



Could you help lead the NHS in your area?

**London Ambulance Service NHS
Trust**

2 x Non-executive directors

Candidate information pack

Reference: L1906



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 two Non-executive Directors to join the board of London Ambulance Service NHS Trust (LAS). This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people in your community and who are served by the Trust.

Post One

As a key member of the Trust Board, you would provide advice, guidance and challenge to the Executive to ensure delivery of the Trust's 2018-2023 Strategy and annual objectives and business plan. In so doing, you would also be an active member of the Finance and Investment and Charitable Funds Committees, as well as Chair of the Audit Committee, ensuring internal audit recommendations are implemented in an effective and timely manner.

Post Two

As a key member of the Trust Board, you would provide advice, guidance and challenge to the Executive to ensure delivery of the Trust's 2018-2023 Strategy and annual objectives and business plan. In so doing, you would also be an active member in one or two sub-committees of the Board, including the current Logistics and Infrastructure Committee, providing assurance on, and overseeing strategic development and investment in, Fleet, Estate and IM&T whilst ensuring compliance with all regulatory and statutory duties as appropriate.

2. The person specification

Essential criteria

General

You will need to have a genuine commitment to patients and the promotion of excellent health care services. You will most likely have gained experience at Board level in the public sector or within a large-scale, complex corporate environment. You will bring experience of strategic and financial leadership and seniority of view to provide guidance to the wider board. It is expected that both NEDs will also bring challenge and support to the Trust's Executive, and have particular skills and experience in the following areas:

- Strategy
- Audit
- Stakeholder engagement
- Digital
- Promoting diversity and Inclusivity

Post one

You will have recent, relevant finance experience in a large and complex organisation gained at a senior level within either the private or public sector. You will preferably have a financial qualification.

Post two

You will have recent, relevant experience of working in systems or partnerships, or of building strategically important collaborations, ideally in London. Expertise in planning/property would be useful.

For both posts, 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 London.

- On average this role will require the equivalent to 2 to 3 days a month, however the time commitment may vary and a flexible approach should be taken.
- The remuneration payable for this role is £10,000 per annum. Thereafter the following remuneration will be applied:

Effective Date	Annual Remuneration
1 April 2020	£11,500
1 April 2021	£13,000 (standard rate for all NEDs)

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](#).

Responsibilities of audit committee chairs

Audit committee chairs should have recent and relevant financial experience. They share the functions of the other non-executives, and in addition have responsibilities to:

- bring independent financial acumen to the work of the audit committee across its governance, risk management, assurance and internal control functions
- provide leadership to the audit committee to ensure that it is effective in its role and that internal control systems are in place and operating
- ensure that the audit committee is well informed and has timely access to all the information it requires
- facilitate the contribution of all members of the audit committee, auditors and other invited participants
- ensure that the board receives sound advice, assurance and useful and timely reports from the committee

3. London Leadership Values

As a joint health and care system we are currently developing the values and behaviours by which we should lead in London. We begin with how to make the NHS the best place to work and how creating a better leadership culture is critical to that change. As part of this process we are developing a set of values for the leadership of the NHS in London. Through this we have identified the 'core' values we currently hold and our 'aspirational' values we are aiming to align to in the next 12 months. In addition, we have also agreed that there are 'various accidental values and behaviours' that we all see in the system and wish to eradicate. Finally, we have identified our 'permission to play' values.

These are not intended to replace individual organisational values, but to complement them. The values will set a clear expectation of how we will work together and hold each other to account as the leadership community to deliver the London vision. These values are still in development and have been shared with chairs and CEOs across the NHS in London. We have included these, in more detail, for information for chair candidates. Our expectation is that over time these will be incorporated into job descriptions and will be used in personal development plans and objectives.

4. About London Ambulance Service NHS Trust

London Ambulance Service (LAS) covers an area of 620 sq. miles, serves one of the world's most dynamic and diverse cities and is the busiest ambulance service in the UK. LAS handles over 1.9 million emergency calls from across the capital and attends more than 1.2 million incidents every single year as well as delivering a 24 hour NHS 111 Integrated Urgent Care Service in South East and North East London that LAS estimates will respond to around 1.4million urgent care calls by the end of the year.

LAS employs over 5,700 staff across London to respond to the health needs of over eight million people who live, work and travel in the capital.

LAS works closely with NHS partners and is commissioned by 32 clinical commissioning groups spread across four sustainability and transformation partnerships (STPs), one Integrated Care System and NHS England for the trust's specialist services. LAS works alongside London's hospital, mental health and specialist trusts, as well as the STPs/ICS across Greater London. In addition LAS works in partnership with the other emergency services, London's Air Ambulance and London's Resilience Forums to make sure it is ready and prepared to respond to major incidents and ensure the trust keeps Londoners safe. The trust is also central to the emergency response to major incidents and terrorist threats in the capital. LAS is the only NHS trust that covers the whole of London

As the only pan-London NHS provider LAS has a unique opportunity to play a leading role in integrating access to emergency and urgent care right across London.

By 2023 the trust will improve outcomes and experiences for all its patients by providing the right care to patients at the right time, and in the most cost-effective way. This will mean up to 122,000 fewer patients being taken to emergency departments when their needs could be better met in a different way, and the trust will deliver significant efficiencies in avoided costs to the urgent and emergency care sector.

Vision and values

LAS's vision is to build a world-class ambulance service for a world-class city: London's primary integrator of access to urgent and emergency care – on scene, on phone and online

Vision

Building a world-class ambulance service for a world-class city: London's primary integrator of access to urgent and emergency care – on scene, on phone and online.

Purpose

LAS exists to:

- Provide outstanding care for all the trust's patients
- Be a first-class employer, valuing and developing the skills, diversity and quality of life of the trust's people
- Provide the best possible value for the tax-paying public, who pay for what LAS does
- Partner with the wider NHS and public sector to optimise healthcare and emergency services provision across London

Values and behaviours

Respectful

- Caring for LAS patients and each other with compassion and empathy
- Championing equality and diversity
- Acting fairly

Professional

- Acting with honesty and integrity
- Aspiring to clinical, technical and managerial excellence
- Leading by example
- Being accountable and outcomes-orientated

Innovative

- Thinking creatively
- Driving value and sustainable change

- Harnessing technology and new ways of working
- Taking courageous decisions

Collaborative

- Listening and learning from each other
- Working with partners
- Being open and transparent
- Building trust

The LAS story

The ambulance service that LAS provides today has come a long way since its earliest days in the late 19th century.

Over 100 years later, LAS is now the busiest ambulance service in the world, with over 5,700 staff and 70 ambulance stations across the capital.

If you'd like to talk to someone about LAS's old vehicles, equipment and other memorabilia and find out more about the trust's [history](#) please get in touch.

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 either of these roles 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 November 2019 at 11 am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net before the advert closes.
- **Interview date: January 2019 – date to be confirmed**
- **Proposed start date: to be confirmed with successful candidates**

Getting in touch

- For an informal and confidential discussion with **Heather Lawrence OBE**, the Chair of the trust. Please contact Maureen Williams on Maureen.williams@lond-amb.nhs.uk or Lisa Taylor on Lisa.Taylor@lond-amb.nhs.uk.
- Saxton Bampfylde Ltd has been engaged by LAS to identify potential candidates. If you would like a confidential discussion about the role with Hatty Cadman please contact Anne Dirven on 020 7227 0802 or by email on Anne.Dirven@saxbam.com
- **NHS Improvement** – for general enquiries contact Leslie Horn on 0300 123 2057 or by emailing leslie.horn@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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