



**York and Scarborough
Teaching Hospitals**
NHS Foundation Trust

We were appointed by York and Scarborough Teaching Hospitals NHS Foundation Trust to recruit a Board Level Chief Digital and Information Officer. This was a critical appointment for the Trust during a crucial time of the ICB's legally forming and operating and they needed a candidate who could not only affect and deliver change within the Trust but also have a leading and influencing role across the wider ICS.

Following several in-depth briefing meetings with the CEO, HR Director and the outgoing CDIO, we built a specific microsite for the role and embarked on a campaign to identify suitable candidates not only from our extensive database but also from the wider NHS community. Candidates were given the opportunity to speak with the Search Partners and the CEO of the Trust prior to applying and were supported all the way through the process, including advice on writing cover letters and what to expect at interview.

The campaign was very successful, creating a very high calibre of candidates to be Longlisted. The Longlisted candidates were competency interviewed by Global Resourcing with an accompanying report from which the Trust selected their final shortlist for Stakeholder Engagement and final Interviews.

The successfully appointed candidate is now in situ and is not only driving the digital transformation at the Trust but is also playing a significant role across the wider ICS.