williams, Executive Director of Finance, Sheffield Children's Hospital NHS FT

WHAT WILL I GAIN?

Following the application and interview process, successful candidates will be enrolled onto the National Finance Leaders Talent Pool for a 2-year period and they will also join the Aspire Together Regional Talent Board pools of aspirant Directors who are ready now, or in the very near future, for a first Board position.

Membership to the pool will give you fully-funded access to:

- Individually tailored support and development to identify and apply for suitable finance director and chief finance officer roles and support to produce a personal development plan.
- In-depth understanding of a board recruitment process including CV writing, interviewing and presentation skills, giving you the best chance of being successful in future applications.
- Three one-to-one sessions with an executive coach.
- A three-day residential assessment centre on 10, 11 & 12 June in Birmingham, which will provide you with:
 - a range of personal development masterclasses;
 - opportunities to experience at first-hand how an NHS Board operates;
 - networking opportunities with peers, senior leaders and regional finance directors;
 - time to reflect on what helps finance leaders to build and maintain resilience when under pressure in a corporate director role, including managing work/home balance.
- Action learning sets and national masterclasses.

IS IT FOR ME?

If you are considering applying to join the National Finance Leaders Talent Pool, then you need to be able to answer yes to the following questions:

- I aspire to be a Finance Director or Chief Finance Officer in England and consider myself ready now, or in the very near future, to reach board level.
- I am currently operating at Deputy Director level (or equivalent).
- I have completed a recognised leadership development qualification (e.g. NHS Leadership Academy Nye Bevan Programme, an MBA, HFMA qualification or SDN/FFF senior talent development programme) and can meet the required selection criteria.
- I have the active support of my Director of Finance/Chief Finance Officer, or my Chief Executive/Accountable Officer.

LOGISTICS

Applications for the 2020 intake of the National Finance Talent Pool will close on 6 January 2020. If successful, participants will be invited to an interview on:

- London – 5 & 6 March
- North West – 12 & 13 March
- North East and Yorkshire – 12 & 13 March
- South East – 17 & 18 March
- South West – 26 & 27 March
- Midlands – 26 & 27 March
- East of England – 17 & 18 March

Please ensure that you are available on the interview dates for your region, as well as the development centre on 10, 11 & 12 June in Birmingham.



The Aspire Together Regional Talent Boards (RTBs) were created to understand and balance senior level 'demand' (vacancies) and 'supply' (people).

The work to establish RTBs started in the Midlands & East in March 2017. From April 2019, 5 RTBs will be in operation: Midlands and East, North, South West, South East and the London RTB.

Each RTB has great representation from CEOs, AOs, chairs and HRDs (and is chaired by a CEO or chair), alongside the NHSI/E regional directors and their senior teams and supported by the national and local Leadership Academy teams.



Future-Focused Finance is about improving NHS finance for everyone; recognising the need for strong financial skills and understanding across all professional groups to deliver the good patient care and value for tax payers.

In 2018 the Future Leadership Council refreshed their strategic aim and objectives. This means with the support of the Finance Development Foundation and Finance Staff Development we're working to develop a diverse, appropriately skilled, adaptable and resilient finance function and workforce to ensure value for money and quality services for patients.