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Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

Job Description

Post Title: Chief Executive and Accountable Officer for Hywel Dda University Health Board.

Accountable to: UHB Chairman and Board for the management of the UHB's affairs, delivery of WG Policy and performance requirements and implementation of board policies.
Chief Executive NHS Wales for the proper stewardship of public funds, the delivery of WG policy and performance requirements.

Key Relationships: UHB Board
Members of the Stakeholders Reference Group.
Members of the Professional Forum.
Local Partnership Forum.
Local Negotiating Committee
Local Authorities and their councillors
University Partners and other education providers
Llais
The Third Sector.
Senedd Members, Members of Parliament and Ministers and Cabinet Secretaries and Welsh Government Officials
Media.

Remuneration & Terms and Conditions: As determined by the UHBs Remuneration Committee within the policy framework set by the Welsh Government. JESP 19
£201,509 - £217,980

Location: West Wales

Job Purpose:

The Chief Executive will be the Accountable Officer for the University Health Board (UHB) with full responsibility for the continued development and management of the UHB. The Chief Executive provides top level leadership, vision and strategic direction and management across all aspects of the UHB's activities and will ensure that all required decision making, control, delivery and development systems are in place. The Chief Executive is accountable for providing advice to the Board on all elements of UHB business and specifically on matters relating to administration, probity, regularity of the public finances of the Health Board as set out in the Accountable Officers' Memorandum.

The Chief Executive will lead with compassion to provide strategic oversight, develop and drive organisational culture, and work collaboratively to achieve the aims of the Health Board.

Board performance is managed by the Chair with the Chief Executive providing top level leadership, vision direction and management across all aspects of the Hywel Dda University Health Board activities. The Chief Executive will ensure that all required decision making, control, delivery and development systems are in place and that the Executive Board discharges its role effectively.

Particular key responsibilities will be to:

- Ensure that safety, high quality care and high quality services are embedded as the key drivers of all aspects of the UHB's business.
- Integrate the strategic and operational planning and delivery of all services within the UHB, including a commitment to working and responding locally and delivering statutory plans with partners.
- Develop an organisational culture that (i) supports clinical leadership and engagement in decision making and (ii) demonstrates a commitment to continuous change and service improvement.
- embed an organisational culture and management commitment, that encourages innovation and values and empowers staff.
- Establish well structured, open and honest engagement with patients, the public, staff and all other stakeholders.
- Lead and manage the performance and development of the UHB.
- Maximise the efficient use of all resources.
- Ensure performance targets are set and achieved and the UHB achieves all of its financial targets and that its financial affairs are conducted legally.
- Effectively lead and manage the integration of the various components of the UHB to develop a unified organisation which delivers a service that:
 - delivers improved population health and well being
 - reduces inequalities
 - improves patient safety
- Provide proper stewardship of public funds and the compliance of the UHB with all statutory, legislative and policy requirements.
- Contribute as part of the wider system leadership of the NHS in Wales through membership of and connections to wider networks and boards (including Chief Executive networks). Act as an ambassador for the UHB, building the reputation of the services it plans and manages.

Key Accountabilities:

Improving Population Health and Patient Services:

- Working with Public Health Wales and other agencies to lead on the improvement of population health and the public health agenda.
- Working collaboratively with Hywel Dda University Health Board to establish and maintain one regional health economy across West Wales to ensure safe, high quality and accessible services for the population
- Leading the change in emphasis from in-hospital care to effective prevention, early intervention and long-term community based support.

- To engage effectively with clinical leaders so that the UHB provides safe, high quality, dignified and compassionate care for patients in line with NHS standards for services in Wales, within the resources available.
- Initiate and facilitate effective partnerships and alliances between the UHB and other agencies so as to influence the agendas of these bodies and to draw on their experiences and perspectives in creating local NHS and community strategies, policies and actions to deliver long-term health improvements.
- To motivate all clinical staff to benchmark services continuously against best practice evidence, research and audit to ensure high quality standards of patient care.
- To foster a culture which embraces and recognises the opportunities for the utilisation of new clinical and service technologies.
- To ensure that digital services are embedded in service design and foster a culture of digital inclusion within the UHB.
- Ensure the integration of robust systems of emergency planning, preparedness, business continuity and resilience arrangements into UHB services.

