

Make a Real Impact in Healthcare Leadership

Commercial and Finance Director

At BrisDoc, we provide compassionate and high-quality healthcare services that make a difference in people's lives. As a leading provider of urgent and in-hours primary care across Bristol, North Somerset, and South Gloucestershire, we are committed to innovation, excellence, and patient-centred care.

We are looking for an experienced and dynamic **Commercial and Finance Director** to join our leadership team. This is a pivotal role that will help drive the strategic direction of BrisDoc, ensuring the delivery of our commercial and financial objectives while safeguarding the long-term financial health of the organisation.

As a key member of the Executive Board, you will work closely with the CEO, Board, and senior leadership to shape and implement the financial and commercial strategy of BrisDoc, manage strategic contracts, uphold financial governance, and mitigate risks. This role offers the chance to make a tangible impact in an organisation that is deeply committed to social impact and delivering quality healthcare services.

Key responsibilities include:

- Collaborate with the Board and Executive Team to define and implement BrisDoc's strategic direction and business development model, aligning with our vision and business goals.
- Develop and execute a comprehensive financial strategy. Oversee the production of statutory accounts, management accounts, and financial reporting. Manage the budgeting and forecasting process, ensuring efficient resource management.
- Lead strategic contract negotiations and performance monitoring, including working with commissioners and suppliers. Respond to market conditions, competitors, and patient needs to inform business planning and identify growth opportunities.

- Maintain high financial governance standards and manage financial risks, ensuring compliance and effective stewardship of funds.
- Lead and mentor a high-performing Finance Team, fostering professional development and organisational success.

What We Offer You?

- Competitive salary £tbc - £tbc commensurate with experience
- Flexibility with full-time, part-time, or job share options considered
- NHS Pension with 23.7% employee contribution
- Annual bonuses (discretionary and variable)
- Employee recognition in an organisation that values social impact and your contributions
- Social impact through a role that directly adds value to over one million patients.
- Office based in Bristol with option for some hybrid working

Person Specification

Experience and Knowledge

- Proven experience in senior financial leadership within a complex organisation, ideally in healthcare or related sectors
- Strong financial acumen and track record of implementing strategies that align with organisational goals
- Experienced in developing and implementing business growth strategies and growing scalable and sustainable products and services
- Experienced in contract management and procurement processes
- Strong understanding of financial regulations, statutory reporting, and audit processes
- Exceptional communication, negotiation, and leadership skills
- An advocate of, and knowledgeable about, digitally enabled financial systems
- Strategic thinker with the ability to influence and collaborate effectively at all organisational levels
- Outstanding leadership and management skills, capable of motivating and developing a high-performing team
- Qualified accountant (ACA, ACCA, CIMA) with relevant post-qualification experience, and/or qualification in business administration (or demonstrable equivalent experience)

Personal Attributes:

- Highly strategic with an innovative and entrepreneurial mindset.
- Strong analytical and problem-solving skills.
- Exceptional communication and interpersonal skills.

- Excellent negotiating and influencing skills.
- Proactive and results-oriented mindset.
- Ability to work under pressure and meet deadlines.
- Commitment to integrity and ethical conduct.

About BrisDoc Healthcare Services

BrisDoc is an employee-owned social enterprise based in south Bristol that has been providing NHS healthcare for over 20 years. Serving more than 1 million patients across Bristol, North Somerset, and South Gloucestershire, BrisDoc offers a range of primary care services, including:

- **Sevenside Integrated Urgent Care (IUC):** A 24/7 NHS urgent care service combining NHS 111 and the GP Out of Hours Service, ensuring patients receive timely medical attention when their GP practice is closed.
- **In-Hours Primary Care:** Operating GP practices such as Broadmead Medical Centre and Charlotte Keel Medical Practice, providing comprehensive healthcare services during standard hours.
- **Homeless Health Service:** Dedicated to addressing the healthcare needs of homeless individuals, offering support through clinics and outreach teams.

At BrisDoc, we are committed to promoting equity, diversity, and inclusion in everything we do. We value and respect the differences that everyone brings to the team and believe that diversity is key to delivering innovative and compassionate healthcare. We actively encourage applications from people of all backgrounds and experiences and strive to create an environment where everyone can thrive and contribute to our mission

As a social enterprise, BrisDoc prioritises the health of its patients, environmental sustainability, and the social and economic well-being of the community. The organisation is committed to reducing health inequalities and improving overall well-being.

We are proud to be an employee-owned organisation, meaning every member of our team is a ‘co-owner’ with a real stake in the success of the business. This unique structure empowers our staff to influence decisions, shape the future direction of the organisation, and take pride in the care and services we provide.

Join a Social Enterprise that Puts People First

At BrisDoc, we are an employee-owned social enterprise, and we are proud of the positive impact we have on our community. If you’re passionate about using your business analysis skills to improve healthcare services and create social value, apply now!

To arrange an informal chat about the role, please email us at workwithus@brisdodc.org or visit our website to apply: www.brisdoc.co.uk.