

Could you help lead the NHS in your area?

North Bristol NHS Trust

Two Non-executive directors

Candidate information pack

Reference: S1689



collaboration trust respect innovation courage compassion

We value and promote diversity and are committed to equality of opportunity for all and appointments made on merit. We believe that the best boards are those that reflect the communities they serve.

We particularly welcome applications from women, people from the local black and minority ethnic communities, and disabled people who we know are under-represented in chair and non-executive roles.

Our recruitment processes are conducted in accordance with the Code of Governance to ensure that they are made on merit after a fair and open process so that the best people, from the widest possible pool of candidates, are appointed.

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1. The opportunity

North Bristol NHS Trust is recruiting two Non-executive Directors. This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people in your community.

The main role of the Trust Board is to guide the overall strategic direction of the organisation, including planning for current challenges and future priorities – ensuring to set and meet Trust objectives.

The Trust is led by a Chairman and comprises of Executive Directors and Non-Executive Directors.

Non-Executive Directors have roles and responsibilities outside the Trust. This allows them to bring an alternative viewpoint and draw upon external experience when discussing and agreeing upon the direction of the Trust – bringing an important balance to the Board.

2. The person specification

Essential criteria

You will need to have a genuine commitment to patients and the promotion of excellent health care services. You will have senior or board level experience gained within a large complex environment in **one** of the following:

Post 1

- Clinical and patient safety expertise gained from medical, nursing, allied disciplines or social care experience at a senior level in an academic, research, regulatory or clinically focused role

Post 2

- Organisational development and engagement expertise gained at a strategic level in a commercial environment

For both posts, you will need to demonstrate a commitment to the NHS and specifically North Bristol NHS Trust. You will also need to be able to demonstrate you can use your experience to:

- work alongside other non-executives and executive colleagues as an equal member of the board

- bring independence, external perspectives, skills and challenge to strategy development
- hold the executive to account by providing purposeful, constructive scrutiny and challenge
- shape and actively support a healthy culture for the trust

All non-executive directors must **champion the standards of public life** – by upholding the highest standards of conduct and displaying the principles of selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

As a future NHS leader, the successful candidate will be able to demonstrate the range of behaviours required to contribute effectively in this board level role. These are outlined in the NHS Leadership Academy’s [Healthcare Leadership Model](#).

Applicants should live in or have strong connections with Bristol or the surrounding areas of North Somerset, Wiltshire and Gloucestershire.

- On average this role will require the equivalent to 2 to 3 days a month.
- The remuneration payable for this role is £6,157 pa.

Given the significant public profile and responsibility members of NHS Boards hold, it is vital that those appointed inspire confidence of the public, patients and NHS staff at all times. NHS Improvement makes a number of specific background checks to ensure that those we appoint are “fit and proper” people to hold these important roles. More information can be found on our [website](#).

3. About North Bristol NHS Trust

North Bristol NHS Trust is the largest NHS organisation in the South West. An ambitious new chair has recently been appointed to the organisation and has plans to provide outstanding care for the population of Bristol, North Somerset and South Gloucestershire. As a centre for specialist health services it is also a prestigious, internationally recognised teaching and research organisation providing care regionally and nationally.

North Bristol trust is a £534 million organisation with over 8,000 staff working in one of the most modern hospitals in the country. Of this approximately £450 million comes from its principal clinical commissioning group - Bristol, North Somerset and South Gloucestershire and for specialist services commissioned by NHS England for direct patient care. Further income is also received from other NHS commissioner organisations and for purposes other than direct patient care.

The Trust provides award-winning services and has a catchment population of approximately 550,000. In addition the Trust receives a significant number of referrals from other hospital trusts. The Trust provides over 550,000 outpatient appointments each year, more than 6,000 births and receives over 4,000 compliments from patients and carers. The Trust works with patients, representatives and staff to ensure it focusses correctly on the things that matter to patients to deliver real quality care. The Trust has been recognised for excellent patient safety and has received national awards.

The new state-of-the-art Brunel building at Southmead Hospital Bristol opened in May 2014, bringing together all teams and specialties onto one site. Also on site are the maternity and neonatal intensive care units, women's health, pathology, the Bristol Breast Care Centre and the Trust-wide research teams.

The Trust commitment is that each patient is treated with respect and dignity and, most importantly of all, as a person. The aim is to deliver excellent clinical outcomes and a great experience for everyone who uses the services: exceptional healthcare, personally delivered. Treating some of the most difficult medical conditions, in an increasingly complex patient population, the vision is to be the provider of choice for patients needing specialist care.