Performance:

- To achieve the financial and corporate objectives set for the UHB, ensuring the effective, efficient and economical use of resources in achieving planned activity and delivery of all required performance targets.
- Oversee the successful delivery of national programmes.
- Meet agreed commitments across the community as set out in the NHS Wales Planning Framework and prepare an Annual Plan/Integrated Medium Term Plan in response.
- Ensure delivery of the UHB's contribution to performance priorities within local partnership plans.
- Implement an appropriate Performance Management System to ensure performance of the board is monitored and managed and supports continuous performance improvement.
- Ensure the development of information strategies to assess health needs and to support evidence based decision making.

Strategic Development and Partnership Working:

- To lead the formulation of the UHB's direction in line with the Welsh Government's Strategic Framework for the NHS.
- To engage with and promote co-operation and collaboration with other organisations to develop strategic partnerships and alliances to improve the health of local communities and ensure effective partnership working.
- Ensure that strategic partnership arrangements are developed and continuously improved with local authorities and other local voluntary, statutory and private sectors.
- Promote and facilitate effective partnership working with other organisations (including private and voluntary sector service providers) to enable the UHB to function effectively and support the delivery of the range of statutory plans and local initiatives.
- Develop a culture of public involvement that is open and transparent, ensuring that users, carers and the general public's views are effectively represented and appropriately incorporated into decision making across the UHB.

- Develop effective relationships with Llais, Professional Forums, Stakeholder Reference Group and Local Partnership Forum to ensure strategic plans are developed with full cognisance of their views.

Governance:

- Ensure the corporate business of the UHB is effectively managed and high standards of integrated governance are established including corporate, clinical and staff governance.
- To oversee the design and implementation of systems of business conduct, public accountability and managerial delegation and control which ensure the resources of the UHB are deployed economically, efficiently and effectively and that the UHB meets its statutory financial duties.
- Ensure a proactive approach to risk management including the systematic, identification, assessment and management of risk.
- To ensure that the UHB acts within its statutory powers and delegated authority, in accordance with statutory, legislative and Welsh Government directives and requirements.
- To develop effective organisational arrangements and capacity that enables the UHB to meet its strategic aims within a framework of strong, effective governance consistent with NHS values in terms of safety, openness, probity, and accountability.

Leadership of Staff:

- Develop processes which ensure full engagement and commitment of all staff to deliver improvements to patient accessibility and clinical outcomes.
- Ensure the development of an organisation which encourages personal development and learning; encourages and supports innovation; team building and creative partnerships and a commitment to patient safety.
- Lead, direct, develop and manage staff and services of the UHB to create an open, supportive and productive culture to ensure efficiency, effectiveness and innovation.
- Lead and manage the Executive Team so that each Director is able to fulfil his/her individual responsibilities, ensuring that Directors work together to achieve the UHB Board's aims and objectives by influencing, managing and monitoring their performance.
- To implement effective performance management that supports personal development of UHB staff and succession planning for the UHB, NHS Wales and the public sector in Wales.
- Develop the UHB as an exemplar employer and establish effective recognition and partnership arrangements with trade unions and other staff organisations to ensure that through effective communication and consultation the interests of staff are understood and appropriately reflected in the management processes of the UHB.
- To ensure a Workforce & OD Strategy and Workforce Plan are developed which are fully integrated with planning and financial plans.
- Developing effective working relationships with employed staff, but also with local contractors to harness their support for a service that delivers improved health, reduces inequalities and improves patient safety.

Ambassador for the UHB:

- To develop and implement a communication strategy that is sensitive and responsive and secures the support of all parties within the UHB community.
- The Chief Executive will act as an ambassador for the UHB and NHS Wales.
- As one of the cadre of senior leaders within Wales - to contribute to the wider health and organisational agenda of NHS Wales and WG.

