



Mid Yorkshire Teaching
NHS Trust

Director of Estates & Facilities Recruitment Candidate Information Pack April 2026



Welcome

Dear Candidate

Thank you for your interest in joining Mid Yorkshire Teaching NHS Trust as our Director of Estates and Facilities.

This is a pivotal moment for our organisation. We are a large, complex acute and community/integrated services provider serving over a million people, with more than 10,000 colleagues delivering high quality care across our hospitals, communities and patients' homes. We are proud of the progress we have made in recent years, including achieving Teaching Hospital status, but we are equally clear that the next phase of our journey requires bold, confident leadership, particularly across our estate and infrastructure.

Our estate is central to everything we do. It shapes patient experience, enables clinical transformation and underpins our ability to deliver safe, high-quality care. We have strong foundations in place, including a developing senior team, a clear improvement roadmap, and a developing clinical strategy that will redefine how and where care is delivered over the coming years.

At the same time, we are realistic about the challenges ahead. There is important work to do to ensure the highest levels of compliance; modernisation of systems and processes; and strengthening of our key partnerships, including with our PFI partners. We are also at a critical point where estates must be fully integrated into our long-term clinical and digital transformation, helping us make the best possible use of our footprint and resources.

This is what makes the role so significant.

We are looking for a leader who is as comfortable shaping long-term strategy as they are driving operational grip and improvement. Someone who can bring clarity, pace and direction, while building strong relationships across clinical, corporate and external partners. This is not a role where you simply maintain the status quo; it is an opportunity to put your stamp on a large, complex estate and help define how it supports care for years to come.

You will join a Trust that is ambitious, values-driven and committed to improvement. Our values: caring, improving, respectful and high standards; are not just words; they guide how we lead, how we work together, and how we deliver for our patients.

If you are motivated by the opportunity to lead through complexity, shape strategy at scale, and make a tangible difference to patient care, then this is a role where you can have real impact.

I hope that, as you read more about the opportunity, you feel inspired to apply and join us on the next stage of our journey.

Best wishes,

Chris Evans
Deputy Chief Executive



About Us



Mid Yorkshire Teaching NHS Trust provides acute hospital and community health services to more than half a million people living in the Wakefield and North Kirklees districts of West Yorkshire. We offer services in three main hospital sites and in a range of community settings, as well as directly into people’s homes.

The three acute hospital sites are:

- **Pinderfields Hospital (Wakefield)**
- **Dewsbury and District Hospital**
- **Pontefract Hospital**

Community services are provided in a range of settings such as health centres, clinics, GP surgeries, family centres and in people’s own homes. This means our patients benefit from hospital and community services working more closely together ensuring they receive their care in the most appropriate place for them – when and where they need it.

