



Northamptonshire Healthcare
NHS Foundation Trust

Candidate Information

Non-Executive Director

July 2018



Northamptonshire Healthcare

NHS Foundation Trust

St Mary's Hospital,
London Road
Kettering
Northamptonshire,
NN15 7PW

Email: foundationtrust@nhft.nhs.uk

Web: www.nhft.nhs.uk

Dear applicant,

I am delighted that you are interested in the role of Non-Executive Director at Northamptonshire Healthcare NHS Foundation Trust (NHFT), where our vision is ***to be a leading provider of outstanding compassionate care.***

Since becoming a Foundation Trust on 1st May 2009, NHFT has embarked on an exciting journey, expanding the range of services we provide to our service users and developing new and innovative models of care, often in partnership with other local organisations.

We have developed a positive reputation with our commissioners and local stakeholders and are regarded as well rated by NHS regulators, both in terms of quality and financial performance. Whilst we are proud of our track record, financial pressures and ever-increasing demand for NHS services do present an ongoing challenge to the delivery of our strategies and plans. Our one constant is to maintain ***quality and safety at the foundation of all we do.***

Clearly, in this environment, there is an important leadership role for all Board members to play. Firstly, to be a visible presence externally and internally requires a significant personal commitment in time and energy. You will also be expected to use your skills and experience to help the Board steer the right course and to work constructively with a highly committed Executive team.

Non-Executive Directors are appointed by and accountable to NHFT's Council of Governors. The Governors comprise local people, members of staff and representatives of local partner organisations who provide an essential link between the Trust and the community it serves. As such a key part of the role will be to provide assurance to the Council of Governors that risks are being managed appropriately.

We all recognise that the NHS plays a crucial role in the life of the local community. As Board members of NHFT, Non-Executive Directors have a real opportunity to help shape the future direction and provision of health and wellbeing services in Northamptonshire and beyond. I hope the information that follows will encourage you to join us on our journey.

If you would like to discuss the role and your suitability at any point, please call James McLeod (Badenoch and Clark), on (07850 064 697).

Yours sincerely,

Crishni Waring
Chair

Further Information

For more information please go to:

Trust Website: <https://www.nhft.nhs.uk/>

Annual Report: <https://www.nhft.nhs.uk/documents>

Trust Strategy: <https://www.nhft.nhs.uk/strategy-progress>

CQC: <http://www.cqc.org.uk/provider/RP1>

The 54321 roadmap of NHFT

Our vision: To be a leading provider of outstanding, compassionate care

Our 54321 roadmap is what we stand for, it links our vision, values, behaviours, teams, enablers and our mission of making a difference - it's why we do what we do

Find out more
www.nhft.nhs.uk



Appendix 1

Job Description

Non-Executive Director Role Description

As members of a unitary board of directors, non executive directors share responsibility with and have the same liability as the executive directors for the performance of the Trust in using the available resources to deliver health and social care and improve wellbeing.

All directors, executive and non executive have responsibility to constructively challenge the decisions of the board of directors and help develop proposals on priorities, risk, mitigation, values, standards and strategy. As part of their role as members of a unitary board, non executive directors have a particular duty to ensure appropriate challenge is made. Non executive directors should scrutinise the performance of the executive management in meeting agreed goals and objectives, receive adequate information and monitor the reporting of performance.

In performing their role non executive directors should:-

- commit to working to, and encouraging within the trust, the highest standards of probity, integrity and governance and contribute to ensuring that the trust's internal governance arrangements conform with best practice and statutory requirements;
- provide independent judgement and advice on issues of strategy, vision, performance, resources and standards of conduct and constructively challenge, influence and help executive directors develop proposals on such issues;
- monitor and scrutinise the performance and conduct of management in meeting agreed goals and objectives and statutory responsibilities, including the preparation of annual reports and annual accounts and other statutory duties;
- obtain assurance that financial and clinical quality information is accurate and that financial and clinical quality controls and risk management systems are robust and implemented;
- contribute to the determination of appropriate levels of remuneration and the appointment or removal of executive directors;
- where so appointed chair or as a member take an active part in committees (including the remuneration committee) established by the board of directors to exercise delegated responsibility;



- support, encourage and where appropriate 'mentor' executive directors;
- bring independent judgement and experience or expertise from outside the trust and apply this to the benefit of the trust, its stakeholders and its wider community;
- contribute to the maintenance and ongoing development of a positive working relationship with the Council of Governors;
- assist fellow directors in ensuring that the necessary financial, human and other resources are in place for the trust to meet its objectives, and that performance is effectively monitored and reviewed;
- assist fellow directors in providing entrepreneurial leadership to the trust within a framework of prudent and effective controls, which enable risk to be assessed and managed;
- actively support and promote a positive culture for the trust and reflect this in his/her own behaviour;
- assist fellow directors in setting the trust's values and standards and ensure that its obligations to its stakeholders and the wider community are understood and fairly balanced at all times;
- engage positively and collaboratively in board discussion of agenda items;
- represent the local communities served by the trust including service users and carers, dealing with the media when appropriate; and
- adhere to the Trust Directors Code of Conduct and uphold monitor and scrutinise the trust's performance in adhering to the NHS Constitution

Person Specification

All NEDs need to show that they have the competencies required to be effective in this board level role.

They are:

Patient and community focus:

A high level of commitment to patients, carers and the community, especially to disadvantaged groups.

Strategic direction:

The ability to think and plan ahead, balancing needs and constraints.

Holding to account:

The ability to accept accountability and probe and challenge constructively.

Effective influencing and communication:

Be able to influence and persuade others.

Team working:

Be committed to working as a team member.

Self belief and drive:

The motivation to improve NHS performance and confidence to take on challenges.

Intellectual flexibility:

The ability to think clearly and creatively.

How to Apply

Applications & expressions of interest should be made through our partners at Badenoch & Clark: James McLeod, NHS Regional Manager on 07850 064697, james.mcleod@badenochandclark.com
All applications will be acknowledged within 2 working days.

The method of application will be through the submission of the following information:

- A covering letter, of no more than two sides of A4 paper, explaining why the appointment interests you, how you meet the role specification and what you specifically would bring to the post.
- A CV with education and professional qualifications and full employment history.
- The CV should include names and contact details of three referees. References will not be taken without applicant permission.
- All candidates are also requested to complete an Equal Opportunities Form which will be sent via email upon submission of your application. This will assist in monitoring selection decisions to assess whether equality of opportunity is being achieved. The information you give us will be treated as confidential and is for monitoring purposes only; it will not form part of the application process
- All candidates are also requested to complete a self-declaration in line with the Fit and Proper Persons requirements, which will be sent via email upon submission of your application.