Performance Appraisals:

- Performance will be appraised and objectives agreed on an annual basis with Chair and Chief Executive NHS Wales.
- Annual objectives will be agreed with the Chair of Hywel Dda University Health Board and in collaboration with the Director General, Department for Health & Social Services, Chief Executive, NHS Wales.



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Person Specification

Qualifications

- Masters degree or equivalent qualification or level of experience
- Further evidence of management training and commitment to ongoing professional development
- Evidence of recent professional and personal development in strategic leadership and management.

Experience and Knowledge

- A very successful track record of leadership and strategic management at Board level, in a complex NHS, public or commercial organisation
- Experience of running a large scale and complex business with a focus on, productivity efficiency and engagement
- Experience of effectively managing considerable resources and budgets, with a track record of delivering long term financial sustainability and outstanding value for money
- Track record of achieving sustained organisational/service change and improvement with evidence of embedding culture and organisational values successfully and achieving workforce engagement delivering improved outcomes in quality, performance and service
- Experience of undertaking sensitive negotiations and managing contracts to maximise the benefits and outcomes for an organisation
- High degree of political sensitivity and experience of dealing with a range of complex issues within a political or demanding stakeholder environment
- Experience of developing and implementing strategy and service development in a large complex organisation, exploring new service opportunities
- Experience of enhancing the reputation of an organisation
- Knowledge of issues within the healthcare sector
- Experience of successful initiation and facilitation of strategic partnership working and alliances with contractors, LAs, voluntary, statutory and private bodies and stakeholders
- Experience of and insight into, developing an organisational culture that promotes clinical engagement in decision making and leading continuous change and improvement in services, encouraging the use of new clinical and service technologies

Abilities and Personal Qualities

- Innovative and entrepreneurial with strong service focussed approach, exceptional communication, interpersonal, negotiating and influencing skills.
- Ability to think and act strategically and to articulate a clear sense of direction and vision to a wide audience
- Ability to build effective relationships with a range of internal and external stakeholders including with clinicians

- Demonstrable leadership and ambassadorial skills with an ability to demonstrate a flexible leadership style - consensual and participative but decisive when warranted
- Commitment and passion for citizen focused service with the ability to embed such an ethos at all levels of the organisation
- Demonstrable commitment to the Health Board Values
- Demonstrate and promote high standards of quality customer care.
- Self awareness in terms of emotional intelligence, biases and personal triggers, with cultural sensitivity and awareness. Able to use and act on feedback from others on performance and behaviour.
- Effective leader with the ability to inspire confidence and respect within and outside the organisation.
- Ability to lead change by influencing others.

Language

Welsh and English languages have equal status in Wales. This was conferred by the Welsh Language Act. The Act requires public bodies (whether they are based in or outside Wales) which deliver services in Wales to respect the right of people to access and use public services through the medium of Welsh. The Chief Executive will be expected to ensure that HDUHB both meets the requirements of the Act and acts to strengthen Welsh language services among frontline health and social services in order to meet the care needs of Welsh speakers and their families or carers as set out with the Welsh Government's strategic framework '*More than just words...*'

Though the Chief Executive will not be required either to speak or learn Welsh, he or she will need to display real empathy towards the language and demonstrate leadership on this issue, in order to strengthen bilingual services within the NHS in Wales. This might, of course, include making efforts to learn the language.



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Swydd Ddisgrifiad

Teitl y swydd: Prif Weithredwr a Swyddog Atebol Bwrdd Iechyd Prifysgol Hywel Dda.

Yn atebol i: Cadeirydd a Bwrdd y BIP ar gyfer rheoli materion y BIP, cyflawni Polisi a gofynion perfformiad LIC a gweithredu polisïau'r bwrdd. Prif Weithredwr GIG Cymru am stiwardiaeth briodol o arian cyhoeddus, a chyflawni polisi a gofynion perfformiad LIC.