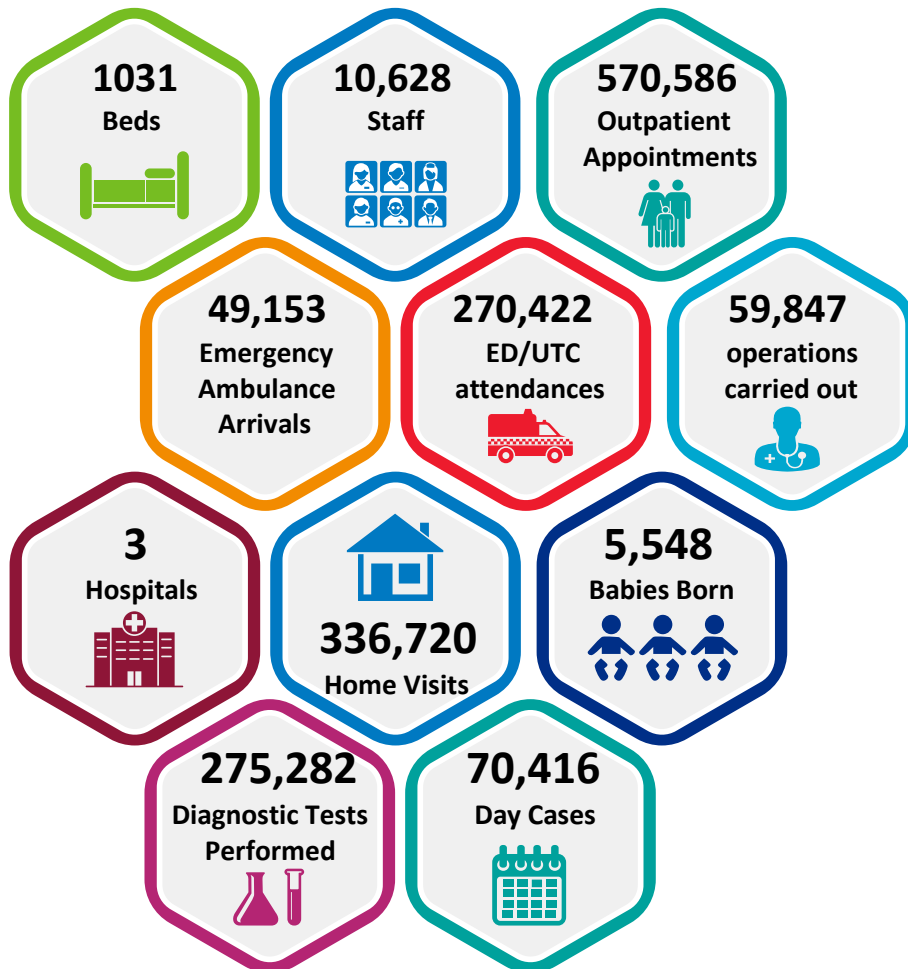


The Trust also provides two specialist regional services, in burns and spinal injuries, which are renowned across the North of England and beyond for their facilities and excellent care.

With approximately 10,000 staff and an income in excess of £750 million, the Trust provides its services by working in partnership with a range of organisations. This includes being part of the West Yorkshire Health and Care Partnership (Integrated Care System), working more locally with two Local Authorities via the two Integrated Care Board Places of Wakefield and North Kirklees, and with a wide range of other providers including voluntary organisations and private sector organisations.

These partnerships facilitate a holistic approach to the delivery of health and social care that places patients, their carers, and the public at the heart of decision making.

Our Trust in Numbers



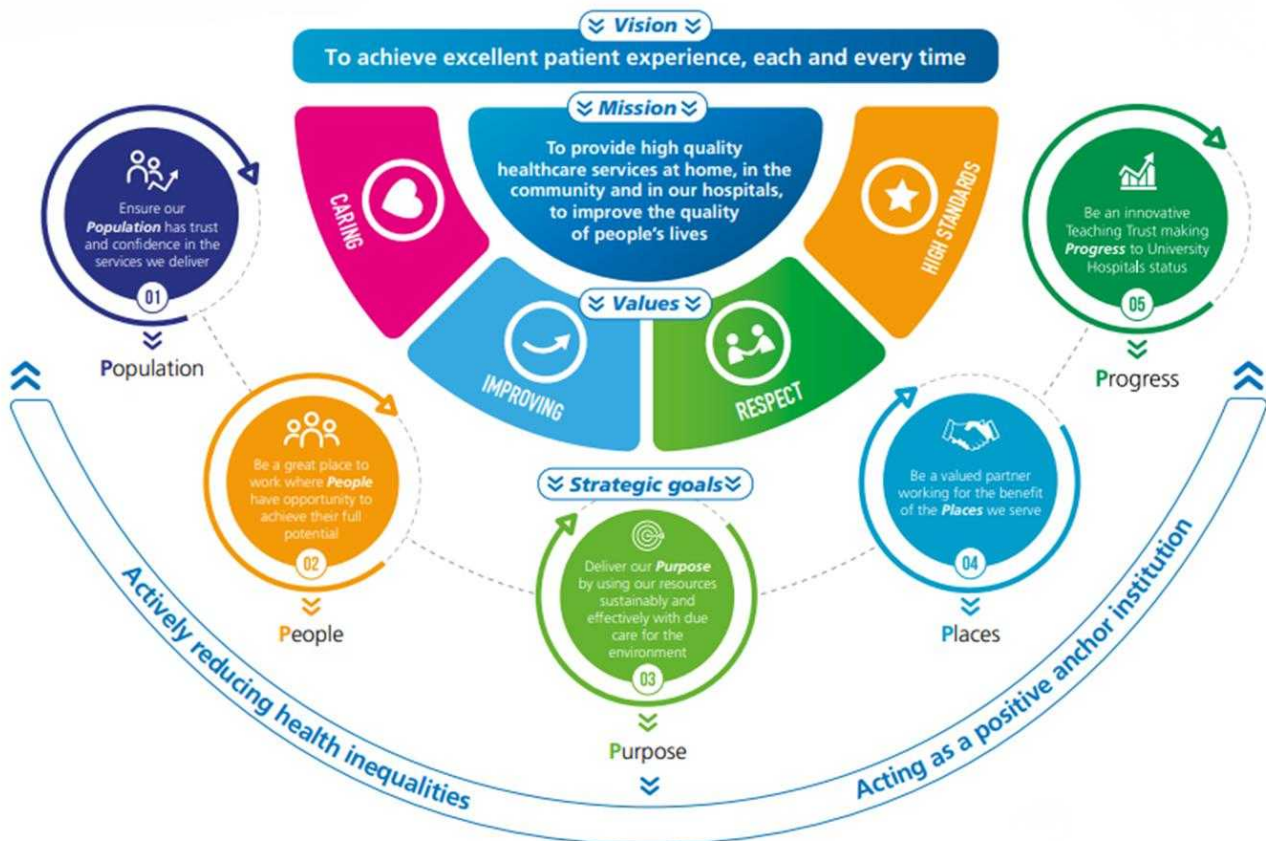
The Trust has continued to make progress aligned to the MY Clinical Services Strategy delivering improvements and developments such as:

