

National Neighbourhood Health Programme Strategic Coach (First Wave System)

Job Description

Directorate: Adult Services

Position Pay SCP: SML131 – SML 134

Salary: £93,677- £108,726 of **Local Weighting Allowance of £1096 per annum**

DBS requirement: Enhanced

Reports to: Executive Director **People:** Matrix to the NNHIP SRO / ICS Neighbourhood Programme Sponsor

Responsible for: Project Lead

Number of reports: 1 directly

4 indirectly (Project Manager, Business Support, Data Analysis)

Financial Responsibilities: £2m indirect: ability influence system partners and direct financial resources to deliver the DHSC National Neighbourhood Health Improvement Programme

Main purpose of Job:

As one of the first-wave systems within the National Neighbourhood Health Improvement Programme (NNHIP), Slough and East Berkshire have a pivotal role in shaping a new national model for neighbourhood-based health and care. The Strategic Coach provides visible and high-impact system leadership, responsible for embedding Neighbourhood Health principles within local and regional health economies, influencing national policy direction, and ensuring that Slough's participation delivers measurable improvements in health equity and outcomes.

Operating at the interface between national strategy and local delivery, the postholder acts as a strategic bridge between NHS England, Integrated Care Systems (ICSs), and Local Government, ensuring that insights from the first-wave implementation directly inform the evolution of the national programme and future NHS commissioning frameworks.

General Accountabilities:

- **Strategy development**

Help shape the direction of the council to drive forward the public service reform agenda and ensure delivery of its priorities and value to residents. Provide a strategic vision for the future development of the service to enable the council to meet its future challenges, fostering a culture of continuous improvement.

- **Corporate leadership**

As a senior leader working as part of a wider leadership team across the council, work together, take collective responsibility and drive forward a range of cross-council initiatives which are required to ensure changes are embedded in a sustainable way throughout the organisation. Provide corporate leadership that encourages our staff to recognise their contribution to the strategic objectives the council has set.

- **Service leadership and management**

Lead the integrated delivery, improvement, management and performance of the service, commissioning and directing activity within the council and externally as required, and ensuring overall objectives are translated into effective plans and that the service is efficient and locally responsive. Provide inspirational and professional leadership to staff, strengthening skills and competence and fostering a strong culture of standards, performance and accountability.

- **Resources / Financial management**

Ensure tight budgetary control and prioritise use of resources and assets to support the delivery of the council's corporate vision and help ensure that the council receives value for money from its expenditure. Drive and/or support the development of outcome-based commissioning models to better ensure strong price competition and transfer of risks through contracts with third parties. Champion and drive the development of commercial opportunities where appropriate.

- **Partners and stakeholders**

Actively engage, communicate and influence within the council, across partners and with the wider local and central government community to champion the council's approach to unified public services. Foster the bringing together of local services and decisions across agencies to reduce demand and help communities more independently support themselves.

- **Business change**

Lead, develop, implement and review change management programmes to deliver continual improvement. Assist the Chief Executive and Executive Directors in developing a single council-wide corporate culture to engender a strong and shared approach to delivering services and provide better support for staff to deliver savings.

- **Compliance**

Ensure that all activities within the service comply with the council's Constitution, Standing Orders, financial regulations, health and safety and safeguarding responsibilities and that effective systems operate within the service to manage performance and risk.

- **Equality and diversity**

Uphold and promote the aims of the council's equality and diversity policies to ensure non-discriminatory practices in all aspects of work, and that diversity is embedded in everything, from workforce planning and policy development to service delivery.

Main Accountabilities:

Strategic System Leadership

- Provide strategic vision and leadership across the Slough and East Berkshire system, aligning local plans with national objectives and the Integrated Care Strategy.
- Lead system-wide governance structures, chairing strategic partnership boards and influencing decisions at Chief Executive, Board, and Cabinet level.
- Build a compelling, shared purpose across health, care, and community partners, ensuring sustained commitment and resource alignment for Neighbourhood Health ambitions.
- Act as the strategic change agent, ensuring Neighbourhood Health principles are embedded in local commissioning, workforce planning, and community development strategies.
- Provide strategic assurance to the ICS Executive and Health & Wellbeing Board on progress, risk, and outcomes.