Cysylltiadau allweddol: Bwrdd y BIP
Aelodau'r Grŵp Cyfeirio Rhanddeiliaid
Aelodau'r Fforwm Proffesiynol
Fforwm Partneriaeth Lleol
Pwyllgor Negodi Lleol
Awdurdodau Lleol a'u cynghorwyr
Partneriaid Prifysgol a darparwyr addysg eraill
Llais
Y Trydydd Sector
Aelodau Senedd Cymru, Aelodau Seneddol a Gweinidogion ac Ysgrifenyddion y Cabinet a Swyddogion Llywodraeth Cymru
Y Wasg

Cydnabyddiaeth Ariannol a Thelerau ac Amodau: Fel y penderfynwyd gan Bwyllgor Tâl y BIP o fewn y fframwaith polisi a osodwyd gan Lywodraeth Cymru. JESP 19 £201,509 - £217,980

Lleoliad: Gorllewin Cymru

Diben y swydd:

Y Prif Weithredwr fydd Swyddog Atebol y Bwrdd Iechyd Prifysgol (BIP) gyda chyfrifoldeb llawn am ddatblygiad a rheolaeth barhaus y BIP. Y Prif Weithredwr sy'n darparu arweinyddiaeth lefel uchaf, gweledigaeth a chyfeiriad strategol a rheolaeth ar draws pob agwedd ar weithgareddau'r BIP, a bydd yn sicrhau bod yr holl systemau penderfynu, rheoli, darparu a datblygu gofynnol yn eu lle. Y Prif Weithredwr sy'n atebol am roi cyngor i'r Bwrdd ar bob elfen o fusnes y Bwrdd Iechyd ac yn benodol ar faterion sy'n ymwneud â gweinyddiaeth, uniondeb a rheoleidd-dra cyllid cyhoeddus y Bwrdd Iechyd fel y nodir ym Memorandwm y Swyddog Atebol.

Bydd y Prif Weithredwr yn arwain gyda thosturi i ddarparu trosolwg strategol, i ddatblygu a llywio diwylliant sefydliadol ac i weithio ar y cyd i gyflawni nodau'r Bwrdd Iechyd.

Mae perfformiad y Bwrdd yn cael ei reoli gan y Cadeirydd gyda'r Prif Weithredwr yn darparu arweinyddiaeth lefel uchaf, cyfeiriad gweledigaethol a rheolaeth ar draws pob agwedd ar weithgareddau Bwrdd Iechyd Prifysgol Hywel Dda. Bydd y Prif Weithredwr yn sicrhau bod yr holl systemau penderfynu, rheoli, darparu a datblygu gofynnol yn eu lle a bod y Bwrdd Gweithredol yn cyflawni ei rôl yn effeithiol.

Dyma'r cyfrifoldebau allweddol penodol:

- Sicrhau bod diogelwch, gofal o ansawdd uchel a gwasanaethau o ansawdd uchel yn cael eu gwreiddio fel ysgogwyr allweddol pob agwedd ar fusnes y BIP.
- Integreiddio cynllunio strategol a gweithredol a darpariaeth yr holl wasanaethau o fewn y BIP, gan gynnwys ymrwymiad i weithio ac ymateb yn lleol a chyflawni cynlluniau statudol gyda phartneriaid.
- Datblygu diwylliant sefydliadol sydd (i) yn cefnogi arweinyddiaeth ac ymgysylltu clinigol wrth wneud penderfyniadau a (ii) dangos ymrwymiad i newid a gwella gwasanaethau yn barhaus.
- ymgorffori diwylliant sefydliadol ac ymrwymiad rheoli sy'n annog arloesedd a gwerthoedd ac sy'n grymuso staff.
- Sefydlu ymgysylltiad agored a gonest â strwythur da gyda chleifion, y cyhoedd, staff a'r holl randdeiliaid eraill.
- Arwain a rheoli perfformiad a datblygiad y BIP.
- Gwneud y defnydd mwyaf effeithlon o'r holl adnoddau.
- Sicrhau bod targedau perfformiad yn cael eu gosod a'u cyflawni a bod y BIP yn cyflawni ei holl dargedau ariannol a bod ei faterion ariannol yn cael eu cynnal yn gyfreithiol.
- Arwain a rheoli integreiddiad gwahanol gydrannau'r BIP yn effeithiol i ddatblygu sefydliad unedig sy'n darparu gwasanaeth sy'n:
 - darparu gwell iechyd a llesiant y boblogaeth
 - lleihau anghydraddoldebau
 - gwella diogelwch cleifion
- Darparu stiwardiaeth briodol o arian cyhoeddus a chydymffurfiaeth y BIP â'r holl ofynion statudol, deddfwriaethol a pholisi.
- Cyfrannu fel rhan o arweinyddiaeth system ehangach y GIG yng Nghymru trwy aelodaeth a chysylltiadau â rhwydweithiau a byrddau ehangach (gan gynnwys rhwydweithiau Prif Weithredwyr). Gweithredu fel llysgennad i'r Bwrdd Iechyd, gan adeiladu enw da'r gwasanaethau y mae'n eu cynllunio a'u rheoli.