- Community Diagnostic Centre (CDC) opened at Westgate Retail Park and is providing diagnostic services such as ultrasounds, x-rays, CT scans and bone density scans.
- Diagnostic MRI Suite opened at Pinderfields Hospital, the unit includes the Trust's first 3.0 Tesla MRI scanner.
- The Innovation Centre opened as part of the Clinical Research and Innovation Building (CRIB), providing a space for people to come together and collaborate on innovations to improve health and care.
- Surgical Hub at Dewsbury opened, with ten outpatient clinic rooms, four treatment rooms for small procedures, and two operating theatres for patients requiring general anaesthetic.

Our Strategic Direction, Vision & Values

Vision To Achieve Excellent Patient Experience, each and every time

Mission	To provide high quality healthcare services at home, in the community, and in our hospitals, to improve the quality of people’s lives
Values	Caring, Improving, Respect, High Standards



Our Executive Team

Brent Kilmurray - Chief Executive



Brent has been a NHS executive director since 2005, working in senior roles across a range of acute, community health and mental health NHS organisations. He joined Mid Yorkshire after five years as Chief Executive of Tees, Esk and Wear Valleys NHS Foundation Trust.

His board level experience includes executive and divisional roles at City Hospitals Sunderland NHS FT, joint MD at NHS South of Tyne and Wear Community Health Services, Executive Director of Business Strategy and Performance for South Tyneside FT, and two years as Chief Executive of Bradford District Care NHS FT.

Chris Evans - Deputy Chief Executive



Chris joined in August 2023 from Portsmouth Hospitals NHS University Trust where he was the Deputy Chief Executive. Prior to this Chris was the COO at Warrington and Halton Teaching Hospitals NHS FT and has held previous positions including being the MD for the Salford ICO at Salford Royal NHS FT where he led both health and social care services across the system.

Chris has gained a wealth of NHS operational leadership experience from a range of Trusts in his early career, being the manager for the Women and Children's Division at the University Hospital of South Manchester.

Subsequently, Chris developed his managerial career and gained experiences working throughout the North West at both Central Manchester University Hospitals and The Christie. He has managed a variety of acute, community and social care services.

Amy Whitaker - Chief Finance Officer



Amy was appointed in 2022. She has extensive experience working in NHS finance having joined the NHS Graduate Training Scheme in 2002.

She has a degree in Chartered Institute of Public Finance & Accountancy (CPFA) alongside a BA (Hons) for Computing in Business.

Throughout her career Amy has mainly worked across Acute and Specialist Trusts in a variety of financial management roles. Amy remains a keen supporter of the graduate training scheme, being passionate about the development of finance teams, and with a particular interest in diversity and inclusion across NHS finance.

Talib Yaseen - Chief Nursing Officer



An experienced nurse executive and clinical leader with 44 years' experience in healthcare. Talib completed RN training in Halifax, before specialising in intensive care nursing and subsequently moving into nurse manager and executive nurse positions in a number of hospitals in England. He also worked as the Regional Nurse Director for NHS Northwest.

He has international healthcare experience working for seven years in the Middle East in a number of senior nursing and executive roles in Abu Dhabi as the Director of Quality and Accreditation with Zayed Military Hospital before joining Cleveland Clinic, Abu Dhabi, and finally four years with Hamad Medical Corporation in Qatar, before returning to the UK in the spring of 2018. Talib was awarded an OBE from the Queen in 1998 for services to nursing management and Furness General Hospital.

