

Royal National Orthopaedic Hospital – Trust and Charity in Partnership

Role: Project Manager

Contract: Fixed-term, full-time for up to four months, April-July 2026

To deliver a feasibility study for a Veterans' Healthcare Service at the UK's leading orthopaedic MSK specialist hospital

Context

The Royal National Orthopaedic Hospital (RNOH), located in Stanmore, Middlesex and Bolsover Street London W1, is a world-class specialist musculoskeletal (MSK) hospital delivering innovative patient care and pioneering teaching and research.

Working in partnership with RNOH Charity, the RNOH NHS Trust has an ambition to build on its existing commitment to the armed services by launching a new Veterans' Healthcare Service to offer its unique range of clinical, rehabilitation and support services to serving members of the armed forces and veterans.

This new service will be funded via an innovative combination of charitable sources and public sector investment from the NHS and Ministry of Defence (MoD).

RNOH Charity is supporting the project by funding a feasibility study to refine the clinical model and prepare an outline business case in conjunction with the RNOH NHS Trust, veterans' charities and UK government departments of state.

We are seeking to appoint an experienced Project Manager to start at short notice to deliver the initial feasibility study working with senior stakeholders and subject-matter experts drawn from the Trust and Charity.

Veterans’ Healthcare Service Project Manager – Role Specification

Critical Success Factors for the Project Delivery (12-16 weeks duration from April 2026)	Project Weighting
1. Document a feasibility assessment which meets the specification/requirements of the RNOH client brief for the project (refer to Trust specification document – see detailed deliverables below). Document a solution for the proposed ‘proof of concept’ including:- <ul style="list-style-type: none"> a. Clinical service model b. Clinical leadership model c. Revenue sources (NHS/MoD/Veterans’ charities) Evaluate different options for the various elements to be considered, with pros and cons and a requirement for clear rationale on why the recommendation was determined.	50%
2. Document a high-level vision statement for a Rehabilitation Service serving NHS/Military/Veterans/others. Describe what this would look like to exploit the capabilities of RNOH within the Trust’s masterplan for the Stanmore site beyond the proof-of-concept stage and map out the key stages from current service model to transition improved service model and to future model of increased scale. Consider the National Rehabilitation Centre as a template (See link: Home - National Rehabilitation Centre).	25%
3. Document how RNOH Charity could work with the Trust, Commissioners, major donors and private capital to accelerate realisation of that vision – drawing on expertise from RNOH NHS Trust Associate NED and Healthcare Infrastructure Advisor (consider the merits of combining investment in Rehab with an expansion of the RNOH Private Hospital to bolt-on dedicated outpatients and diagnostics).	25%

The outcome of the feasibility stage is not expected to be a full business case but is required to be of sufficient depth (for example equivalent to the level of NHS Strategic Outline Case) to inform clear next-steps decisions by RNOH Charity and the RNOH NHS Trust – specifically, assurance that there is sufficient evidence to proceed to business case stage, the form that business case should take and the conditions for success.

Key Project Stakeholders

1. Trust CEO – client for the project and owner of wider strategic context.
2. Professor Tim Briggs, NHS England Director of Clinical Improvement and consultant orthopaedic surgeon – defines the clinical model and is internal/external clinical champion of the Veterans’ Healthcare Service.
3. NHS Partnership Trustee – overall lead sponsor of the project, advises on strategy and manages key relationships with NHS system leaders.
4. RNOH Charity Chair – charity governance and strategy.
5. RNOH Charity CEO – controls project budget and delivery.

Project Governance

RNOH Trust Board

RNOH Charity Board

Joint Sponsor Board

- Signs off project plan, scope and approves deliverables
- Resolves conflicts of priorities and resources
- Chaired by Prof Paul Fish, RNOH Trust CEO
- Membership comprised of Key Project Stakeholders plus Project Manager

Prof Tim Briggs/Charity Trustee

- Clinical Vision, service model and leadership
- Manage key relationships including Trust/Charity boards and external stakeholders

TBC

- Associate NED advising on infrastructure financing

Charity CEO

- Leads on development of Charitable Fundraising Strategy for the project
- Monitors and authorises project expenditure
- Advises and enables operational coordination with Trust
- Monitors delivery on behalf of the Charity
- Day-to-day management control of Project Manager contract

Project Manager

- Prepares Project Plan and drives delivery
- Principal author of key project outputs
- Partners with Professor Briggs/Charity Trustee on strategic direction
- Ensures effective communication with all stakeholders
- Analyses data, makes recommendations and escalates critical decisions

Trust SMEs

- Finance and contract management
- Clinicians
- HR
- Estates
- Communications
- Trust Secretary

Project Manager Competencies

Competencies	Essential /Desirable
• Experienced programme director/project manager	Essential
• Track record in developing investment plans and business cases in the NHS and/or commercial healthcare industry	Essential
• Excellent influencing and stakeholder management skills – able to engage and work with a range of senior stakeholders in a complex setting – operates at C-suite level	Essential
• Highly commercial and financially literate	Essential
• Excellent communicator, including drafting high-quality board papers and compelling business proposals	Essential
• Operates at pace and focuses on critical results	Essential
• Senior consultant in an established advisory practice and/or executive director positions held in a relevant sector	Desirable
• Armed forces background	Desirable
• Charity sector background	Desirable
• MBA or relevant business qualification	Desirable

Deliverables

1. **Inception paper**
 - a. Understanding of objectives
 - b. Methodology, project plan, including milestones and timetable
 - c. Stakeholder engagement plan
2. **High-level vision statement for a Rehabilitation Service** serving NHS/Military/Veterans/others, describing what this would look like to exploit the capabilities of RNOH within the Trust’s masterplan for the Stanmore site. Options considered and rationale for chosen solution.
3. **Clinical Model Report**
 - a. Document schematic of end-to-end service model, including referral criteria options
 - b. Pathways, workforce assumptions, outcomes
4. **Stakeholder & Partnership Report (Stakeholders include other NHS services (primary, secondary and tertiary care), NHS Commissioners, Veterans’ charities and MoD)**
 - a. Engagement findings
 - b. Recommended partnership structures (linked to deliverable 7 below)

5. Clinical Leadership Report

- a. Leadership model
- b. Role profiles and appointment options

6. Funding & Commissioning Options

- a. Viable long-term funding models, including core NHS commissioning, non-NHS commissioning and supporting charitable fundraising plan
- b. Commissioner pathways and risks
- c. Charity fundraising strategy

7. Document how the Charity could work with the Trust, major donors and private capital to accelerate realisation of that vision – drawing on expertise from Associate NED and Healthcare Infrastructure Advisor (consider the merits of combining investment in Rehab with an expansion of the Private Hospital to bolt-on dedicated outpatients and diagnostics).

8. Final Feasibility Report (integrated)

- a. Clear recommendations and rationale
- b. Decision points for the Trust and Charity
- c. Issues requiring Board or Commissioner decision
- d. Risks and mitigations

How to Apply

Interested candidates are welcome to make informal enquires or send their CV and letter of application to rnoh.charity-recruitment@nhs.net. The closing date for applications is **midday Friday 6 March 2026**.