Prif gyfrifoldebau:

Gwella Iechyd y Boblogaeth a Gwasanaethau Cleifion:

- Gweithio gydag Iechyd Cyhoeddus Cymru ac asiantaethau eraill i arwain ar wella iechyd y boblogaeth ac agenda iechyd cyhoeddus.
- Cydweithio â Bwrdd Iechyd Prifysgol Bae Abertawe i sefydlu a chynnal un economi iechyd ranbarthol ar draws Gorllewin Cymru i sicrhau gwasanaethau diogel, o ansawdd uchel a hygyrch i'r boblogaeth.
- Arwain y newid pwyslais oddi ar ofal mewn ysbyty tuag at atal effeithiol, ymyrraeth gynnar a chymorth hirdymor yn y gymuned.

- Ymgysylltu'n effeithiol ag arweinwyr clinigol fel bod y BIP yn darparu gofal diogel, urddasol a thosturiol o ansawdd uchel i gleifion yn unol â safonau'r GIG ar gyfer gwasanaethau yng Nghymru, a hynny o fewn yr adnoddau sydd ar gael.
- Cychwyn a hwyluso partneriaethau a chynghreiriau effeithiol rhwng y BIP ac asiantaethau eraill er mwyn dylanwadu ar agendâu'r cyrff hyn a thynnu ar eu profiadau a'u safbwyntiau wrth greu strategaethau, polisïau a chymau gweithredu lleol a chymunedol i gyflawni gwelliannau iechyd hirdymor.
- Cymell yr holl staff clinigol i feincnodi gwasanaethau yn barhaus yn erbyn tystiolaeth arfer gorau, ymchwil ac archwilio i sicrhau safonau uchel o ofal cleifion.
- Meithrin diwylliant sy'n croesawu ac yn cydnabod y cyfleoedd ar gyfer defnyddio technolegau clinigol a gwasanaethau newydd.
- Sicrhau bod gwasanaethau digidol yn rhan annatod o gynllunio gwasanaethau, a meithrin diwylliant o gynhwysiant digidol yn y BIP.
- Sicrhau bod systemau cadarn o gynllunio at argyfwng, parodrwydd, parhad busnes a threfniadau gwydnwch yn cael eu hintegreiddio yng ngwasanaethau'r BIP.

Perfformiad:

- Cyflawni'r amcanion ariannol a chorfforaethol a osodwyd ar gyfer y BIP, gan sicrhau bod adnoddau'n cael eu defnyddio'n effeithiol, effeithlon a darbodus i gyflawni gweithgareddau a gynllunnir a chyflawni'r holl dargedau perfformiad gofynnol.
- Goruchwyllo cyflawniad llwyddiannus rhaglenni cenedlaethol.
- Bodloni ymrwymadau y cytunwyd arnynt ar draws y gymuned fel y'u hamlinellir yn Fframwaith Cynllunio GIG Cymru a pharatoi Cynllun Blynyddol/Cynllun Tymor Canolig Integredig mewn ymateb.
- Sicrhau y cyflawnir cyfraniad y BIP at flaenoriaethau perfformiad o fewn cynlluniau partneriaeth lleol.
- Gweithredu System Rheoli Perfformiad briodol i sicrhau bod perfformiad y bwrdd yn cael ei fonitro a'i reoli a'i fod yn cefnogi gwelliant parhaus mewn perfformiad.
- Sicrhau datblygiad strategaethau gwybodaeth i asesu anghenion iechyd ac i gefnogi gwneud penderfyniadau ar sail tystiolaeth.