Richard Robinson - Chief Medical Officer



Richard was appointed Chief Medical Officer in March 2023, following his time as an interim in the role. He joined Mid Yorkshire Teaching NHS Trust as a Consultant Radiologist in 2009 following specialist training in West Yorkshire and Australia.

He has held leadership roles since 2011 within Radiology and more latterly as Divisional Clinical Director in the Division of Families and Clinical Support Services.

Richard is passionate about continuous learning and improvement of services provided for patients. This includes using new technologies and enabling different ways of working in order to best support staff to do their jobs well resulting in patients receiving the highest standards of care in a safe environment.

Phillip Marshall - Director of Workforce and Organisational Development



Phillip joined the Trust as director in September 2018. He is responsible for providing strategic and operational Human Resource leadership, with lead board director responsibility for associated areas including; Organisational Development, Communications, Staff Engagement, HR, Childcare and Staff Benefits, Occupational Health, and Equality and Diversity. He has worked in the NHS in Yorkshire since 1987.

Phillip is a chartered Fellow of the Institute of Personnel and Development with a Master of Science degree in Human Resource Management. He also won NHS HR Director of the Year at the national Healthcare People Management Association (HPMA) awards 2017.

The Division of Infrastructure

The Division of Infrastructure is responsible for managing the built environment and delivering a range of essential services that support the Trust in providing high-quality patient care and safe working environments for staff. It is a large team of 1,500 people, who work across the following services:

- Estates (Hard FM maintenance)
- Facilities (Soft FM maintenance)
- Capital Projects
- Property Management
- Sustainability
- PFI Management
- Medical Devices



Several core areas define the work and strategic priorities of the division:

Integrating estates into clinical strategy

A key focus will be ensuring that estates considerations are fully embedded in all service reconfigurations and support the delivery of the Trust's 10-year Clinical Strategy. Close collaboration with operational, clinical and external partners will ensure that estate planning aligns with evolving models of care and future clinical requirements.

Effective capital planning and delivery

The division oversees the Trust's estates and medical devices capital programme, ensuring that investment is prioritised, well-managed and delivers maximum value, aligned with clinical priorities. This includes the planning, procurement and lifecycle management of medical equipment across clinical areas, pathology and radiology.

Sustainability and net zero delivery

Supporting the NHS's ambition to achieve net zero by 2040 is a core priority. All estate developments and facilities changes are designed to maximise opportunities to reduce the Trust's carbon footprint, improve energy efficiency and support long-term environmental sustainability

High quality facilities and compliance

Ensuring that facilities services are well managed, compliant and delivered to NHS and industry standards is critical to patient



and staff safety. This includes oversight of the Trust's PFI contracts, ensuring that services delivered through these arrangements remain effective, appropriate and value for money.

