**Ref: GJF/2018/03/04**

# GJF Logo

# Board Meeting: 29 March 2018

**Subject:** SeniorAppointments

**Recommendation:** Board members are asked to ratify the recommendations of the Interview Panels for three senior appointments.

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## 1 Background

A number of selection processes have taken place recently:

* Consultant Anaesthetist in Cardiothoracic Anaesthesia and Intensive Care – 31 January 2018;
* Director of Quality, Innovation and People – 15 February 2018; and
* Chief Pharmacist – 13-14 March 2018.

**2 Process**

The shortlisted candidates were interviewed through the Board’s detailed competency and values framework, which consisted of:

* Psychometric Testing;
* a Clinical Competency interview panel;
* a presentation to a wider group of staff and key stakeholders;
* a Multi Disciplinary Team (MDT) which included the presentation of a clinical with the candidate leading the MDT and summarising the planned treatment path; and
* a final competency based interview.

**2.1 Consultant Anaesthetist**

Two applicants applied and were shortlisted for interview.

The interview panel consisted of the following members:

* Dr Alistair Macfie, Associate Medical Director – Surgical Specialties
* Mrs Jill Young, Chief Executive
* Mrs Lynn Graham, Head of Operations
* Mr Hany Eteiba, Interim Medical Director
* Dr Jacqueline Church, Consultant Anaesthetist
* Mr Stewart MacKinnon, Interim Chair
* Mr Jamie MacDonald, External Advisor

One offer was made to Dr Bushan Joshi, who is currently working in Manchester University Foundation Trust. He has in excess of three years’ experience as a Consultant Anaesthetist. Dr Joshi is likely to join us in mid May.

**2.2 Director of Quality, Innovation and People**

An extensive process to hire a Director took place approximately 12 months ago. Because of an internal resignation, a decision was taken to revisit the candidates put forward as part of that previous process.

The original interviews followed our normal process with the following amendments:

* the clinical interview replaced by an interview with the Executive team to ensure best fit for the organisation; and
* the MDT was amended to be a management scenario that the candidate leads to arrive at a plan for the way forward.

The original interview panel consisted of:

* Mrs Jill Young, Chief Executive
* Mr Stewart MacKinnon, Interim Chair
* Ms Kay Harriman, Non Executive Director
* Ms Shirley Rogers, Director of Health, Workforce and Strategic Change – Scottish Government
* Julie Carter, Finance Director

The decision was taken to make contact with one of the previously interviewed candidates and a further limited selection interview took place on Thursday 15 February.

The Executive team held a further meeting with the candidate to assess their team fit. This was followed by an interview conducted by Jill Young, Kay Harriman and Stewart MacKinnon before a decision was taken to make an offer to Mr Gareth Adkins.

Gareth has accepted our offer and will join the organisation on 23 May 2018.

**2.3 Chief Pharmacist**

Four applicants applied and all were shortlisted for interview.

The interview panel consisted of the following members:

* Mrs Jill Young, Chief Executive
* Mr Hany Eteiba, Interim Medical Director
* Mr Stewart MacKinnon, Interim Chair
* Mrs Anne Marie Cavanagh, Nurse Director
* Ms Christine Gilmour, External Advisor

One offer was made to Mrs Yvonne Semple, who is currently working in NHS Greater Glasgow & Clyde and has extensive experience as a Lead Pharmacist. While Mrs Semple has accepted our offer, she is still progressing through our pre-employment checks and although no start date has yet been agreed, it is likely to be early July before she will be available.

## 3 Outcome

The Appointment Panels unanimously recommended the appointments of Dr Bushan Joshi, Mr Gareth Adkins and Ms Yvonne Semple.

**4 Conclusion/Recommendation**

Board members are asked to ratify the recommendations of the Interview Panels.

**Jill Young**

**Chief Executive**

**19 March 2018**

**(Elaine Barr, Recruitment Manager)**