

DANIELE NEBIOLO
FINANCE MANAGER
THE ROYAL MARSDEN NHS FOUNDATION TRUST

ABOUT ME

I'm currently a band 8a Finance Manager at The Royal Marsden NHS Foundation Trust (RMH) and an ACCA qualified accountant. I look after Operation Services in the hospital for both NHS and Private Care activities over two directorates, supported by a team of three, two assistant finance managers and one management accountant.

MY CAREER PATH

I have been in my current role for just over a year, however my story at the Marsden and the NHS started quite a bit before then. I joined the hospital back in 2018 as a placement student. Since then, I had various roles which made me into the professional I am today. During my placement I rotated from management accounting, where I originally joined the research and development team and learnt all about how the huge commercial and academic portfolio of clinical trials the Marsden has active at any given time is managed and funded, clinical and corporate services, where I helped the team in managing the support services of the hospital, to financial reporting and strategy, where I was exposed to VAT and capital accounting and business modelling.

After my placement was over, I was offered to stay as a management accountant part time and worked on projects until I graduated in 2020. By that time the hospital was going live with the opening of a wholly owned subsidiary (WOS) pharmacy; I applied for the assistant financial accountant (AFA) role. I spent the next 2 years managing the finances of the WOS and as the Trust's VAT accountant until I qualified with ACCA in 2022 and was successful in taking over the Corporate Services Finance Manager, and the following year I moved to the Operational Services team where I am the finance manager today.

I didn't have any expectation going into my first NHS role. Have not worked in accounting before so wasn't sure what to expect, however I couldn't have been luckier when I joined RMH. I found a very welcoming, diverse and inclusive team, eager to teach me and help me excel at everything I did.

My career path wasn't particularly planned, however I made sure to take all the opportunities that were given to me in each role and learn from it, and I was lucky enough that in the Marsden there were many. That is really what helped me grow and progress to where I am today.

MY CURRENT ROLE

In my current role I support the division that impact our patients' full pathway while in care at the Marsden which is extremely rewarding. My usual day would have a number of meetings planned with service leads and directors, to support them in the management of a large and constantly moving workforce, complicated non-pay budgets and income and CIPs targets while supporting my team in their work and professional development.

The most rewarding part of my role is having the opportunity to positively impact the lives of many employees and patients through my work. My role allows me to get involved in every project and activity the business does and provide a service that is both, beneficial for the hospital and our patients, and financially viable, while supporting the business in understanding their performance and impact to the hospital. At the same time, this is what makes the job challenging.

Problem solving, communication and influencing skills are luckily all skills I naturally possess and have further developed over time, which together with leadership and technical skills I developed through practice and studies, are the main skills that help me perform in my role at my best and get through the challenges this role can bring.

MY PERSONAL DEVELOPMENT

Not all skills came naturally, nor did I always know what to do. Throughout my career at the Marsden I have had some amazing examples and access to managers and finance leaders from which to learn. Aside from the financial support the hospital gave me to complete my ACCA studies, I learnt from in-house training and by mentoring and shadowing of my managers in the day to day of running an internationally renowned hospital. Through a series of one-to-one meetings and exposure to real life business problems I developed skills fundamental to my role today.

Is one of my first mentors which had the most impact on my career. He was an amazing finance professional and at the time Head of Financial Strategy and Costing which recruited me into my placement role. He said to me one day: "You'll get out of a role as much as you put in, never less", and since then I always pushed myself to dive deep into each role and learn as much as I could from everyone I met.

By far the development opportunity I was given which impacted my career the most was the AFA role. The WOS was smaller in size than the Trust but complex enough to be challenging. I was studying my ACCA strategic papers at the time and managing a small company from all aspects of accounting, both I&E and balance sheet, allowed me to apply in practice what I was studying on the books which helped me consolidate my understanding and ultimately passing my exams and qualify.

Since then, I continue to develop my softer and technical skills through structure training provided by our learning and development team and external providers. My biggest tip would be to look out for opportunities, spend time understanding what your strengths are, and develop a plan to leverage on these to overcome your current weaknesses.

FINAL THOUGHTS

To anyone considering a career in NHS finance I would give one advice. If you are keen to learn, support an organisation that help millions of people today living healthier and longer lives and millions of people tomorrow even more, take every opportunity you have to learn “how it works”, “what makes it tick”, and develop your professional opinion on how it should work. The NHS is a large organisation and it needs more people to think about how can we improve. Everyone can make the difference, and everyone is needed, and that could be you too.