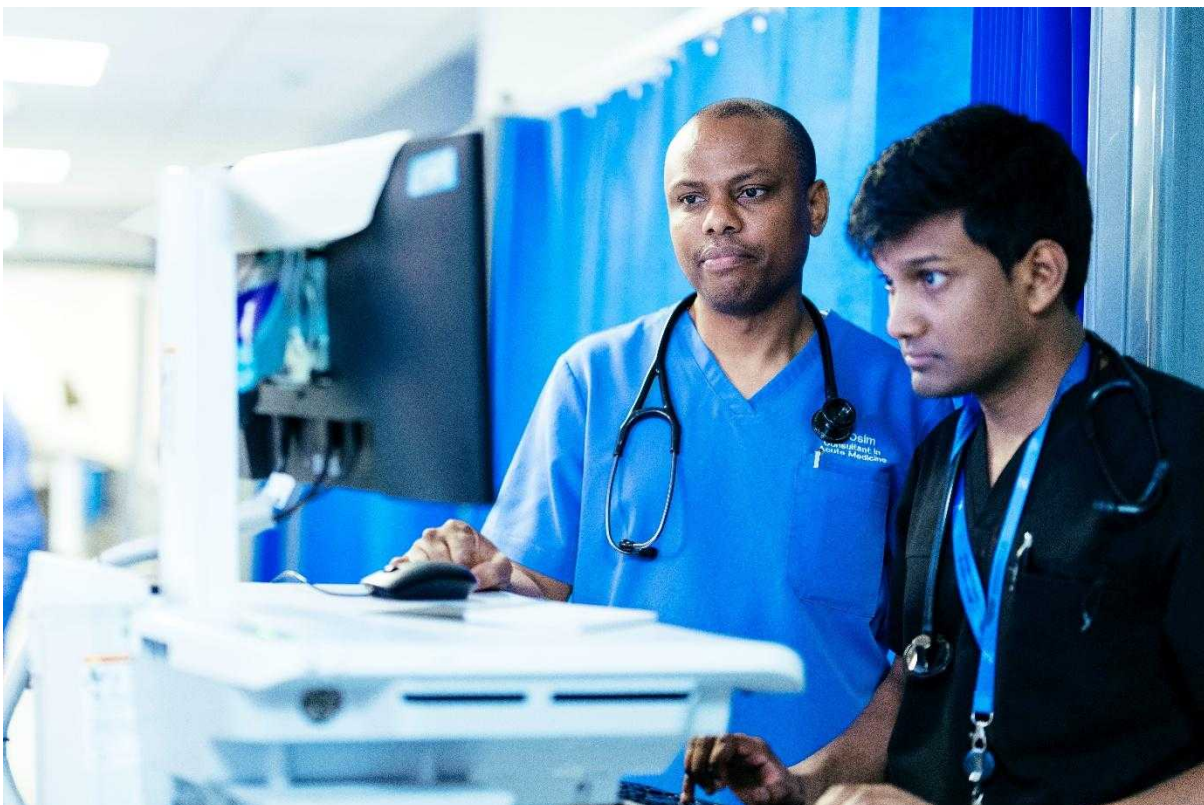
Supporting and developing our workforce

Our Estates and Facilities team is one of our biggest strengths, but we're also facing the challenges of an ageing workforce and a growing need for future-ready skills. The Division will need to keep a strong focus on good management and supporting our teams. Making sure people feel valued, well-trained, and have regular appraisals is essential to keeping our services performing at their best.

Optimising and future-proofing the estate

Managing backlog maintenance, improving space utilisation and ensuring the estate is capable of supporting future clinical ambitions are ongoing priorities. These underpin the Estates Strategy refresh, which will focus on:

- Alignment with clinical needs and service transformation
- Sustainability and carbon reduction
- Workforce wellbeing and flexible workspaces
- Digital and technological enablement
- Community integration and the Trust's anchor institution role
- Resilience, adaptability and long-term robustness of the estate



How to Apply

*****DO NOT APPLY VIA NHS JOBS / JOBTRAIN*****

Closing date for applications:	Tuesday 5 th May 2026
Final interviews:	Week Commencing 1 st June 2026

Please attach a CV and cover letter in support of your application to jp@seymourjohn.com using the subject "Mid Yorks Director of Estates application".

For more information, or to discuss your interest please contact:

Jonathan Phillips

07817 988490

jp@seymourjohn.com



Job Description

JOB TITLE	Director of Estates and Facilities
GRADE/BAND	Very Senior Manager (VSM)
LOCATION	Trust Wide
RESPONSIBLE TO	Chief Operating Officer
ACCOUNTABLE TO	Chief Operating Officer

JOB PURPOSE

The post holder will be a strategically driven Director of Estates and Facilities to lead the long-term planning and optimisation of the MY portfolio at a crucial time of transformation for both the Trust and the team.

Reporting to the Trust's Chief Operating Officer, the Director will be professionally accountable for all estates and facilities related activity within the Trust, and will have responsibility for ensuring that the Trust's built environment and estates and facilities services is safe and fit for purpose for patients to be treated in and staff to work in.

The post holder is responsible for enabling our strategy through setting and delivering the Estates Strategy which responds to the clinical direction of the Trust. This will see the move to the Trust adopting a Corporate Landlord model to ensure our estate footprint is maximised and ensuring that patient and staff experience is the best that it can be and that the estate contributes to the delivery of the best patient outcomes.