Datblygu Strategol a Gweithio mewn Partneriaeth:

- Arwain y gwaith o lunio cyfeiriad y BIP yn unol â Fframwaith Strategol Llywodraeth Cymru ar gyfer y GIG.
- Ymgysylltu a hyrwyddo cydweithrediad a chydweithio gyda sefydliadau eraill i ddatblygu partneriaethau strategol a chynghreiriau i wella iechyd cymunedau lleol a sicrhau gweithio'n effeithiol mewn partneriaeth.
- Sicrhau bod trefniadau partneriaeth strategol yn cael eu datblygu a'u gwella'n barhaus gydag awdurdodau lleol a sectorau gwirfoddol, statudol a phreifat eraill yn lleol.
- Hyrwyddo a hwyluso gwaith partneriaeth effeithiol gyda sefydliadau eraill (gan gynnwys darparwyr gwasanaethau sector preifat a gwirfoddol) i alluogi'r BIP i weithredu'n effeithiol a chefnogi'r gwaith o gyflawni'r ystod o gynlluniau statudol a mentrau lleol.
- Datblygu diwylliant o gynnwys y cyhoedd a hynny mewn modd agored a thryloyw, gan sicrhau bod barn defnyddwyr, gofawyr a'r cyhoedd yn cael ei

chynrychioli'n effeithiol a'i hymgorffori'n briodol wrth wneud penderfyniadau ar draws y BIP.

- Datblygu perthynas effeithiol gyda Llais, Fforymau Proffesiynol, y Grŵp Cyfeirio Rhanddeiliaid a'r Fforwm Partneriaeth Lleol i sicrhau bod cynlluniau strategol yn cael eu datblygu gan wybyddiaeth lawn o'u barn.

Llywodraethu:

- Sicrhau bod busnes corfforaethol y BIP yn cael ei reoli'n effeithiol a bod safonau uchel o lywodraethu integredig yn cael eu sefydlu gan gynnwys llywodraethu corfforaethol, llywodraethu clinigol a llywodraethu staff.
- Goruchwyllo dyluniad a gweithrediad systemau ymddygiad busnes, atebolrwydd cyhoeddus a dirprwyo rheolaeth sy'n sicrhau bod adnoddau'r BIP yn cael eu defnyddio'n ddarvoudus, yn effeithlon ac yn effeithiol a bod y BIP yn cyflawni ei ddyletswyddau ariannol statudol.
- Sicrhau ymagwedd ragweithiol at reoli risg gan gynnwys adnabod, asesu a rheoli risg yn systematig.
- Sicrhau bod y BIP yn gweithredu o fewn ei bwerau statudol a'i awdurdod dirprwyedig, yn unol â chyfarwyddebau a gofynion statudol, deddfwriaethol a Llywodraeth Cymru.
- Datblygu trefniadau a chapasiti sefydliadol effeithiol sy'n galluogi'r BIP i gyflawni ei nodau strategol o fewn fframwaith o lywodraethu cryf ac effeithiol sy'n gyson â gwerthoedd y GIG o ran diogelwch, didwylledd, uniondeb ac atebolrwydd.

Arwain Staff:

