Leadership & Management

Career Intelligence Report · January to March 2026

72	53%	54	Band 8a
Q1 ROLES	BAND 8+	EMPLOYERS	MODAL BAND

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Overview

Leadership & Management — Q1 2026 Snapshot

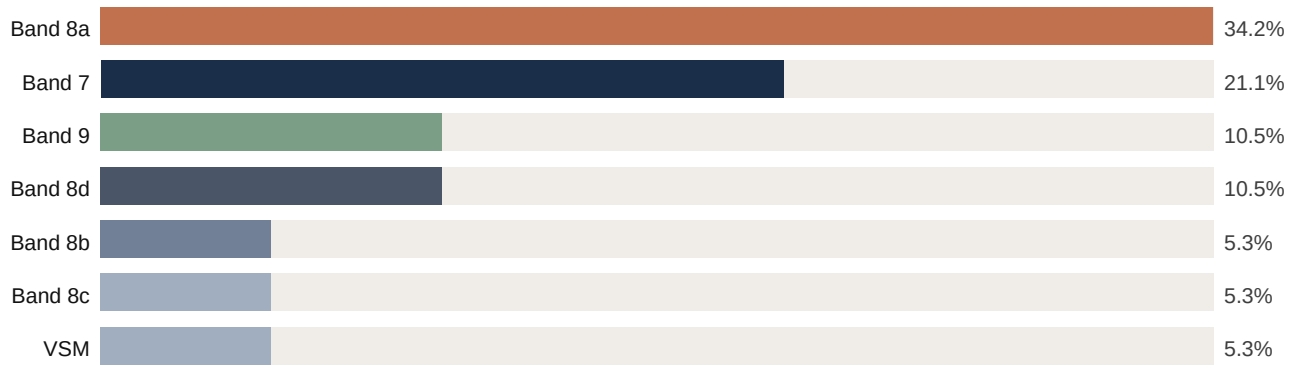
We tracked 72 roles in Leadership & Management with closing dates in Q1 2026 (January to March 2026). With 53% of roles at Band 8 or above, this domain continues to offer strong senior pathways for professionals with the right experience. The Band 7 to 8a ratio stands at 0.62.

72 Roles tracked Q1 2026	**38 (53%)** Senior roles Band 8+
Band 8a Modal band	**0.62** Band 7 to 8a ratio

Band Distribution

Grade Profile — Q1 2026

The band distribution below shows how 72 tracked roles in Leadership & Management were distributed across AfC grades in Q1 2026. Higher proportions at Band 7 and above indicate a domain with strong senior representation.



Employer Intelligence

Top Hiring Organisations — Q1 2026

North West Boroughs Healthcare NHS FT was the most active organisation in Leadership & Management during Q1 2026, accounting for 4% of the roles we tracked. Across the quarter, 54 unique organisations were recruiting in this domain.

Organisation	Roles
North West Boroughs Healthcare NHS FT	3
East Kent Hospitals University NHS FT	3
Cornwall Partnership NHS FT	2
South West London and St George's Mental Health NHS Trust	2
Humber Teaching NHS Foundation Trust	2
East Sussex Healthcare NHS Trust	2
Hull University Teaching Hospitals NHS Trust	2
Sussex Partnership NHS Foundation Trust	2

Geography

Top Hiring Locations — Q1 2026

London was the primary location for Leadership & Management roles in Q1 2026, accounting for 12% of tracked roles. Roles were distributed across 48 locations.

Location	Roles
London	9
Middlesex	4
Kent	3
Heath Town	2
West Yorkshire	2
Preston	2
Cornwall	2
Middlesbrough	2

Role Landscape

Most Common Job Titles — Q1 2026

The title landscape in Leadership & Management reflects the range of entry points and seniority levels active in Q1 2026. Understanding which titles recur most frequently helps professionals identify the right keywords for job searching and CV positioning.

Job Title	Count
Business Manager	10
Business Administrator	3
Clinical Services Manager	3
Service Manager	3
Deputy Director Programme Strategy	2
Group Chief Strategy Officer	2
PCN Business Manager	2
IT Network Manager	2

Career Intelligence

What This Means for Your Career

ENTRY PATHWAY

Leadership and Management is the most senior-skewed domain in this analysis, with 53% of roles at Band 8 or above and Band 8a as the modal grade at 34%. Band 7 at 21% represents the primary entry point for those seeking to move into formal leadership roles. Business Manager is by far the most common title with 10 roles — predominantly in primary care and GP practice settings.

WHERE TO TARGET

London leads with 9 roles but the domain is notably distributed across smaller locations. No single employer dominated this quarter, with most trusts posting 2 to 3 roles. Primary care networks and GP federations feature prominently, reflecting the expansion of PCN management infrastructure across England. VSM (Very Senior Manager) grades appeared in 2 roles, indicating some executive-level hiring activity.

Q1 2026 VS Q4 2025

Q1 2026 recorded 72 Leadership and Management roles. Senior representation at 53% is the highest of all five domains in this report and reflects the structural nature of this domain — it captures directorate, service and strategy management roles that sit above standard AfC band structures. The Band 7 to 8a ratio of 0.62 suggests significant competition at the senior threshold compared to Q4 2025's domain mix.

Methodology

This report covers roles with closing dates between 1 January and 31 March 2026 (Q1 2026), tracked through Career Co-Pilot's jobs monitoring pipeline. Our pipeline tracks digital and non-clinical health roles across organisations in England and Wales — it does not represent the complete universe of NHS jobs. Band data is sourced directly from job postings; non-standard or missing bands are excluded from band analysis but included in volume counts.

Leadership & Management · Domain Deep Dive · Q1 2026

Explore this domain: careercopilot.academy/insights/leadership_management

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