The post holder has accountability for the following areas:

- Estates (Hard FM maintenance)
- Facilities (Soft FM maintenance)
- Capital Projects
- Property Management
- Sustainability
- PFI Management
- Medical Devices

Key relationships:

- Chief Executive and Chair
- Board Members
- Divisional Teams
- Staff within the Estates and Facilities Division
- Clinical Teams
- Corporate Teams
- Trade Union colleagues
- PFI ProjectCo staff and contractors
- Other commercial provides
- Peers in other NHS Trusts

- Estates and Facilities colleagues in NHS England and DHSC
- Peers in West Yorkshire ICB
- Colleagues in other parts of the public sector/One Public Estate
- Other external partners and agencies

Overall Responsibilities

The post holder will:

- Have professional accountability and is responsible for ensuring that the Board are appraised and advised on all estates and facilities matters
- Act as the Subject Matter Expert for the Trust on all Estates and Facilities related matters, in both internally and externally facing discussions
- Develop and deliver the Estates Strategy, Delivery Plan and Capital Strategy at regular intervals for Board approval
- Ensure that Trust finances and people are deployed wisely and efficiently, making best use of resources
- Have responsibility for constructing, commissioning, servicing and maintaining safe and secure patient and staff environments
- Act as the Trust's Corporate Landlord, ensuring that estate is managed efficiently and effectively and provides the maximum possible value
- Act at all times with the utmost integrity, setting a visible professional leadership example to the team and championing the Trust's values and behaviours
- Ensure that all Estates and Facilities staff are well managed, well trained and receive regular appraisals
- Maintain networks, sharing and learning from estates and facilities related good practice

Service responsibilities

The postholder will be responsible for the operational delivery of estates and facilities services, as follows:

Estates

- Be responsible for the development and delivery of patient/colleague-focused operational estates services across the PFI, leased and retained Trust estate
- Be responsible for the delivery of operational estates services to third parties in premises where the Trust acts as Landlord
- Work closely with colleagues and external partners to ensure that all estates matters are considered as part of any service reconfiguration and in the development of the Trusts 10-year Clinical Strategy
- Ensure that estate compliance is managed appropriately through appointment of Appropriate Persons and through suitable processes to ensure that all planned and reactive maintenance works are undertaken in a timely manner
- Provide advice to the Trust Board on compliance matters

Capital Projects and Property Management

- Working with colleagues, assist with the development of the Trust's annual and medium-term capital plans
- Be responsible for the management and prioritisation of the Trust's estate and medical device related capital programme, taking a medium to long term view for planning
- Oversee the management of the Trust's estates and medical devices capital programme
- Ensure the delivery of capital and revenue schemes to meet the Trust's requirements, on budget and on time
- Provide a project management service on all estates and facilities related projects
- Provide a comprehensive property management service to the Trust, ensuring that the team act as Corporate Landlord for the whole estate, driving space utilisation and intensity of use to maximise the value that the Trust's estate provides
- Oversee the management of Trust's leases, licences and contracts whether the Trust is Landlord or Tenant
- Ensure that all developments or estates and facilities related changes within the Trust's estate maximise the potential to reduce carbon footprint in the pursuit of the NHS's net zero by 2040 ambitions

Facilities

- Responsibility for the provision of all Facilities services to the Trust estate, whether retained, PFI leased or tenanted
- Ensure that the facilities services are well managed and are provided in accordance with industry standards and NHS guidance
- Work closely with external providers to ensure that outsourced services are well managed in accordance with contracts that are in place
- Ensure that services are benchmarked and that opportunities to achieve efficiencies, economies of scale or quality improvements are regularly explored and monitored
- Work closely with colleagues and external partners to ensure that all facilities matters are considered as part of any service reconfiguration and in the development of the Trusts 10-year Clinical Strategy

Medical Physics

- Responsibility for the management of medical equipment based in clinical areas, pathology and radiology departments which also includes the medical equipment loan libraries and dynamic mattress decontamination unit. This includes management of medical equipment within the Trust occupied estate and more widely where this service is provided to others on a commercial basis
- Ensure that the procedures and guidelines for safeguarding the interest of staff and patients in relation to laser protection, radiation physics and coordination of radiation protection services are in place and being followed, ensuring that the Trust meets all the statutory requirements in terms of ionising and non-ionising radiation regulation, clinical laser safety and patient and user safety
- This service is also offered to community trusts, general practitioners and local Private hospitals through established service level agreements which generate income for the trust

PFI Management

- Oversee the management of the Trust's PFI contracts and ensure the effectiveness and appropriateness of the overall service delivery provided under the PFI schemes
- Ensure that the Trust is receiving the maximum value from the PFI arrangements in terms of day-to-day asset maintenance, lifecycle management and variation costing, working with the PFI estates team to manage effective relationships
- Oversee the decant programme, which is currently underway, ensuring that this is managed in line with contract expectations
- Work with colleagues in the Trust's Finance Department to ensure that the contract is managed appropriately in terms of Service Failure Points, Warning Notices and Deductions
- Assist with the preparation for PFI expiry, providing a clear plan considering the actions that need to be taken at each stage prior to expiry and ensuring readiness within the Trust

