

Aspire Together.

Aspire Together: London Talent Pool Existing Directors

Nomination Pack
Overview of the Application and Nomination Process

The London Regional Talent Board

November 2019



Purpose and Content of the Nomination pack

The nomination pack is designed to inform and provide guidance to:

- Chief Executive Officers
- Accountable Officers
- Human Resource Directors
- Executive Directors applying to the Regional Talent Pool (those working at executive or governing body level)

Content

- Introducing the London Regional Talent Board
- Who is eligible to apply
- Overview of the nominations process
- Overview of the nominations and application process
- Further information and contact details

Introducing the London Regional Talent Board



The London Regional Talent Board and Aspire Together: London Talent Pool

- The London Regional Talent Board (LRTB) is the body created to drive a new approach to talent management in the NHS London region. Chaired by Dr Navina Evans, CEO at East London Foundation NHS Trust, the LRTB consists of senior representatives from organisations across the region, including providers, commissioners, NHS England and NHS Improvement.
- Chief Executive/Accountable Officers will already be aware of the work being done to ensure that talent management across our region is more strategic and effective, in order that the NHS London has the leadership capacity it needs for the future.
- Initial efforts of the LRTB have been focused on the creation of Aspire Together Talent Pool for the region. The aim is to create a pool of strong and diverse aspiring and existing Executive Director talent that is big enough to fill Executive Director roles in the region. The pool will cover all Executive Director provider and CCG governing body roles.
- The Aspire Together: London Talent Pool is a resource for our future leadership talent in their search for their next career opportunity within London NHS organisations.
- It is also an easily accessible resource for NHS London organisations to source talent for Executive Director and governing body vacancies, engaging with the LRTB to access the Aspire Together Talent Pool and appropriate individuals in it, reducing the cost and time to hire for these positions.

Who is Eligible to Apply?



Who is eligible to be nominated for the Aspire Together Talent Pool – Existing Directors?

Any existing director is eligible to be nominated/self-nominate to be part of the Aspire Together Existing Director Pool as long as **the base criteria** applies:

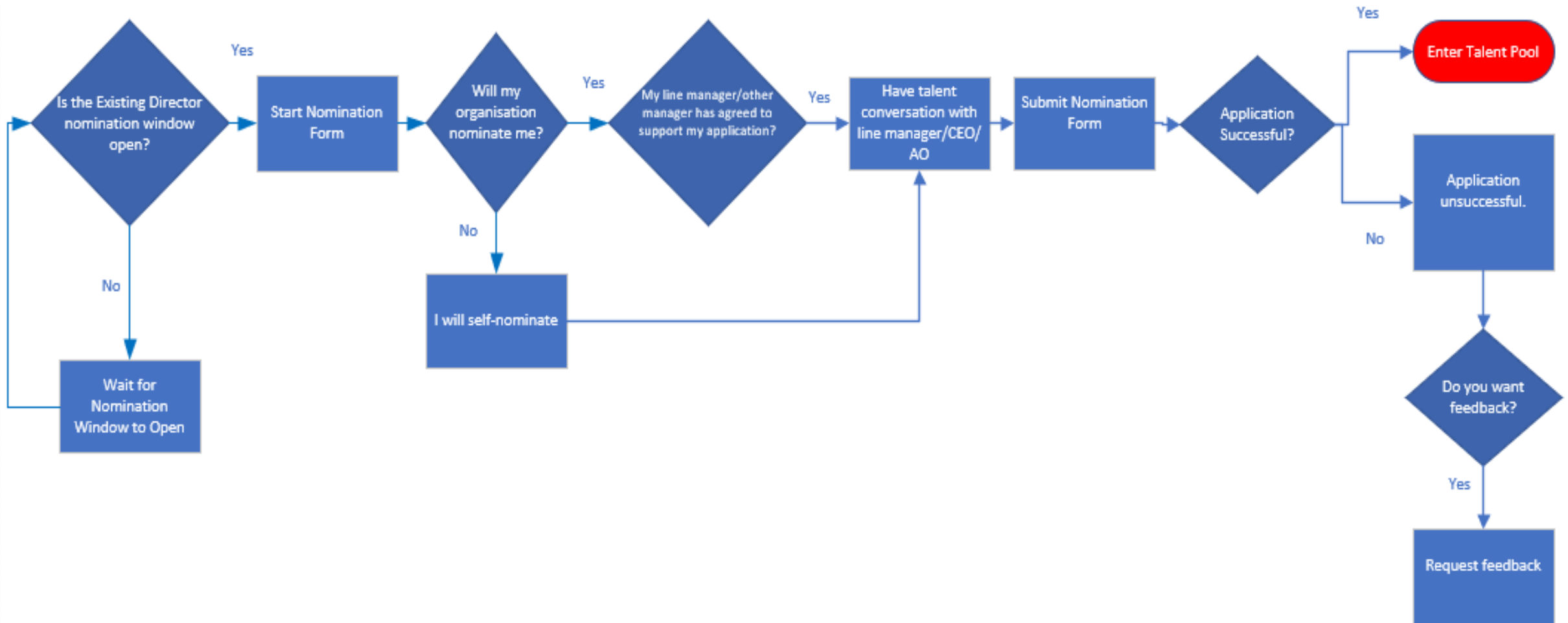
1. They have been in post for two years (unless there are reasonable exceptional circumstances)*
2. They are not involved in any ongoing performance grievance, disciplinary process or investigation
3. They meet the Fit and Proper Person Test
4. They are ready to move to a new Executive Director position within a provider board or CCG governing body in the next 6-12 months

