

Case study: Director of Integrated Commissioning



Background

In late 2007, Herefordshire undertook a pioneering merger of the local authority and the primary care trust to form England's first public service trust under a single chief executive. It is difficult to understate the significance of this decision in terms of public service delivery in the county with huge opportunities to improve commissioning for both the PCT and the local authority. Tribal, as one of the UK's leading public sector executive search and selection companies, made a successful bid to recruit to the Director of Integrated Commissioning.

It was clear it was going to be a challenging task to meet the client's need of an appointee with a strong understanding of community need that was not confined exclusively to either local government or the NHS.

Implementing and Managing the Service

Tribal's award winning advertising team led a campaign in parallel with the research team's executive search. Our extensive network of professionals in health and local government was probed and analysed and many candidates were approached, many of whom were not actively job hunting and would not have otherwise considered this new and exciting role.

Primary Care Trust re-configuration in 2006 meant that many potential candidates had only been employed in their current post for a brief period when the role was created and were reluctant to consider such an early move. The search strategy ultimately proved essential to the recruitment of the role as its unique and challenging nature meant that a limited number of applications were received.

Of those identified as potential candidates, a number of applications were received of which eight were long listed for interview. From those interviews, two were short listed, both of whom had previously been chief executives of Primary Care Trusts.

Shed a different light

Director of Integrated Commissioning
c£109k

In Herefordshire, the Primary Care Trust and Council are coming together to create a completely new way of working and we need a confident and creative individual to lead commissioning across the partnership with an emphasis on delivering health and social care.

For further information, including details of how to apply, please visit www.outstandingherefordshire.com

For an informal discussion, please contact our retained consultant Jon Houlihan of Tribal on 0121 233 7700.

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Herefordshire **NHS**
Primary Care Trust

The first candidate had a background in social services in local government and had moved to the NHS. The second candidate had significant commissioning experience within the NHS as well as lengthy experience of working as a Chief Executive.

Throughout the process, a regular dialogue was maintained between Tribal's consultants and the client and leading candidates ensuring that the needs and concerns of both were regularly addressed.

Outcomes

In the event Ian Williams, who brings eighteen years of experience in the NHS, was appointed because he demonstrated a clear understanding of the potential this unique role could offer to the communities served by the Public Services Trust.

Feedback from the client was: "The hard work of recruiting our Director of Integrated Commissioning seems to have paid off... Ian Williams is going to be an excellent addition to the team"