CAREER CO-PILOT · DOMAIN DEEP DIVE · Q4 2025

Leadership & Service Management

Career Intelligence Report · October – December 2025

72	43%	56	Band 7
Q4 ROLES	BAND 8+	EMPLOYERS	MODAL BAND

WHAT'S INSIDE

- Band Distribution
- Employer Intelligence
- Geography & Location Analysis
- Role Landscape & Job Titles
- Career Pathway Analysis

OVERVIEW

Leadership & Service Management — Q4 2025 Snapshot

We reviewed and tracked 72 roles in Leadership & Service Management with closing dates in Q4 2025, with The Christie NHS Foundation Trust among the most active recruiters. London was the primary location for postings. With 43% of reviewed roles at Band 8 or above, this domain offers a credible progression route to senior positions for professionals with the right experience. The Band 7 to 8A ratio stands at 0.88, suggesting a moderately accessible pathway from mid-grade to senior positions.

> *"Band 7 is the modal grade in Leadership & Service Management — the primary entry and consolidation point for professionals targeting this pathway."*

Q4 2025 roles tracked	**72**
Senior roles (Band 8+)	**31 (43%)**
Modal band	**Band 7**
Band 7 roles	**24**
Band 8A roles	**21**
Band 7 → 8A ratio	**0.88**
Unique employers	**56**
Unique locations	**48**

BAND DISTRIBUTION

Grade Profile — Q4 2025

The band distribution below shows how the roles we reviewed in Leadership & Service Management were distributed across AfC grades in Q4 2025. Higher proportions at Band 7 and above indicate a domain with strong senior representation.

Band	Count	Share	Distribution
Band 4	1	1%	■
Band 5	8	11%	■■■■■■■■■■■■■■■
Band 6	7	10%	■■■■■■■■■■■■■■
Band 7	24	33%	■■■
Band 8A	21	29%	■■
Band 8B	7	10%	■■■■■■■■■■■■■■
Band 8C	2	3%	■■■■
Band 8D	1	1%	■

EMPLOYER INTELLIGENCE

Top Hiring Organisations — Q4 2025

The Christie NHS Foundation Trust was the most active organisation in Leadership & Service Management during Q4 2025, accounting for 6% of the roles we tracked. Across the quarter, 56 unique organisations were recruiting in this domain.

Employer	Roles
The Christie NHS Foundation Trust	4
Digital Health and Care Wales	4
Whittington Health NHS Trust	2
Lancashire Teaching Hospitals NHS Foundation Trust	2
Tameside and Glossop Integrated Care NHS Foundation Trust	2
Cwm Taf Morgannwg University Health Board	2
NHS Bristol, North Somerset and South Gloucestershire Integrated Care Board	2
St George's University Hospitals NHS Foundation Trust	2

GEOGRAPHY

Top Hiring Locations — Q4 2025

London was the primary location for Leadership & Service Management roles in Q4 2025, accounting for 14% of tracked roles. Roles were distributed across 48 locations.

Location	Roles
London	10
Cardiff	6
Manchester	5
Bristol	3
Preston	2
Ashton	2
Harrogate	2
Swansea	2

ROLE LANDSCAPE

Most Common Job Titles — Q4 2025

The title landscape in Leadership & Service Management reflects the range of entry points and seniority levels active in Q4 2025. Understanding which titles recur most frequently helps professionals identify the right keywords for job searching and CV positioning.

Job Title	Count

Service Manager	4
Business Manager	2
Category Manager	2
Deputy Service Manager	2
Facilities Patient Experience Manager	2
Senior Business Manager (National Programmes)	2
Senior Sustainability Manager	2
BMS Operational Manager	2

CAREER INTELLIGENCE

What This Means for Your Career

A balanced domain with both entry and senior roles. Band 7 is your primary entry point — build experience here before targeting Band 8A progression.

Moderate progression pipeline — Band 7→8A ratio of 0.88. Senior roles exist but competition is real. Target organisations with multiple Band 8A postings this quarter.

Target organisations: The Christie NHS Foundation Trust and similar bodies were among the most active recruiters in Q4 2025. Geographic focus: London offers the highest concentration of opportunities in this domain.

METHODOLOGY

This report covers roles with closing dates between 1 October and 31 December 2025 (Q4 2025), tracked through Career Co-Pilot's jobs monitoring pipeline. Our pipeline tracks digital and non-clinical health tech 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.