If you have any questions about eligibility, please contact: aspire.togetherlondon@nhs.net

** For example, a change in role for personal reasons, restructure or reorganisation. Those who are on secondment or acting up, must have been in an executive level position for at least two years or have a totality of 2 years' experience at that level, otherwise you will be required to apply through the Aspire Together: London Aspirant Director pathway.*

Overview of the Nomination Process

Existing Director Process Flowchart





The Aspire Together: London Talent Pool Existing Directors is Now Ready for Nominations

- We are now ready to accept applications for entry into the talent pool from existing providers and CCGs Executive Directors from who are looking for new and/or different roles.
- From Monday 25th November we will be seeking nominations for individuals who are considering a move into a new role within the next 6-12 months and are willing to be contacted about current and future opportunities.
- Nominations should (ideally) be a joint process agreed between the potential candidate and their CEO/AO.
- The following pages outline the process that should be used to evaluate candidate suitability for the talent pool and the process to follow for making nominations.
- The application window will remain open and nominations will be collate the last week of each month for assessment. The process will take up to three weeks from collection to notification of outcome.



The Nomination Process

Online form and timeline

- Application form completed by the candidate
- Career history and how candidates meet the competencies identified in the Existing Director Success Profile
- Undertake talent conversation with nominating senior leader
- Online based process
- Opening in Nov 2019 – rolling window
- Applications collected last week of the month
- Assessing application takes ~3 week (dependant on number of applications)



The Nomination Process – Manager and Self Nominations

We are keen to broaden the range of talents and backgrounds in the pool and are therefore we have adopted a dual approach of Manager and Self Nomination.

Manager Nominations

- From CEO/AO ownership and with knowledge of the individuals with potential and readiness for their next career move, CEO/AOs would in most cases be the right people to make nominations to the talent pool.
- Organisation level talent conversations are encouraged, therefore this route should be used where possible.

