



Jay O'Brien

Director of People and Culture

Jay O'Brien is Director of People and Culture at NHS Grampian. He is responsible for leading the organisation's people and culture agenda, supporting the development of a skilled, engaged and compassionate workforce that can deliver high-quality care for the people of Grampian. Jay provides strategic leadership across workforce planning, staff experience, organisational development, employee relations and leadership development, while helping to shape a positive and inclusive culture throughout the organisation.

A strategic leader with more than 25 years' experience across healthcare and government in Australia, New Zealand and the United Kingdom, Jay has a strong track record in cultural transformation, patient and staff engagement, human-centred design and organisational development. He also brings extensive experience in industrial relations and executive governance.

Prior to joining NHS Grampian, Jay served as Executive Director of Strategy, Governance and Partnerships at the Women and Children's Health Network in South Australia. He has also held senior leadership positions including Director of People and Culture at NHS Orkney and Chief Experience Officer at Alfred Health in Australia.

Jay is passionate about creating great experiences for staff and patients, fostering inclusive workplaces and helping organisations navigate change through collaboration, engagement and innovation. He is committed to supporting NHS Grampian's People, Leadership and Governance ambitions and contributing to the wider transformation of health and care services across the region.