

# Celebrating the Women of MTW

## Jane Rademaker – the resilience of a nurse turned Group Director of Transformation



Growing up in Eastbourne, Jane knew that she wanted to be a nurse from the age of 4. Both her parents are profoundly deaf so she has always cared for people which she thinks influenced her career decisions through her life.

Jane began her nurse training in 1991 at East Sussex Hospitals and, despite being told by her first ward sister that she would only ever be a D-grade staff nurse, she quickly progressed to Sister of a busy pre-assessment clinic. At that time there were not many development opportunities in nursing so when a project run by the NHS Modernisation Agency beckoned she jumped at the chance to move on.

Over a two year period, Jane attended lots of training and met managers from other organisations focused on improving theatre utilisation and avoiding cancellations. At the end of the project, she moved into a Service Improvement Manager role for the Strategic Health Authority (SHA) looking after 5 Trusts across Surrey and Sussex. She found it fascinating to work with different organisations, particularly as they had similar issues and a variety of solutions that they had never shared before.

Jane then was given an opportunity to work “for the other side” and worked as a Service Improvement Manager for the PCT learning a lot about commissioning. During this time she was involved with the National Endoscopy programme and achieved the best improvement in outcomes for this service across the country at that time.

After a couple of years she moved back to East Sussex Hospitals as Deputy Director for Strategy. Initially this was a difficult move as the Trust struggled to recognise that she had become more than the nurse who had left a few years ago. Whilst the strategy role was interesting, Jane was inspired by her Chief Executive at the time to get into a more operational role if she wanted to progress to a more senior role and she successfully landed a General Manager role in Cardiology. Jane spent two years in what she describes as a challenging role – but when she left she knew she had done a good job when the team said that she was the best GM they had ever had. Jane left East Sussex for a Directorate Manager role in Plastics at Queen Victoria Hospital in East Grinstead. Within two years Jane was managing all the services of the specialist hospital as Head of Operations and after five years was acting Director of Operations. She loved the environment, as it was a small Trust with a family feel who cared for every patient and member of staff but she also really felt the urge to get back into a busy acute Trust.

- Nurse
- Service Improvement Manager
- Director of Strategy
- Director of Operations
- Group Director of Transformation
- Mum to a fabulous son

Taking a side step into the Associate Director for Operations role at MTW, it wasn't long before Jane was promoted into the Director of Operations role where she has been kept busy with work focused on the Division of Planned Care as well as lots of Trust wide initiatives, including re-designing surgical bed configuration and moving activity from TWH to Maidstone Hospital just this year.

Having worked in both nursing and management roles, regionally and nationally, in the acute and SHA settings, Jane feels she has had a real flavour of the NHS after a career spanning 27 years. She credits her career pathway to being in the right place at the right time, learning things from both good and bad experiences as well as always learning new things. Not driven by grading or money, Jane's motivation is whether she is enjoying the job and is able to help and make a difference. She says the key to the challenges she has faced is having resilience. And she called upon that resilience like never before when she suddenly lost her husband 18 months ago.

Jane has most recently been approved for the Senior NHS Fellowship for Inspirational Female Leaders which is the first time the programme has ever been run by NHS Improvement. One of three women in the programme, she has been given an opportunity to work for QinetiQ for 6 months which is the biggest military company in the UK. As Group Director of Transformation, Jane will oversee a programme of work that will help them grow their business – defending the UK security - as part of a top 100 FTSE company. Knowing that despite it being a private company, there will be similarities which she hopes to learn from. During this time she will also be lucky enough to be mentored by the Chair of NHS Improvement. Jane's plan is to bring back lots of ideas from this opportunity, feeling rejuvenated and being able to move things forward back here at MTW at the end of her secondment.

Jane is a determined individual, having completed her degree after completing her nurse training which took 6 years with the Open University and then another 3 years undertaking her MBA shortly after her son was born and working full time. It wouldn't come as a surprise to know that her career goal is eventually to become a Chief Operating Officer.

Sport features in Jane's personal life, taking up golf 6 years ago which has seen her become very competitive, winning a trophy already this year and seeing her handicap fall by 4 points in just one weekend. She's also an avid Crystal Palace football club fan and attends as many matches as she can.

Jane's biggest achievement is bringing up her 17 year old son whilst working full time. She is extremely proud of him and says he is fabulous!

Jane recommends a book titled "Lean In" by Sheryl Sandberg, COO of Facebook and advises other women "Don't think the job you are currently doing is where you may end up. If there is a natural progression you will get to where you deserve to be. Treat others as you would want to be treated because anything is possible, and remember life is too short so make sure you enjoy it".