

What's it all about

You are accountable for the strategic oversight of the organisation's transformation and change portfolio, determining what enters it, in what order and what leaves it. You will act as the central orchestrator of the change portfolio, connecting strategy to execution, enabling transparency and informed decision-making, and driving pace, quality, and value across all change activity. You will support on the composition of the portfolio, provide recommendations on which change NHG commits to, sequenced against directorate capacity so that the portfolio follows corporate priority, regulatory necessity and customer outcomes. You will work closely with the PMO, who will run the governance and standards for how the change is run.

How you'll make a difference

You will ensure initiatives are prioritised, well-governed, resourced appropriately, fully communicated and delivered to achieve NHG's strategic objectives by answering the question 'what we will do'.

How you'll do it

- Build and maintain a comprehensive portfolio plan for how the organisation will deliver the corporate strategy and become a truly customer centric organisation including scope, status, risks, issues, interdependencies, benefits, and resource requirements.
- Engage leadership to work collaboratively on prioritisation, resourcing and change capacity in order to set effective plans, build shared ownership, and ensure alignment across all areas.
- Own the front door for new change and test incoming demand against corporate priority, capability impact and

available capacity, support the requesting directorate to bring the project brief up to standard, and route it through the agreed governance.

- Establish and oversee governance arrangements for strategic planning, programme and project delivery so that the portfolio is presented with clear recommendations on what enters, what stops and what may need delaying.
- Maintain visibility of dependencies across the portfolio, ensuring robust strategic prioritisation and sequencing.
- Conduct portfolio-level risk assessments and work with the Risk team to implement mitigation strategies across transformation and planning portfolios.
- Provide the visibility, insight, and challenge required for senior leaders to make confident investment and sequencing decisions.
- Scan the external environment to identify best practice around portfolio management, innovative ways of working, and in and outside sector trends to inform strategic decision-making.

All about you

Our values

We succeed together

By working as one and respecting diverse perspectives, we support each other to consistently deliver better outcomes for our residents and communities.

We keep our word

We do what we say we will do, and act with integrity and ownership to build trust and provide the high-quality service people expect from us.

We do better every day

We are always looking for better ways to work and raising standards and strengthening communities through continuous improvement. This role is at colleague level.

This role is at Manager Level, reporting to the Head of Strategic Planning and Transformation.

Essential knowledge, experience and skills including qualifications and professional membership

- You are educated to degree level
- Significant experience (+5 Years) and a proven track record of managing a successful complex transformation and/or strategic change portfolio in an organisation of comparable size and complexity, with at least five years in portfolio or programme roles.
- A strong track record of effectively managing portfolio interdependencies, risks, issues and benefits across multiple workstreams.
- Experience supporting strategic planning or operating model development in a complex environment.
- Strong leadership and interpersonal skills, capable of inspiring and influencing senior stakeholders.
- Excellent written and verbal communication, including presenting to executive teams and boards.
- Strategic thinker with strong data analysis and evidence-based decision-making capability.
- A strong understanding of project, programme and portfolio management and in applying appropriate methodologies.
- Able to operate credibly in a regulated environment; housing or wider public sector experience is welcome