Corporate Responsibilities

- Contribute to the effective corporate leadership and management of the Trust as a member of the Trust's Senior Leadership team
- Have responsibility alongside other senior leaders for the quality of service and care provided to patients, the strategic direction of the Trust, the delivery of performance and the financial targets
- Embrace high standards of employment practice and act in accordance with the 'NHS Managers Code of Conduct'
- Help create a culture and vision for the Trust that embraces change with a determination to Improve our services to patients and our working environment for staff
- Work in partnership with Trade Union colleagues to support positive employee relations and support the effect delivery of services
- Corporate responsibility for ensuring the Equality and Diversity agenda is delivered and monitored, including production of equality impact assessments for all new policies and major pieces of work
- Work with director colleagues to facilitate corporate and directorate performance through realistic, cross referenced and measurable objectives
- Hold a 'corporate' leadership role for delivery of cross cutting agendas that defines the ways of working between directorates and shapes individual and joint roles across the organisation
- Develop a positive forward looking way of working which focuses on quality, safety, efficient delivery, compassion and effectiveness
- Accept responsibility for Infection prevention and control and accountability (along with all other directors) for the implementation of all statutory instruments, e.g. the Health Act 2006 (Hygiene Code)
- Participate in the Trust's Executive on-call rota
- Represent the Trust's CEO on Estates and Facilities matters
- Put the patient first on all occasions

Other Terms and Conditions

The post falls within the Trust's scope for the Fit and Proper Person Test and the postholder will be required to satisfy the requirements in line with the 'NHS England Fit and Proper Person Test Framework'.

The post holder will be required to work at any location where the Trust provides services.

The post holder will be expected to undertake ongoing personal, professional and management development in line with the responsibilities of the post and any objectives arising through the annual appraisal process.

The post holder must maintain the confidentiality of all patient, staff, and Directorate information encountered in the course of their duties, in accordance with the UK GDPR and the Data Protection Act 2018, ensuring appropriate data quality, confidentiality, and information security.

The post holder must take reasonable care for their own health and safety and that of colleagues, patients, and visitors, in accordance with the Health and Safety at Work etc. Act 1974 and Trust policies.

All staff at The Mid Yorkshire Teaching NHS Trust are responsible for safeguarding adults, children, young people, and unborn babies. This includes understanding relevant safeguarding policies (including the Mental Capacity Act), completing mandatory safeguarding training, and recognising and acting on safeguarding concerns.

The Trust adopts a “bare below the elbow policy”. The trust expects that all staff adhere to the policy in the clinical areas and settings where health care is provided e.g. the patient’s own home. The policy statement is accessible on the intranet and defines the clinical area. Individuals can expect to be challenged if they are observed not to be adhering to the policy statement.

This job description is an outline of the duties and conditions of the post and may be subject to change in detail or emphasis in the light of future developments.

Smoke Free Policy

The Mid Yorkshire Teaching NHS Trust operates a Smoke-Free Policy. Smoking is prohibited in all Trust buildings, grounds, car parks, entrances, and Trust-owned or leased vehicles. Staff must not smoke while in uniform or wearing a staff badge where visible to the public. Support to stop smoking is available via the Stop Smoking Service.

WYAAT

Mid Yorkshire Teaching NHS Trust is part of the West Yorkshire Association of Acute Trusts (WYAAT), a collaborative of the NHS hospital trusts from across West Yorkshire and Harrogate working together to provide the best possible care for our patients.

By bringing together the wide range of skills and expertise across West Yorkshire and Harrogate we are working differently, innovating and driving forward change to deliver the highest quality care. By working for Mid Yorkshire Teaching NHS Trust this is your opportunity to be a part of that change.

