



Could you help lead the NHS in your area?

**Northampton General Hospital NHS
Trust**

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

Candidate information pack

Reference: M2093



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

There are vacancies for a Non-executive Director (NED) and an Associate NED at Northampton General Hospital NHS Trust (NGH). This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people served by the Trust.

The successful candidates are expected to join relevant committees which suit their skills and interests.

Associate NEDs cannot participate in any formal vote at Board, however they are at the same level and treated equally as other NEDs on the board. The Associate NED role is used successfully in the NHS to support Board succession strategy and achieving a balance of Board level skills.

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.

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 level board experience **preferably** in **one** of the following areas:

- Senior level clinical management experience gained in either a medical, nursing or allied discipline *and/or* recent, relevant finance experience in the NHS or in the public sector
- HR expertise in a large and complex commercial organisation with experience of leading organisational and cultural change

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 Northamptonshire.

- On average this role will require the equivalent to 2 to 3 days a month
- The remuneration payable for this role is £10,000 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 Northampton General Hospital NHS Trust

NGH provides general acute services for a population of 380,000 and hyper-acute stroke, vascular and renal services to people living throughout the whole of Northamptonshire, a population of 692,000. The Trust is also an accredited cancer centre and provides cancer services to a wider population of 880,000 who live in Northamptonshire and parts of Buckinghamshire. In addition to the main hospital site, which is located close to Northampton town centre, the trust also provides outpatient and day surgery services at Danetre Hospital in Daventry.

The principal activity of the trust is the provision of free healthcare to eligible patients. They are a hospital that provides the full range of outpatients, diagnostics, inpatient and day case elective and emergency care and also a growing range of specialist treatments that distinguishes their services from many district general hospitals. They also provide a very small amount of healthcare to private patients. The trust is constantly seeking to expand the portfolio of hyper-acute specialties and to provide services in the most clinically effective way. Examples are developments in both urological cancer surgery and laparoscopic colorectal surgery placing the trust at the forefront of regional provision for these treatments.

The Trust train a wide range of clinical staff, including doctors, nurses, therapists, scientists and other professionals. The training and development department offers a wide range of clinical and non-clinical training courses, accessed in a variety of ways

through a range of media including e-learning. The trust has excellent training facilities which were recently upgraded.

Their services may be delivered from their acute hospital site in Northampton or by their staff in the community.

Strategic objectives:

Focus on Quality and Safety – to be an organisation focussed on quality outcomes, effectiveness and safety

Exceed Patient Expectations - continuously improve our patient experience and satisfaction by delivering personalised care which is valued by patients

Strengthen local services - provide a sustainable range of services delivered locally

Enabling excellence through our people - develop, support and value our staff

Ensure a sustainable future - to provide effective and financially viable services for patients ensuring a sustainable future for Northampton General Hospital NHS Trust”

Vision and values

NGH's vision is: *'To provide the best possible care for all our patients'*

Hospitals protect life and Northampton General Hospital NHS Trust is no exception. Successful organisations are also characterised by strong values and a strong guiding vision. At Northampton General Hospital NHS Trust:

“The values that we work by to support our vision are equally straightforward and uncompromising:

- *We put patient safety above all else*
- *We aspire to excellence*
- *We reflect, we learn, we improve*
- *We respect and support each other*

Quality is at the heart of everything we do. For us providing the best possible care for all our patients means delivering the highest quality standards in patient safety, the effectiveness of care and the overall patient experience”.

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: 29 October 2019 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date: 26 November 2019 (afternoon)**
- **proposed start date: TBC**

Getting in touch

- We strongly recommend an informal and confidential discussion with Alan Burns the Chair of the trust. Please contact April Pardoe on 01604 545868
- **NHS Improvement** – for general enquiries contact Miriam Walker on 0300 123 2059 or by emailing miriam.walker@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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