

Candidate Information Pack

Chief Officer, Renfrewshire Health and Social Care Partnership





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Recruitment Process

Closing Date Sunday 20th April 2025

Whilst each stage of the recruitment process for this post is being jointly led by NHS Greater Glasgow and Clyde and Renfrewshire Council, candidate applications are being invited via the NHS Scotland Recruitment system called **Jobtrain**.

For further details on how to apply and to complete the NHS Scotland Online application form:

<https://apply.jobs.scot.nhs.uk>

Select:

'Region > Greater Glasgow and Clyde > Job Type Executive Level > Job Reference No. 212176'

Details of the post can also be viewed at:

www.myjobscotland.gov.uk/councils/renfrewshire-council/jobs

Select 'Search Organisations > Renfrewshire Council'

If you require this pack in a different format, please email heather.silvester@nhs.scot or telephone 0141 278 2623.

Welcome to Renfrewshire Health and Social Care Partnership

We are delighted to introduce this exceptional and dynamic opportunity to become the Chief Officer of Renfrewshire Health and Social Care Partnership (HSCP). This pivotal leadership role is at the heart of delivering integrated health and social care services that make a real difference to the lives of individuals, families, and communities across Renfrewshire.

Renfrewshire HSCP has an ambitious and forward-thinking agenda, with a clear focus on innovation, excellence, and person-centred care. As Chief Officer, you will be instrumental in shaping and delivering our vision, strengthening our integrated organisational model, and ensuring that services are responsive, high-quality, and outcome-focused.

We are seeking an outstanding leader—someone with a proven track record of strategic leadership, transformation, and partnership working. You will bring the experience, insight, and values necessary to guide and support our committed teams in delivering the best possible care and support to those who need it. Your ability to lead collaboratively, engage effectively with partners, and drive continuous improvement will be key to success in this role.

This is a unique and rewarding career opportunity to join an already strong and dedicated team of health and social care professionals. Working across NHS Greater Glasgow and Clyde and Renfrewshire Council, you will play a crucial role in delivering integrated services that meet the evolving and increasingly complex needs of our diverse population.

With a challenging and ambitious agenda ahead, our new Chief Officer will provide strategic leadership, oversee the delivery of delegated functions as set out in the Renfrewshire Integration Scheme, and manage the integrated budget to ensure the best possible outcomes for those we serve.

We hope this exciting opportunity inspires you, and we look forward to receiving your application.

To support the application process, please look at the documents contained in this job pack.

If you would like any further information we would be happy to have an informal discussion with you. You can contact either:

Alan Russell:
alan.russell@renfrewshire.gov.uk 0141 487 0237

Jann Gardner:
jann.gardner@nhs.scot 0141 201 4614

Thank you for your interest in the position of Chief Officer.

Alan Russell & Jann Gardner



Alan Russell
Chief Executive,
Renfrewshire Council



Jann Gardner
Chief Executive,
NHS Greater Glasgow
and Clyde

Recruitment Advert

Chief Officer—Renfrewshire Health and Social Care Partnership

Grade and Salary

Local Authority appointment—Renfrewshire Council

£134,823– £142,287

NHS appointment—NHS Greater Glasgow and Clyde Executive and Senior Manager—Grade E

£96,982–£124,821

Tenure: Full Time Permanent

Location: Renfrewshire

Relocation Package where appropriate

We are justifiably proud of Renfrewshire's Health and Social Care Partnership (HSCP) whose reputation for excellence is well known and longstanding. The HSCP is an established innovative partnership, responsible for delivering all primary care, local community health and social care services to Renfrewshire's people in an integrated way. The HSCP is a full partnership between NHS Greater Glasgow and Clyde and Renfrewshire Council.

Our vision is for Renfrewshire to be a caring place where people are treated as individuals and are supported to live well.

With a total budget of around £423m, the services and functions of the Renfrewshire Health and Social Care partnership are delivered to our population of over 179,100 people by around 2,260 health and social care staff employed between NHS Greater Glasgow and Clyde and Renfrewshire Council. Our transformation journey over the past number of years has been hugely progressive with many successes having already been achieved in developing health and social care services in line with national direction, statutory requirements and further integrated working.

We are now searching for a new **Chief Officer** who will lead from the front as a champion for diversity and inclusion, advocating and challenging the organisation to fulfil its ambitions. This is a truly exciting time to consider joining us as this position will be at the forefront of an ambitious and challenging agenda providing both leadership and direction to the HSCP. It's also a critical time as we continue to build our Covid 19 recovery and renewal plans directing the re-mobilisation of health and social care services.

We are seeking applications from candidates who can evidence a successful track record of driving large scale organisational and cultural change programmes within a large complex NHS or local authority/government organisation.

As a compassionate and skilled leader, you will embrace and develop our approach to a positive environment, through shared professional decision making and collective leadership, with a passion for building professional excellence and achieving high quality outcomes.

