

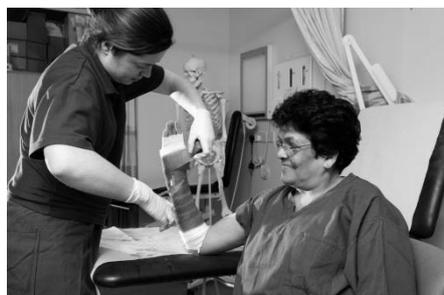
# Could you help lead the NHS in your area?

## East and North Hertfordshire NHS Trust

### Non-executive Director

### Candidate Information Pack

**Reference: M1796**



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. Letter from the Chair

Dear Applicant

Thank you for expressing an interest in the role of non-executive director at the East & North Hertfordshire NHS Trust. I hope that once you have read the enclosed information, and perhaps through making contact with me informally, you will feel enthusiastic about applying to join me.

Whilst patients are at the heart of everything we do, our staff come a very close second. Every day I see examples of their energy, passion and commitment to improving not just the quality of care provided, but just as importantly the experience of our patients.

About two years ago, we completed one of the largest hospital reconfiguration programmes in the NHS, which saw some £180 million invested in transforming the Lister hospital into the Trust's specialist centre for emergency and inpatient care. In turn, this allowed us to develop several services that support the whole of the country, including a 24/7 heart attack service and a hyper acute stroke unit.

Our focus now is on transforming our services to become even more efficient and effective – work that is being led by our divisional clinical and non-clinical leaders. This transformation will not only mean that our patients get seen more quickly and have better outcomes and experience, we will also be making better use of our resources.

We are an ambitious organisation, with a strong Executive Director team that is keen to help transform our services through building on the great work that has been achieved to date. Notwithstanding the wider challenges facing the NHS, the Trust is well positioned to develop its services for the benefit of local people, working closely with our health and social care partners to do this together. This is why I am keen that we attract candidates for this Non-executive Director role with a financial and an operational background to help with this very important work.

I hope that the information contained within this pack gives you an overview of our Trust, as well as the direction of travel that we are taking. Once again, thank you for your interest and I look forward to meeting if you wish to take further your interest in joining us.

Yours faithfully



Ellen Schroder

**Chair**

## 2. The opportunity

We are recruiting a Non-executive Director (NED) for East and North Hertfordshire NHS Trust (ENHT). 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 successful candidate will strengthen the financial challenge on the board.

## 3. The person specification

### Essential criteria

A genuine commitment to patients and the promotion of excellent health care services. Senior or Board level financial management experience, ideally gained in a large commercial organisation. Senior level experience of operating and managing large or mid-size companies.

### Desirable criteria

Experience in the following areas would be an advantage but is not essential

- using digital technology to improve operations.
- installing and embedding major change programmes.

You will 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 ideally live in or have strong connections with Hertfordshire.

- 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](#).

#### **4. About East and North Hertfordshire NHS Trust (ENHT)**

ENHT is proud of the range of general and specialist services provided. The Trust employs approximately 5,500 staff dedicated to ensuring their patients get the best care at:

- Hertford County hospital, Hertford
- The Lister hospital, Stevenage
- Mount Vernon Cancer Centre, Northwood
- The New QEII hospital, Welwyn Garden City

ENHT provide a wide range of emergency and inpatient services at the Lister, with outpatient and diagnostic care provided at Hertford County, the Lister and the New QEII. The maternity service at the Lister offers co-located midwife and consultant-led units, as well as a range of other services, including a dedicated early pregnancy unit.

Specialist services at the Lister include:

- Cardiology – including a 24/7 heart attack centre
- Plastic surgery
- Renal medicine, including renal dialysis satellite units throughout Hertfordshire, as well in Bedfordshire and west Essex
- Stroke – through our hyper-acute stroke unit
- Urology – including a robotic surgical service

ENHT run the Mount Vernon Cancer Centre, one of the country’s top five cancer treatment centres, which provides specialist radiotherapy services along with chemotherapy for local people. The Lister also provides chemotherapy services through the Lister Macmillan Cancer Centre.

## Some quick facts about ENHT

- it provides services to the local community of around 600,000 people
- around 5,500 babies are born at the Lister year each year
- the emergency department service sees around 160,000 people each year
- ENHT employ some 5,500 staff
- they have some 720 inpatient beds (principally at the Lister, but also the Mount Vernon Cancer Centre)
- their annual income is around £420 million
- The Mount Vernon Cancer Centre supports around 2 million people
- the Trust was formed in April 2000 with responsibility for managing Hertford County, the Lister and the QEII (since renamed as the New QEII) hospitals. In April 2005 we also gained responsibility for managing the Mount Vernon cancer centre.

## Vision and Values

The vision at ENHT is 'Proud to deliver high-quality, compassionate care to our community' and their values are PIVOT;

## The Strategy

The Trust aims to be amongst the best in all that we do; including patient experience, clinical outcomes, patient safety and financial sustainability.



We put our *patients* first



We strive for excellence & continuous *improvement*



We *value* everybody



We are *open* and honest



We work as a *team*

## 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:** 3 December 2018 at 11am. Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **interview date:** 13 December 2018
- **proposed start date:** 7 January 2019

## Getting in touch

- **The Trust** - for an informal and confidential discussion with Ellen Schroder, the Chair of the trust, please contact Sharon Nahal on 01438 284049 or by emailing [sharon.nahal@nhs.net](mailto:sharon.nahal@nhs.net)
- **NHS Improvement** – for general enquiries contact Todd Fleming on 0300 123 2922 or by emailing [todd.fleming@nhs.net](mailto:todd.fleming@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.

## Contact us

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