National Contribution

- Represent Slough as a first-wave national test site, ensuring local learning informs national policy, guidance, and future commissioning models.
- Contribute expert insight, evidence, and recommendations to NHS England's national steering and policy forums.
- Act as a national mentor and peer support for subsequent ICS systems joining later programme waves.
- Lead the development of scalable frameworks, toolkits, and implementation models for national dissemination.

Research, Evaluation & Learning

- Commission and oversee an independent evaluation of the Frimley/Slough implementation, ensuring high standards of evidence, transparency, and learning.
- Translate insights into strategic intelligence to inform local and national policy decisions.
- Ensure findings from Slough's participation are captured, codified, and disseminated to partners regionally and nationally through reports, presentations, and case studies.
- Lead the development of a national learning repository, ensuring that the first-wave experience informs wider system reform.

Workforce & Capability Development

- Drive the development of system-wide workforce capability to deliver neighbourhood-based models of care, supporting leadership development across sectors.
- Contribute to the national workforce strategy for Neighbourhood Health, ensuring local practice informs professional frameworks and curricula.
- Establish mechanisms to build a sustainable talent pipeline, promoting cross-sector collaboration and innovation in community-based care.

Financial, Governance, and Resource Leadership

- Provide strategic oversight of programme budgets and external investment streams, ensuring accountability, transparency, and value for money.
- Leverage national and regional funding to support innovation and community capacity building.
- Contribute to business case development for long-term investment and sustainability planning.
- Ensure robust governance, risk management, and performance frameworks underpin delivery.

Impact and Outcomes

- Deliver tangible improvements in health and wellbeing, including measurable increases in healthy life expectancy and reductions in health inequalities across Slough.
- Ensure insights and innovation from the first-wave system shape the national model, influencing future NHS commissioning and policy frameworks.
- Embed continuous improvement, innovation, and evidence-based practice across system partners.

Person Specification:

National Neighbourhood Health Programme Strategic Coach (First Wave System)

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
Experience	Experience of system leadership across multiple organisations, operating at Board or Senior level.	E	A/I
	Demonstrable expertise in population health and neighbourhood models of care.	D	A/I
	Proven ability to lead pioneering or first-of-type programmes that have influenced wider policy or practice.	E	A/I
	Experience of negotiating investment and commitment across organisations without direct authority.	E	A/I
	Recognised by system partners and holds credibility within local networks	E	A/I
	Experience with outcome measurements, including PROMs and PREMs	D	A/I
	Familiarity with collaborative and group facilitation techniques	D	A/I
	Proven track record of engaging people and communities in change	E	A/I
Skills and abilities	Experience leading or supporting integrated working projects	E	A/I
	High-level interpersonal and relational skills, including the ability to:	E	A/I

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
	<ol style="list-style-type: none"> 1. Build trusted relationships across boundaries. 2. Enable co-creation and shared vision. 3. Create psychologically safe spaces for collaboration. 4. Maintain focus, constructive challenge, and navigate setbacks. 5. Previous experience working in frontline health or social care. 6. Ability to work flexibly and influence without formal authority in highly complex, politically sensitive contexts. <p>Excellent communication skills, able to represent Frimley ICS and Slough to national audiences including NHSE Boards, and peer ICSs.</p> <p>Involvement in securing funding and building cross-organisational partnerships</p>	<p>E</p> <p>E</p>	<p>I/T</p> <p>A/I</p>
Knowledge and understanding	<p>Exceptional knowledge and utilization of Quality Improvement (QI) tools and methods</p> <p>Ability to analyse and interpret data and translate into strategic recommendations.</p> <p>Strategic judgement and resilience; able to balance competing organisational priorities to achieve system outcomes.</p>	<p>E</p> <p>E</p> <p>E</p>	<p>A/I</p> <p>A/I/T</p> <p>A/I</p>

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
	Council's subject matter 'expert'	D	
	Considerable depth of knowledge across relevant specialist area. Eg interpretation of legislation and statutory guidance	E	
Qualifications	Degree plus professional qualification plus a minimum of two years' experience.	E	A/I
	Registration with a professional body	D	
	Existing senior-level relationships across the local system	D	