This is a unique and high profile role with a strong focus on collaborative working with a range of key stakeholders, including Directors and Chief Officers in the Council and NHS Board, other local authorities, the Scottish Government, elected members, third and independent sector providers, trade unions/professional organisations and employees to promote public awareness and involvement and achieve optimum development of services and in accordance with statute and Best Value arrangements.

Pivotal to the role will be the ability to work in partnership as the post holder will be accountable to the Integration Joint Board and will report to and work closely with the Chief Executives of both NHS Greater Glasgow and Clyde and Renfrewshire Council, in addition to being a member of the NHS and Council's senior leadership teams.

Our ideal candidate will come to the role with an already proven track record as a strategic leader and senior manager in a complex environment; have proven experience in the management of multi-faceted teams and resources of significant scale. Essential to this role is significant financial management, workforce, strategic, risk and planning experience as well as experience of working with inspection and scrutiny agencies at a senior level.

This role demands exceptional skills and abilities with a strong focus on delivering high standards to patients, service users or customers. You will be an accomplished and credible leader, naturally engaging and who can inspire and motivate staff to work in new and collaborative ways to achieve the best outcomes for our residents.

Whilst a track record of success in the management of health services and/or social care services is preferable we are open to applications from other public or private sector organisations. The role has a strong focus on developing a strong, people-focused culture which encourages initiative, individual and team responsibility and open communication and be comfortable working in a complex and often politically challenging environment.

If you are inspired by the challenges this opportunity presents and believe you have the relevant skills, experience and qualities we are seeking, we look forward to receiving your application which will be given careful consideration.

Applications are encouraged from all sections of the community. A culture of inclusion is promoted across the organisation and we are proud of our diverse workforce. Applications are welcome from UK, EEA and non-EEA candidates.

Reflecting the joint nature of this appointment, the successful candidate will have the option of being appointed on the terms and conditions of either Renfrewshire Council or NHS Greater Glasgow and Clyde. This will include salary.

Disclosure

If successful, you will be required to undertake a Disclosure Scotland check, the level of check will be determined by the duties of the post. If you would like further information in relation to the Disclosure Scotland checks, please visit www.disclosurescotland.co.uk.

Politically Restricted

This post is politically restricted in terms of the Local Government and Housing Act 1989.

If you would like to find out more about this role before applying, please contact:

Jann Gardner

NHS Greater Glasgow and Clyde

0141 201 4614

jann.gardner@nhs.scot

Alan Russell, Chief Executive

Renfrewshire Council

0141 487 0237

alan.russell@renfrewshire.gov.uk

For further application information visit <https://apply.jobs.scot.nhs.uk> and follow the link to Greater Glasgow & Clyde, look under Executive Level—Job Reference No: 212176.

Closing date for returning applications:
23.55 hours, Sunday 20th April 2025

Dates to note:

Assessments:

Friday 2nd May 2025

Interviews:

Monday 19th May 2025

Find out more about Renfrewshire Health and Social Care Partnership at www.renfrewshire.hscp.scot

Renfrewshire Health and Social Care Partnership Additional information

Our vision is for Renfrewshire to be a caring place where people are treated as individuals and are supported to live well.

The three strategic priorities identified in our last Strategic Plan remain the principles which direct our work in Renfrewshire HSCP:

- Improving health and wellbeing.
- Providing the right service, at the right time, in the right place.
- Working in partnership to support the person as well as the condition.

Our strategic plan covers the period from 2022–2025 and describes how we will deliver the nine national outcomes. It is not a description of every activity the HSCP carries out but seeks to highlight how we will continue to work with partners to deliver real improvements to Renfrewshire’s health and wellbeing within local and national policy direction.

More detailed information about the key priorities and strategic plans of Renfrewshire Health and Social Care Partnership and its partner organisations are available online by following the links below:

[Renfrewshire HSCP - ‘Shaping our Future’ - Strategic Plan 2022-25](#)

[Renfrewshire HSCP - Performance Reports](#)

[Renfrewshire HSCP - Medium-Term Financial Planning](#)

[Renfrewshire Integration Scheme](#)

[Market Facilitation Plan 2023-25](#)

[NHSGGC Public Health Strategy 2018 - 2028](#)

[Housing Contribution Statement](#)

[Moving Forward together - NHSGGC](#)

[Council Plan 2022 - 2027](#)

[Renfrewshire’s Community Plan 2017 - 2027](#)

[Health and Social Care Integration Report | Audit Scotland](#)

Remuneration, Terms & Conditions of Employment

Reflecting the joint nature of this appointment, the successful candidate will have the option of being appointed on the terms and conditions of either the NHS or Local Authority which will include the salary.

A summary of the employment package for both NHS Greater Glasgow and Clyde and Renfrewshire Council can be viewed at

www.renfrewshire.hscp.scot/chiefofficer

Guidance to Candidates—Recruitment process & timetable

The closing date for applications for this post is 23.55 hours Sunday 20th April 2025

All candidate applications will be acknowledged and treated in the strictest of confidence.

Recruitment Stage	Planned Dates
Closing date for return of applications *Candidates will be unable to submit applications after the closing date	23.55 hours Sunday 20th April 2025
Shortlisted Candidate Assessment Stage	Friday 2nd May 2025
Panel Interviews	Monday 19th May 2025

Full details of the Assessments and Interview arrangements and format will be covered with shortlisted candidates in advance of planned dates.