- Datblygu prosesau sy'n sicrhau ymgysylltiad llawn ac ymrwymiad yr holl staff i gyflawni gwelliannau i hygyrchedd cleifion a chanlyniadau clinigol.
- Sicrhau datblygiad sefydliadol sy'n annog datblygiad a dysgu personol; annog a chefnogi arloesedd; meithrin tîm a phartneriaethau creadigol ac ymrwymiad i ddiogelwch cleifion.
- Arwain, cyfarwyddo, datblygu a rheoli staff a gwasanaethau'r BIP i greu diwylliant agored, cefnogol a chynhyrchiol i sicrhau effeithlonrwydd, effeithiolrwydd ac arloesedd.
- Arwain a rheoli'r Tîm Gweithredol fel bod pob Cyfarwyddwr yn gallu cyflawni ei gyfrifoldebau unigol, gan sicrhau bod Cyfarwyddwyr yn cydweithio i gyflawni nodau ac amcanion Bwrdd y BIP trwy ddylanwadu, rheoli a monitro eu perfformiad.
- Gweithredu rheolaeth effeithiol o berfformiad sy'n cefnogi datblygiad personol staff y BIP, a chynllunio olyniaeth ar gyfer y BIP, GIG Cymru a'r sector cyhoeddus yng Nghymru.
- Datblygu'r BIP fel cyflogwr enghreifftiol a sefydlu trefniadau cydnabyddiaeth a phartneriaeth effeithiol gydag undebau llafur a sefydliadau staff eraill i sicrhau, trwy gyfathrebu ac ymgynghori effeithiol, bod buddiannau staff yn cael eu deall a'u hadlewyrchu'n briodol ym mhrosesau rheoli'r BIP.
- Sicrhau bod Strategaeth Gweithlu a Datblygu Sefydliadol a Chynllun Gweithlu yn cael eu datblygu, a'u hintegreiddio'n llawn â chynlluniau cynllunio ac ariannol.

- Datblygu perthynas waith effeithiol gyda staff cyflogedig, ond hefyd gyda chontractwyr lleol i harneisio eu cefnogaeth i wasanaeth sy'n gwella iechyd, yn lleihau anghydraddoldebau ac yn gwella diogelwch cleifion.

Llysgennad y BIP:

- Datblygu a gweithredu strategaeth gyfathrebu sy'n sensitif ac ymatebol ac sy'n sicrhau cefnogaeth pob parti o fewn cymuned y BIP.
- Gweithredu fel llysgennad ar gyfer y BIP a GIG Cymru.
- Fel un o'r cnewyllyn o uwch arweinwyr yng Nghymru - i gyfrannu at agenda iechyd a threfniadol ehangach GIG Cymru a LIC.

Gwerthusiadau Perfformiad:

- Bydd perfformiad yn cael ei werthuso a bydd amcanion yn cael eu cytuno'n flynyddol gyda Chadeirydd a Phrif Weithredwr GIG Cymru.
- Cytunir ar amcanion blynyddol gyda Chadeirydd Bwrdd Iechyd Prifysgol Hywel Dda ac mewn cydweithrediad â'r Cyfarwyddwr Cyffredinol, yr Adran Iechyd a Gwasanaethau Cymdeithasol, Prif Weithredwr, GIG Cymru.



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Manyleb Person

Cymwysterau

- Gradd meistyr neu gymhwyster cyfatebol neu lefel o brofiad
- Tystiolaeth bellach o hyfforddiant rheoli ac ymrwymiad i ddatblygiad proffesiynol parhaus
- Tystiolaeth o ddatblygiad proffesiynol a phersonol diweddar mewn arweinyddiaeth a rheolaeth strategol.

Profiad a Gwybodaeth

- Hanes llwyddiannus iawn o arweinyddiaeth a rheolaeth strategol ar lefel Bwrdd, mewn sefydliad GIG, cyhoeddus neu fasnachol cymhleth
- Profiad o redeg busnes cymhleth ar raddfa fawr gyda ffocws ar gynhyrchiant, effeithlonrwydd ac ymgysylltu
- Profiad o reoli adnoddau a chyllidebau sylweddol yn effeithiol, gyda hanes o gyflawni cynaliadwyedd ariannol hirdymor a gwerth rhagorol am arian
- Hanes o gyflawni newid a gwelliant sefydliadol/gwasanaeth parhaus gyda thystiolaeth o wreiddio diwylliant a gwerthoedd sefydliadol yn llwyddiannus a chyflawni ymgysylltiad â'r gweithlu gan sicrhau canlyniadau gwell o ran ansawdd, perfformiad a gwasanaeth
- Profiad o gynnal trafodaethau sensitif a rheoli contractau i sicrhau'r buddion a'r canlyniadau mwyaf posibl i sefydliad
- Lefel uchel o sensitifrwydd gwleidyddol a phrofiad o ymdrin ag ystod o faterion cymhleth o fewn amgylchedd gwleidyddol neu heriol o ran rhanddeiliaid
- Profiad o ddatblygu a gweithredu strategaeth a datblygiad gwasanaeth mewn sefydliad mawr cymhleth, gan archwilio cyfleoedd gwasanaeth newydd
- Profiad o wella enw da sefydliad
- Gwybodaeth am faterion o fewn y sector gofal iechyd
- Profiad o gychwyn a hwyluso gwaith partneriaeth strategol a chynghreiriau gyda chontractwyr, ALLau, cyrff gwirfoddol, statudol a phreifat a rhanddeiliaid, a hynny'n llwyddiannus
- Profiad a mewnwelediad o ddatblygu diwylliant sefydliadol sy'n hyrwyddo ymgysylltiad clinigol wrth wneud penderfyniadau, ac arwain newid a gwelliant parhaus mewn gwasanaethau, gan annog y defnydd o dechnolegau clinigol a gwasanaethau newydd

