

# Could you help lead the NHS in your area?

**Walsall Healthcare NHS Trust**

**Non-executive director and  
Associate Non-executive Director**

**Candidate information pack**

**Reference: M2026**



**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

Walsall Healthcare NHS Trust are seeking two experienced and talented individuals to add value to their board. This is an ideal opportunity to share your talents and expertise to make a positive difference to the lives of people served by the Trust.

Position 1 – Non-executive Director

Position 2 – Associate Non-executive Director

## 2. The person specification

For both posts you will need to have a genuine commitment to patients and the promotion of excellent health care services.

### Position 1 - Non-executive Director Post

You will have senior or board level experience with a strong track record in partnership working across a range of stakeholders. The successful candidate will also ideally have experience of working within an integrated care system.

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
- chair a Committee of stakeholders
- 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
- hold the partnership to account by facilitating purposeful, constructive scrutiny and challenge

### Position 2 - Associate Non-executive Director Post

The Associate NED role is used successfully in the NHS to support Board succession strategy and achieving a balance of Board level skills. Associate NEDs cannot participate in any formal vote at Board. The successful candidate for the Associate role will be appointed by the Trust but may also be considered for appointment as a

NED of the Board in future, should a vacancy arise and they have the appropriate skills.

For the position of an Associate NED the candidate will require relevant finance experience gained in a large, complex organisation, with a professional financial qualification and strong business acumen. You will chair the Charitable Funds Committee and be a member of the Audit Committee and Performance Finance & Investment Committee.

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
- chair a Committee of the Board (Charitable Funds)
- 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 the area served by the trust or surrounding counties.

- 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 Walsall Healthcare NHS Trust

Walsall Healthcare NHS Trust provides local general hospital and community services to around 260,000 people in Walsall and the surrounding areas. They are the only provider of NHS acute care in Walsall, providing inpatients and outpatients at the Manor Hospital as well as a wide range of services in the community. Walsall Manor Hospital houses the full range of district general hospital services under one roof. The £170 million development of their Pleck Road site was completed in 2010 and the continued upgrading of existing areas ensures the Trust has state of the art operating theatres, treatment areas and equipment.

The Trust provide high quality, friendly and effective community health services from some 60 sites including Health Centre's and GP surgeries. Covering Walsall and beyond, their multidisciplinary services include rapid response in the community and home-based care, so that those with long-term conditions and the frail elderly, can remain in their own homes to be cared for.

The Trust's Palliative Care Centre in Goscote is base for a wide range of palliative care and end of life services. The teams, in the Centre and the community, provide high quality medical, nursing and therapy care for local people living with cancer and other serious illnesses, as well as offering support for their families and carers.

#### The Trust's vision and values

Walsall Healthcare NHS Trust is guided by five strategic objectives which combine to form the overall 'vision' for the organisation.

We recently revised our vision to be "Caring for Walsall together" to reflect our ambition for safe integrated care, delivered in partnership with social care, mental health, public health and associated charitable and community organisations.

It is underpinned by five strategic objectives which are to:



- **Provide safe, high-quality care** – by continuing to improve the quality of the care we provide, delivering a renewed focus on patient experience and continuing to reduce long waits for care
- **Deliver care at home** – with our partners in the Walsall health and social care economy, progressing the delivery of Walsall's integrated model for health and social care
- **Work with partners** – continuing to grow the Walsall Together and Black Country Provider Partnership as well as developing stronger relationships with our local GP Federations
- **Value our colleagues** – embed 'Listening into Action' as the way we do things along with a clinically-led model for our services and a longer-term workforce plan developing new roles and reducing reliance on agency staff
- **Use resources well** – take definitive steps to tackle our financial challenges by delivering considerable reductions on our deficits.  
Our ambition is that by 2021 we will be an organisation that is focused on delivering safe care closer to the homes of the communities we serve; have a workforce that is engaged and empowered and is working with partners to ensure our financial sustainability.

## Integrated Care Partnership

Building on a strong history of collaboration, Walsall now has a fantastic opportunity to stand out from the crowd with a revolutionary health and care model, rivalling even the most pioneering integrated models across the country. Integrated Care is an approach aimed at recognising the diverse and increasing needs of an ageing population, and responding to the unique needs of a person to improve their health and wellbeing, rather than treating an episode of illness. (The King's Fund, 2018).

As system leaders, the trust understands the challenges of ensuring citizens receive the right care, in the right place and at the right time and that this is not always happening in Walsall. Health and wellbeing outcomes vary vastly across the Borough, due in part to pockets of deprivation and affluence, and in some cases Walsall is falling behind regional peers on measures such as healthy life expectancy.

The trust believes by addressing the root cause of these issues - known as the wider determinants of health, such as housing, debt, education and employment- that the overall health and wellbeing of Walsall citizens can be greatly improved, alongside delivering greater value for the Walsall pound. This increased focus and associated investment in preventative and early-intervention services, forms the basis of the "Resilient Communities" offering to citizens; a place based, integrated service to connect and develop people within a community to build social capital and increase overall wellbeing.

Resilient Communities provides the foundations upon which all other health and care services are provided in the proposed model outlined here. The trust believes that this is the right direction for the health and care system and recognises the significant transformation that will be required to move towards a proactive system that supports residents to remain independent and away from using services which do not deliver the best outcomes.

Their partners have developed a business case which aims to accelerate this change, bringing together colleagues from across Public Health, Primary Care, Community Services, Social Care, Mental Health and Secondary Care to deliver the shared Walsall Together vision of "addressing the changing needs of our population with integrated care solutions that maximise the potential of the individual person, the teams that support them and the wider health and care system." Future plans will also include Children's Services and Public Health.

This brings the Walsall Together programme to a significant milestone in the transformation journey, with a clear plan for detailed design, implementation and continual refinement provided over the next three years supported by commissioners and partner providers. Their ambitions and plans are aligned to the recently published NHS Long Term Plan and the trust looks forward to working with their staff, partners and citizens to bring this vision into existence for the current and future generations of Walsall residents.

Partners involved are *Walsall Metropolitan Borough Council, Walsall Healthcare NHS Trust, Dudley and Walsall Mental Health Partnership NHS Trust, Walsall Clinical Commissioning Group, Public Health*

## 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:

- [Becoming 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: 8 August at 11am.** Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **Stakeholder/Interview date: 2 September (candidates are required to be available for the whole day)**
- **Proposed start date: TBC**

## Getting in touch

- We strongly recommend an informal and confidential discussion with Danielle Oum, the Chair of the trust. Please contact Jo Wells on 01922 721172 ext 7587
- **NHS Improvement** – for general enquiries contact Emma Meadows on 0300 123 2923 or by emailing [emma.meadows2@nhs.net](mailto:emma.meadows2@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.

## Contact us

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