How to apply

Should you require an informal discussion about these posts prior to submitting your application, please contact in confidence.

Jann Gardner

NHS Greater Glasgow and Clyde

0141 201 4614

jann.gardner@nhs.scot

Alan Russell, Chief Executive

Renfrewshire Council

0141 487 0237

alan.russell@renfrewshire.gov.uk

Please refer to the Job Description and person Specification Information pack for details of the role.

To apply for the post of Chief Officer, Renfrewshire Health and Social Care Partnership please submit the following:

Application

- All applications will need to be completed and submitted online, via the NHS Scotland recruitment system Jobtrain. You will be able to access the Jobtrain system, and complete your application, via devices with an internet connection.
- You can use the following link that will take you to Jobtrain: <https://apply.jobs.scot.nhs.uk> look under Greater Glasgow and Clyde> Executive Level> job reference 212176 to access and complete the online application form.
- You will need to click "Apply" button at the bottom of the advert to complete your application. On clicking "Apply" you will be prompted to register for a new user account if you haven't already done so, and you just need to follow the instructions.
- Details of the post can also be viewed at: www.myjobscotland.gov.uk/councils/renfrewshire-council/jobs Select 'Search Organisations > Renfrewshire Council'

Completing your application

- Your application is the key document that will determine whether you will be shortlisted. You must, therefore, be able to demonstrate within your application how you meet the essential requirements being tested at this stage.
- You should provide clear and succinct information about yourself and how you meet the criteria that are being tested at this application stage.
- It is important you complete the online application form in full. This is to ensure the selection panel can easily find the information they require, and can compare the responses from all candidates equally and transparently against each other. For this reason, applications from candidates who have not completed the form and provided a CV will not be considered, unless there are reasonable adjustments required.
- Linking to websites for information (such as LinkedIn) is not acceptable.
- CVs will not be accepted, applications must be submitted via the Application Portal.
- Please note you will be asked to complete a Supporting Statement which is in the form of 3 Assessment Questions. **For question 2 please reflect in this section your reasons for wishing to work with Renfrewshire Health and Social Care Partnership and not solely NHS as indicated in the question.**
- The interview panel will not make assumptions about your evidence so it is important that you take the time to ensure that you are comfortable with the information you are providing in your application. Be clear and succinct in your answers as there are word limits for each section
- The Personal Information and Equalities Monitoring Information sections of the application form are never seen by the interview panel and are not used to assess your suitability for appointment.

References

- Please include details of 2 Referees, one of which must be your current or most recent employer. Referees will not be approached without obtaining your prior consent.

Equal Opportunities Monitoring

- Candidates are also requested to complete the Equal Opportunities Monitoring Section of the Online Application Form. This section of your application will not be made available to anyone responsible for shortlisting and interviewing for the post.

Special Requirements for Selection Events

- To ensure prospective candidates are not disadvantaged in the recruitment and assessment process we are fully supportive in making reasonable adjustments in order to support disabled job applicants or applicants with other health conditions. Reasonable adjustments for example may include allowing extra time during assessment exercises or ensuring information is provided in an alternative format such as audio, Braille or large font.
- If you require any special arrangements to be made in regards your participation in recruitment selection process , please indicate this by contacting separately :
- Heather Silvester, Senior Lead Recruiter heather.silvester@nhs.scot or telephone 0141 278 2623 / 07305 542 501

Offer of Employment

- A final offer of employment will only be made to the successful candidate once all of our pre-employment checks have been satisfactorily completed. Therefore if appointed you to the post should not resign from your current post on the basis of a conditional offer, and instead should wait until all aspects of your pre-employment checks have concluded and you have received an unconditional offer and confirmation of a start date.

Data Protection legislation

- The information supplied by your application will only be processed by those authorised personnel involved in relevant stages of the recruitment process. Applications submitted via the NHS Scotland Recruitment system Jobtrain will be retained by NHS Greater Glasgow and Clyde and will be used for the purpose of processing your application and for statistical and audit purposes.
- NHS Greater Glasgow and Clyde will process the information for the stated purposes in regards your application for employment. If your application is unsuccessful your information will be retained securely for 12 months from the completion of the recruitment process and then confidentially destroyed.

Who do I contact for support and further Information about the recruitment process?

- Heather Silvester, General Manager–Recruitment Services, NHS Greater Glasgow and Clyde on 0141 278 2623/07305 542 501 or email: heather.silvester@nhs.scot

Thank you again for your interest in the Chief Officer Renfrewshire Health and Social Care Partnership role. We wish you the best of luck with your application.

Renfrewshire Health & Social Care Partnership
3rd Floor, Renfrewshire House, Cotton Street
Paisley PA1 1AL

Telephone: 0141 487 2888

Email: Renfrewshire.HSCP@ggc.scot.nhs.uk

Website: www.renfrewshire.hscp.scot

 @RenHSCP

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