Galluedd a Rhinweddau Personol

- Arloesol ac entrepreneuraidd gyda dull gweithredu cryf sy'n canolbwyntio ar wasanaethau, sgiliau cyfathrebu, rhyngpersonol, cyd-drafod a dylanwadu eithriadol.
- Y gallu i feddwl a gweithredu'n strategol a chyfleu ymdeimlad clir o gyfeiriad a gweledigaeth i gynulleidfa eang

- Y gallu i feithrin cydberthnasau effeithiol ag amrywiaeth o randdeiliaid mewnol ac allanol gan gynnwys clinigwyr
- Sgiliau arwain a llysgenhadol amlwg gyda'r gallu i ddangos arddull arweinyddiaeth hyblyg – yn gydsyniol a chyfranogol ond yn bendant pan fydd angen
- Ymrwymiad ac angerdd am wasanaeth sy'n canolbwyntio ar y dinesydd gyda'r gallu i wreiddio ethos o'r fath ar bob lefel o'r sefydliad
- Ymrwymiad amlwg i Werthoedd y Bwrdd Iechyd
- Arddangos a hyrwyddo safonau uchel o ofal cwsmer o safon.
- Hunan ymwybyddiaeth o ddeallusrwydd emosiynol, rhagfarnau a sbardunau personol, gyda sensitifrwydd ac ymwybyddiaeth ddiwylliannol. Gallu defnyddio a gweithredu ar adborth gan eraill ar berfformiad ac ymddygiad.
- Arweinydd effeithiol gyda'r gallu i ennyn hyder a pharch o fewn a thu allan i'r sefydliad.
- Y gallu i arwain newid trwy ddylanwadu ar eraill.

laith

Mae gan y Gymraeg a'r Saesneg statws cyfartal yng Nghymru, yn unol â Deddf yr Iaith Gymraeg. Mae'r Ddeddf yn ei gwneud yn ofynnol i gyrff cyhoeddus (boed wedi'u lleoli yng Nghymru neu'r tu allan i Gymru) sy'n darparu gwasanaethau yng Nghymru, barchu hawl pobl i gael mynediad at wasanaethau cyhoeddus a'u defnyddio drwy gyfrwng y Gymraeg. Bydd disgwyl i'r Prif Weithredwr sicrhau bod Bwrdd Iechyd Prifysgol Hywel Dda yn bodloni gofynion y Ddeddf ac yn gweithredu i gryfhau gwasanaethau Cymraeg ymhlith gwasanaethau iechyd a chymdeithasol rheng flaen er mwyn diwallu anghenion gofal siaradwyr Cymraeg a'u teuluoedd neu ofalwyr fel y nodir yn Fframwaith strategol Llywodraeth Cymru *'Mwy na geiriau...'*

Er na fydd gofyn i'r Prif Weithredwr siarad na dysgu Cymraeg, bydd angen iddo ddangos gwir empathi tuag at yr iaith ac arddangos arweiniad ar y mater hwn, er mwyn cryfhau gwasanaethau dwyieithog o fewn y GIG yng Nghymru. Gallai hyn, wrth gwrs, gynnwys gwneud ymdrechion i ddysgu'r iaith.