

June (1) 2019

Midlands and East Regional Talent Board update



Thinking about nominating yourself for the pool?

Self-nomination was built into the process, in part, to allow colleagues who feel they are overlooked by managers when it comes to being considered for opportunities, to have a fair chance of entering the pool. We know that a disproportionate number of employees from under-represented groups feel that they are often excluded from opportunities to progress. If you think that you are ready for a board level position, this may be an option for you. Follow the links, to the right for details.

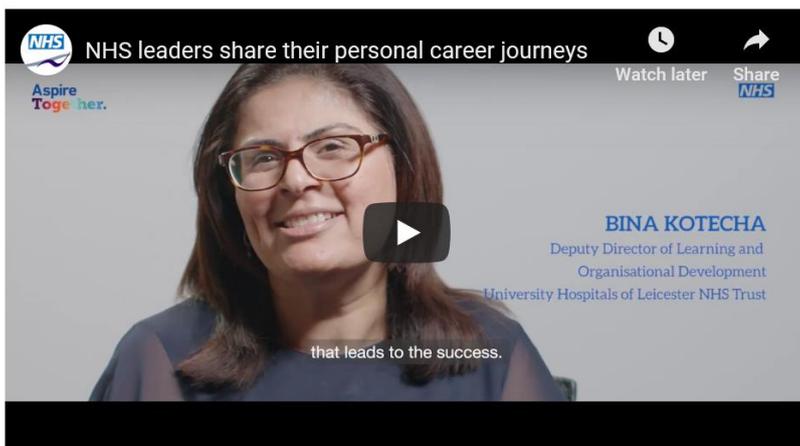
Nomination/application window dates and links to apply

[The Aspire Together Talent Pool – Aspirant Directors](#)

5th June – 3rd July

[The Aspire Together Talent Pool – Existing Directors](#)

5th June – 31st July



Let's talk talent

Candidates for the Aspire Together Talent Pools should have a **talent conversation** with their line manager as part of the process of applying for the pool, so think about scheduling this now. This can be done using your organisation's own format or [this guide](#) from the NHS Leadership Academy. We spoke to senior leaders from around the Midlands and East of England regions to find out about their leadership journeys and the importance of collaborating to manage talent. Ctrl + click the picture on the left to watch the video for some inspiration.

Want to know more about the process?

There's still time to register for our webinars, where you can find out more about the process and ask any questions:

For candidates - How to apply for the pool and prepare for assessment:

[10 June – 2-3pm](#)

[21st June – 10-11 am](#)

Are you ready to enter the pool?

The Aspire Together Talent Pools aim to create a pool of senior talent for organisations to access freely and easily, allowing them to fill posts with the very best of our own NHS candidates and without resorting to expensive recruitment agencies. As such, the Aspire Together offer is not providing development but seeking to make ready-now director level talent visible throughout the region. Candidates will undergo a rigorous assessment process which tests their capabilities in line with our [success profile](#). You should familiarise yourself with this as part of the application process. Still have questions? Then email the team at aspire.together@nhs.net.

As a quick check, here are some questions all candidates for the pools should be able to say 'yes' to in an ideal world. We are willing to consider those candidates who don't meet all of the requirements set out below and those people will need to provide further information in the nomination form. Download the full nomination pack from [our website](#) for more details.

Yes?

Is the next role the candidate will apply for an executive director post on a provider board, CCG governing body or regional ALB board?



If the candidate is successful, will they be able to consider executive director opportunities within the next six months?



Does the candidate have experience of leading multiple teams or services? This could be through the direct management of multiple teams or through oversight across a range of different, complex service areas which requires them to influence across organisations or teams.



Has the candidate had exposure to a unitary board governing body either within or outside the NHS?



Is the candidate able explain their understanding of the role of an executive director?

