



Herefordshire General Practice

Taurus Healthcare

Nelson House

PATIENT
ENTRANCE

NOW RECRUITING

DIRECTOR OF FINANCE AND DIGITAL

Taurus Healthcare Ltd

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🌐 www.herefordshiregeneralpractice.co.uk



Providing NHS services

Dear Candidate,

Thank you for your interest in joining Taurus Healthcare, the organisation that underpins Herefordshire General Practice. We are delighted that you are considering this opportunity to become part of a forward-thinking, values-driven general practice collaborative that plays a vital role in shaping the future of primary care across Herefordshire.

Following Herefordshire's recent selection as one of just 43 areas in England to be part of the National Neighbourhood Health Implementation Programme (NNHIP) - this is an exciting and pivotal moment for Herefordshire general practice and its federation Taurus Healthcare, as we look to the potential future of becoming a multi-neighbourhood provider.

Taurus provides the infrastructure and executive team to support all of the practices in Herefordshire, and provide services at scale, behaving as a CIC where profits help underpin all levels of general practice. We are committed to delivering high-quality, innovative, and sustainable healthcare services, working collaboratively with our member practices, the Integrated Care Board, and wider system partners to ensure that patients receive the best possible care across 24/7.

This role offers a unique opportunity to lead and shape our financial and commercial strategy, drive digital transformation, and ensure robust governance across the organisation. You will be instrumental in delivering our strategic ambitions and in supporting the development of new models of care, representing all of general practice to support the shift of services into the community, expanding our prevention activities with an emphasis on digital transformation

We're seeking a visionary Board-level Executive to lead our Finance and Digital functions while driving a bold commercial agenda. This is more than a leadership role - it's an opportunity to influence the direction of a place based general practice through an organisation committed to transformation, sustainability, and excellence.

If you share our ambition and want to make a real difference to the health and wellbeing of our communities, we would love to hear from you.

Warm regards,



Dr Mike Hearne

Managing Director, Taurus Healthcare



Taurus Healthcare is the GP Federation for Herefordshire, working in partnership with all 20 GP practices across the county. Our mission is to ensure that patients have access to high-quality, sustainable, and innovative primary care services, regardless of where they live.

Our work spans direct service provision, strategic development, and system-wide collaboration. We are proud to be a key partner in the Herefordshire and Worcestershire Integrated Care System (ICS), contributing to the transformation of local health and care services.

What We're All About

Population | People | Partnerships

We focus on improving health outcomes for communities, putting individuals and staff at the heart of everything we do, and working together across organisations and sectors

What We Do

- **Service provision:** We provide a range of services including enhanced access, urgent care, and specialist clinics, ensuring patients receive timely and appropriate care.
- **Practice Support:** We offer operational, digital, and workforce support to member practices, helping them to thrive in a challenging healthcare environment.
- **Innovation and Improvement:** We lead on digital transformation, data analytics, and quality improvement initiatives that enhance patient outcomes and practice efficiency.
- **System Leadership:** We represent general practice at system level, ensuring the voice of primary care is heard in strategic decision-making





Our Values

C – Collaboration

Working together across organisations and communities, prioritising what matters to people

R – Respect and Compassion

Fostering an inclusive and caring culture where people feel respected, supported, and understood

E – Empowerment

Enabling people to take ownership and make informed decisions

A – Accountability

Delivering on our commitments with clear ownership and measurable outcomes

T – Transparency

Building confidence through openness and clarity in decision-making and communication

E – Excellence

Continuously improving through innovation, learning, and best practice

Our Vision

To be a leading force in transforming primary care, ensuring that general practice remains resilient, responsive, and relevant to the needs of our communities.