The Trust's ambition is to provide world-class healthcare for their patients and they have identified eight strategic themes that will help them to do this over the next five years. The Trust's Operational Plan for 2018/19 sets out the things they need to do to ensure they are in control of their finances, have the very best workforce they can have and how they will work with patients and partners to make sure they are using their resources appropriately. The Trust's eight strategic themes are:

- Change how they deliver services to generate affordable capacity to meet the demands of the future
- Be one of the safest trusts in the UK
- Treat patients as partners in their care
- Create an exceptional workforce for the future
- Devolve decision making and empower frontline staff to lead
- Maximise the use of technology so that the right information is available for the key decisions
- Enhance patient care through research
- Play their part in delivering a successful health and care system

Vision, values and priorities

The Trust's aim is to provide their patients with best practice, high quality care and treatment that is comparable to the best in the world. The Trust wants to care for its patients in a safe environment and ensure that everyone has an outstanding experience.



As part of a local healthcare system the Trust needs to make the most efficient use of resources and work with partners to continuously improve the way they do things as they know this will lead to a better experience for patients and better clinical outcomes.

The Trust wants to be nationally recognised for its specialist services, leading regional provider networks and developing its services through a combination of clinical excellence, research and high-quality training.

Its vision has been defined as:

“We will realise the great potential of our organisation by empowering our skilled and caring staff to deliver high-quality, financially sustainable services in state-of-the-art facilities. Clinical outcomes will be excellent and with a spirit of openness and candour we will ensure an outstanding experience for our patients.”

The Trust’s values represent the way it does things and what it stands for. By embedding these shared values in everything it does the Trust will increase staff engagement, improve outcomes and create a positive experience for its patients.

Our strategy for 2016-2021

Our Vision

We will realise the great potential of our organisation by empowering our skilled and caring staff to deliver high-quality, financially sustainable services in state-of-the-art facilities. Clinical outcomes will be excellent and with a spirit of openness and candour, we will ensure an outstanding experience for our patients.

Exceptional healthcare personally delivered

Strategic themes

Change how we deliver services

Be one of the safest trusts in the UK

Treat patients as partners in their care

Create an exceptional workforce for the future

Devolve decision making and empower frontline staff to lead

Maximise the use of technology

Enhance patient care through research

Play our part in delivering a successful health & care system

Our values

Putting patients first

Working well together

Recognising the person

Striving for excellence

Providing local hospital services & complex specialist care

Appendix 1: More information

For information about the Trust, such as business plans, annual reports, and services, visit their [website](#).

Follow the links for more information about:

- [Become a non-executive director](#)
- [About the non-executive role](#)
- [Advice on applying for the role](#) such as:
 - Building your application
 - Sources of information and useful reading
 - Eligibility and disqualification criteria
 - Terms and conditions of chair and non-executive director appointments

NHS Improvement respects your privacy and is committed to protecting your personal data. We will only use personal data where we have your consent or where we need to comply with a legal or statutory obligation. It is important that you read [this information](#) together with our [privacy notice](#) so that you are fully aware of how and why we are using your data.

Appendix 2: Making an application

If you wish to be considered for this role please provide:

- a CV that includes your address and contact details, highlighting and explaining any gaps in your employment history
- a supporting statement that highlights your motivation for applying and your understanding of the NHS and the role. You should outline your personal responsibility and achievement within previous roles and how your experience matches the person specification
- the names, positions, organisations and contact details for three referees. Your referees should be individuals in a line management capacity, and cover your most recent employer, any regulated health or social care activity or where roles involved children or vulnerable adults. Your references may be taken prior to interview and may be shared with the selection panel
- please complete and return the monitoring information form which accompanies this pack and is available for download
- tell us about any dates when you will not be available

Appendix 3: Key dates

- **closing date for receipt of applications:** 11 October 2018 at 11am. Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date:** 8 November 2018
- **proposed start dates:** From dates to be agreed

Getting in touch

- **The Trust** - For an informal and confidential discussion with Michele Romaine, the Chair of the trust, please contact [Angela Grant](mailto:Angela.Grant@nhs.net) on 0117 414 3816
- **NHS Improvement** - For general enquiries contact Joe Porter on 0300 123 2908 or by emailing joe.porter@nhs.net



About NHS Improvement

NHS Improvement is responsible for overseeing Foundation Trusts, NHS Trusts and independent providers. We offer the support these providers need to give patients consistently safe, high quality, compassionate care within local health systems that are financially sustainable. By holding providers to account and, where necessary, intervening, we help the NHS to meet its short-term challenges and secure its future.

NHS Improvement is the operational name for the organisation that brings together Monitor, NHS Trust Development Authority, Patient Safety, the National Reporting and Learning System, the Advancing Change team and the Intensive Support Teams.

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