WYAAT is the acute sector arm of the West Yorkshire and Harrogate Health and Care Partnership, one of the largest integrated care systems in the country. The Partnership’s ambition is for everyone to have the best possible health and wellbeing, and the work of WYAAT, and each individual trust, supports that ambition

Person Specification

POST TITLE: Director of Estates & Facilities LOCATION: Trust-Wide			
Attributes	Essential	Desirable	How Identified
Education & Professional Qualifications	<p>Degree in Engineering or Building Services or Surveying or an equivalent professional qualification</p> <p>Appropriate professional registration/accreditation e.g. Chartered Institute of Building, Chartered Surveyor, Chartered Engineering Institute</p> <p>Evidence of continuing professional development</p>	<p>Post graduate qualification</p> <p>Recognised programme and project management qualification</p> <p>Better Business Case foundation and practitioner</p>	<p>Application Form</p> <p>Certificates</p>
Experience	<p>Successful track record of working in a senior estates and facilities role within an environment of comparable scale and complexity.</p> <p>Experience in Project Management; including managing and delivering complex multiple projects across boundaries.</p> <p>Experience of managing a large workforce delivering catering, cleaning and maintenance services.</p> <p>Proven record of leading a complex multi-faceted transformation programme aimed at improving performance within an financially constrained environment</p> <p>Experience of forming effective working partnerships with trade union representatives and other key stakeholders</p>	<p>Significant experience working in the NHS</p> <p>Experience in management of complex PFI contracts</p>	<p>Application Form</p> <p>Interview</p> <p>References</p>

	<p>Significant experience of working in the public sector</p> <p>Experience in developing and delivering Estate strategies</p> <p>Experience in management of Public Private Partnerships</p> <p>Experience in developing successful business cases to meet HM Treasury requirements and track record in delivery</p> <p>Experience in financial management including setting, managing and delivering budgets and identifying and achieving cost improvements.</p> <p>Experience of managing complex and contentious information in order to reach well informed decisions.</p> <p>Experience in management of digital transformation/digitisation projects in estates and facilities</p> <p>Successful track record of working with high performing and improving teams delivering challenging targets</p>		
<p>Knowledge and Awareness</p>	<p>Thorough understanding of the estates and facilities functions in the NHS including understanding of NHS capital</p> <p>Extensive knowledge of the NHS, politically astute and the ability to identify and influence key stakeholders</p> <p>Knowledge of Health Estates and Facilities requirements, standards and procedures.</p> <p>Knowledge of statutory requirements including, Town Planning, Building Regulations, Management of Asbestos, Health and Safety at work, Disability Discrimination Act, Fire Precautions Act, etc.</p>		<p>Application Form</p> <p>Interview</p> <p>References</p>
<p>Skills and Abilities</p>	<p>Ability to lead and motivate a diverse workforce to deliver the highest standard of service</p>		<p>Application Form</p> <p>Interview</p>

	<p>Negotiation skills, particularly in relation to financial and contractual matters and PFI</p> <p>Excellent analytical and numerical skills, able to assimilate, interpret and communicate complex information and data</p> <p>Able to communicate clearly and effectively orally and in writing.</p> <p>Excellent report writing skills.</p> <p>Risk management skills.</p> <p>Numerate and IT literate to interpret/present data and integrates information.</p> <p>Able to influence diverse parties to gain support.</p> <p>Strong interpersonal skills.</p> <p>Skills in undertaking option appraisal and preparing business cases for capital investment.</p> <p>Ability to think strategically and communicate vision and plans at all levels of the organisation</p> <p>Skills in preparing estate strategies, delivery plans and Capital Management Plans</p> <p>Skills in the financial management of capital programmes and capital schemes and budgeting control.</p> <p>Highly developed oral, written, presentation and negotiation skills, with the ability to develop, communicate and gain ownership for a clear vision and direction.</p> <p>Able to work across all Trust sites</p> <p>Flexible to meet the needs of the role</p>		References
<p>Personal Attributes</p>	<p>Leadership qualities and the ability to inspire others</p>		<p>Application Form</p> <p>Interview</p> <p>References</p>

	<p>Ability to effectively prioritise a number of competing tasks and to work under pressure with competing demands</p> <p>Able to work and engage constructively with internal and external colleagues.</p> <p>Able to act on own initiation, judgement and to make decisions.</p> <p>Strength of resolve to hold others to account for agreed targets.</p> <p>Strong held commitment to openness, honesty, inclusiveness and high standards.</p> <p>Good team leader and player.</p> <p>Able to simultaneously manage multiple project and initiatives.</p> <p>Ability to think and act strategically, developing practical, innovation and creative solution to the management and strategic estates issues and complex problems.</p> <p>Personal and professional demeanour and credibility that generates trust and confidence in others.</p> <p>Highly motivated and not easily discouraged.</p>		
--	---	--	--