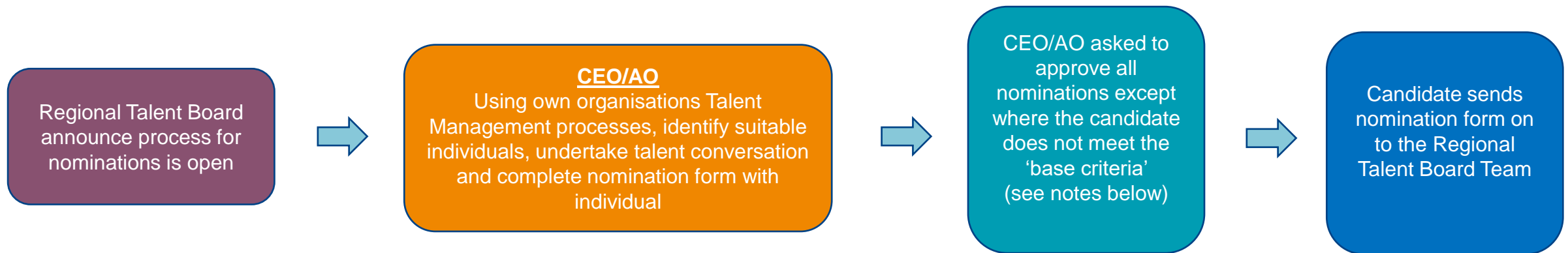
Self-Nominations

- Research tells us that solely relying on manager nominations can often disadvantage those with protected characteristics and that a self-nomination process tends to, over time, widen the diversity of individuals in the available talent pool.
- It is hoped individuals who choose to self-nominate would have engaged in a talent conversation and also seek support from their CEO/AO although this may not always be possible.
- Where an individual is keen to self-nominate, but support from their CEO/AO is not forthcoming, they can have their talent conversation with a nominated executive of their choice (this must be someone at CEO/Chair/NED level and who has worked with the candidate sufficiently to comment on their performance) or a/their HRD. However if there are any worries or concerns please contact the team and to discuss options.
- All self-nominations will be reviewed against 'base criteria 1-3' to ensure that they fulfil the nomination process criteria.

Overview of the Nomination and Application Process

Nomination Process

The following visual demonstrates the nomination and application process for those who are organisation nominated

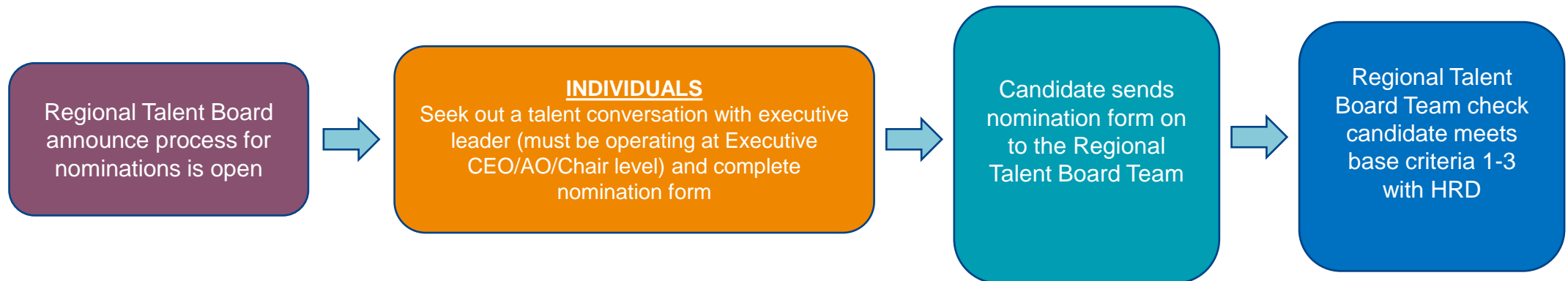


Notes:

Base criteria: CEOs/AOs or HRD are asked to confirm that the individual has been in post for more than 2 years, not subject to any ongoing performance grievance, disciplinary or investigation, and that they meet the 'fit and proper persons test'. If these base criteria are met, please support the nomination.

Self – Nomination Process

The following visual demonstrates the nomination and application process for those who are self-nominated



Notes:

Base criteria: CEOs/AOs or HRD are asked to confirm that the individual has been in post for more than 2 years, not subject to any ongoing performance grievance, disciplinary or investigation, and that they meet the ‘fit and proper persons test’. If these base criteria are met, please support the nomination.

Self-nomination: If self-nominated individuals do not receive the CEO/AO or HRD support required for reasons other than not meeting the base criteria, please contact the RTB for guidance: aspire.together@nhs.net

For more details on the London Talent Board:

**For more details on the Existing Director pathway and the
Success Profile:**

**Any questions?
Please contact us at: aspire.togetherlondon@nhs.net**