Working together to keep you well

What You Can Expect

Benefits & Rewards:

We offer a comprehensive benefits package, including:

- Competitive remuneration commensurate with senior healthcare leadership roles across the sector. The final salary will be determined based on skills and experience
- Generous NHS Pension Scheme with 23.78% employer contribution
- 33–38 days annual leave, including bank holidays (pro rata for part-time staff)
- Extensive Employee Benefits Programme (Vivup), offering:
 - 24/7 counselling services
 - Salary sacrifice schemes (cars/bikes)
 - National retailer discounts
- Access to the Blue Light Card discount scheme

If you're a strategic thinker with a passion for innovation and a track record of delivering results - this could be your next big move.

We are seeking an exceptional leader with extensive board-level finance experience and the vision to shape the future of our organisation.

This role offers:

- **Board-level impact:** Shape financial resilience, digital transformation, and commercial growth.
- **Innovation leadership:** Harness AI, data, and emerging tech to drive smarter decisions and better services.
- **Commercial vision:** Identify new revenue streams and strategic partnerships that drive sustainable success.
- **Collaborative culture:** Work with a forward-thinking Board and engaged stakeholders.

Main Responsibilities include:

- Oversight of budget of £20m
- Opportunity to significantly grow budget and work activity through flexible funding flows in shift to neighbourhood working
- Providing expert Board-level leadership in Finance, Digital, and Commercial Strategy
- Representing all Herefordshire GP practices to ensure financially resilient services at practice, neighbourhood and place.
- Ensuring clear, forward-looking Finance and Digital strategies underpin all operational and strategic plans
- Leading the development of a Commercial Strategy that identifies new revenue opportunities, partnerships, and service innovations
- Providing inspirational leadership across the organisation, fostering a culture of innovation, accountability, and continuous improvement
- Fully participating in the development and delivery of the organisation's Business Plan, ensuring alignment with financial, digital, and commercial goals
- Reporting to Board, Finance & Audit, Integrated Governance, and Commercial Strategy Committee meetings

Areas You'll Lead

- **Financial Planning** - Setting the financial direction, lead planning and reporting, and ensure robust systems and governance that support long-term sustainability
- **Digital & Data Transformation** - Driving innovation through AI, data analytics, and emerging technologies. Lead digital strategy and governance, ensuring systems are future-ready and aligned with organisational goals
- **Commercial Strategy** - Identifying new income streams, forge strategic partnerships, and explore digital commercialisation opportunities that deliver real value
- **Corporate Governance & Compliance** - Ensuring the highest standards of governance, risk management, and regulatory compliance - while leading on estate management, insurance, and health & safety

[Click here to view the Role Profile](#)



Closing Date: 3 February 2026

Selection Day: 17 March 2026

Shortlisted candidates will be invited to attend a Selection Day, which will include:

- A competency-based interview
- A combination of group and individual assessment activities

Location: Nelson House, Hereford (click [here](#) to open Google Maps)

How to Apply:

Please submit the following to HR@taurushealthcare.co.uk

- Your CV
- A Supporting Statement (maximum 2 pages) providing examples from your track record that demonstrate how you meet the criteria outlined in the role profile

Alternatively, you can apply online via the [NHS Jobs website](#)

If you require further information or if you are unable to apply online, please contact HR@taurushealthcare.co.uk

Important

Should this vacancy attract a high level of interest, we may close applications earlier than the stated deadline. We recommend applying as soon as possible to avoid disappointment.

Safeguarding Statement

Taurus Healthcare is committed to safeguarding and promoting the welfare of vulnerable adults, children, and young people. All confirmed offers of employment are subject to satisfactory pre-employment checks; including an Enhanced Disclosure and Barring Service (DBS) check for this role.

Equality, Diversity & Inclusion Statement

At Taurus Healthcare, we strive to create a diverse and inclusive workplace and welcome applications from candidates of all backgrounds, including Military Veterans and family members of serving personnel.

We are committed to upholding the principles of the Equality Act 2010 and will not discriminate on the grounds of age, disability, gender, gender reassignment, marriage and civil partnership, race, religion or belief, pregnancy and maternity, or sexual orientation.

