

Could you help lead the NHS in your area?

The Royal Wolverhampton NHS Trust

1 Non-executive Director and 2
Associate Non-executive Directors

Candidate information pack

Reference: M1876



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

We are recruiting a Non-executive Director (NED) and two Associate Non-executive Directors for The Royal Wolverhampton NHS Trust (RWT). These are exceptional opportunities to share your talents and expertise to make a positive difference to the lives of people in your community.

The Associate Non-executive Director role is used successfully in the NHS to support Board succession strategy and achieving a balance of Board level skills. Associate Non-executive directors cannot participate in any formal vote at Board.

The successful candidates for the Associate role will be appointed by the Trust but may also be considered for appointment as a Non-executive director of the Board in future, should a vacancy arise and they have the appropriate skills.

2. The person specification

Essential criteria

For all posts, candidates will have a genuine commitment to patients and the promotion of excellent health care services. You will have recent relevant senior level experience in **one** of the following areas:

- Clinical experience gained in either a medical, nursing or allied discipline with a strong service delivery background. The successful candidate will join the Quality and Governance Assurance Committee.

or

- Experience of informatics in a large complex organisation. This experience can be achieved in a range of areas in informatics, from the application of informatics to assisting the Trust in the gathering, storing, interpreting, and managing of Big Data.

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 live in or have strong connections with the area served by The Royal Wolverhampton NHS Trust.

- 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 the Royal Wolverhampton NHS Trust

The Royal Wolverhampton NHS Trust is one of the largest acute and community providers in the West Midlands having more than 800 beds on the New Cross site including intensive care beds and neonatal intensive care cots. It also has 56 rehabilitation beds at West Park Hospital and 54 beds at Cannock Chase Hospital.

Almost uniquely, the Trust also provides primary care services to a population of 60,000 in Wolverhampton.

As the largest employer in Wolverhampton the Trust employs more than 9,000 staff.

The Trust provides its services from the following locations:

- New Cross Hospital - secondary and tertiary services, maternity, Accident & Emergency, critical care and outpatients.
- West Park Hospital - rehabilitation inpatient and day care services, therapy services and outpatients.
- More than 20 Community sites - community services for children and adults, Walk in Centres and therapy and rehabilitation services
- Cannock Chase Hospital – general surgery, orthopaedics, breast surgery, urology, dermatology, and medical day case investigations and treatment (including endoscopy)
- Nine GP practices and growing, providing list based primary care services

The Trust successfully hosts the West Midlands Local Clinical Research Network since its establishment in April 2014.

The Trust was rated as 'Good' by the Care Quality Commission (CQC) in June 2018 following their inspection. The Trust also received a 'Good' rating for the Well-Led and Use of Resources assessments.

In October 2018, the Trust formally became the host of the Black Country Pathology Service. The service, which is hosted on behalf of Sandwell and West Birmingham NHS Trust, The Dudley Group NHS Foundation Trust, The Royal Wolverhampton NHS Trust and Walsall Healthcare NHS Trust, is one of 29 pathology networks set up by NHS Improvement.

3.1. The Trust's vision, values and priorities:

The Royal Wolverhampton NHS Trust is an organisation that strives to provide high quality, safe care for their patients in an environment which staff are proud to work in.

The Trust believes that by adhering to their vision and working with those values in mind they can behave in a way which will ensure the right results for the people that matter most – the patients.

The Trust's vision is to be an organisation striving continuously to improve the experience and outcomes for the communities it serves. The Trust pledges that they will always strive to be safe and effective, kind and caring and exceeding expectation.

The Trust has a strong track record of innovation and service improvement, in addition to driving pathology consolidation in the Black Country, it acquired a significant presence in South Staffordshire and Cannock hospital in 2014. It has been a pioneer in the development of Radio-frequency identification (RFID) based bed, equipment and patient tracking and, jointly with Wolverhampton University, set up the Academic Institute of Medicine which attracts doctors from around the world on a Clinical Fellowship programme.

The Trust's values and behaviours are:



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:** **Wednesday 6 February 2019 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date:** **Wednesday 27 February 2019.**
- **proposed start date:** **TBC**

Getting in touch

- For an informal and confidential discussion with Jeremy Vanes, the Chair of the trust, please contact Gayle Nightingale on 01902 695950.
- **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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