



Could you help lead the NHS in your area?

London North West University
Healthcare NHS Trust

Associate Non-executive Director x3

Candidate information pack

Reference: L2023



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 three Associate Non-executive Directors (NEDs) at London North West University Healthcare NHS Trust (LNWH). 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 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 candidates for the Associate roles 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.

Established on 1 October 2014, LNWH is one of the largest integrated healthcare trusts in the country, and in 2017, they were officially named a university teaching hospital in recognition of the important role they play in training clinicians of the future and bringing the benefits of research to the public.

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 experience ideally gained a large complex organisation in **one or more** of the following:

- Significant experience engaging with the diverse social, economic and cultural groups served by the organisation, and an ability to bring cultural insights particularly from the black and minority ethnic communities
- An ability to add to the existing board members' experience through bringing personal, and ideally lived experience of the NHS.
- Finance experience preferably with a financial qualification
- Property and estates management expertise

You will need to be able to demonstrate you can use your experience to:

- 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 trust.

- 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 £11,500 per annum. Thereafter the remuneration will be applied in line with the framework for chairs and NEDs. On this basis the successful candidate will receive an increase on 1 April 2021 to £13,000 (standard rate for all NEDs) per annum.

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 England / 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 London North West University Healthcare NHS Trust

LNWH provides hospital and community services to a population of over one million people in Brent, Ealing, Harrow and beyond.

Their team of over 8,000 clinical and support staff serve a diverse population of approximately one million people. The trust is a university teaching hospital, in recognition of the important role they play in training clinicians of the future and bringing the benefits of research to the public.

LNWH is proud to be a research active organisation, with more than 5,000 patients participating in ground-breaking research programmes every year.

As well as delivering community services across four London boroughs from multiple sites including community hospitals, hospices and health centres, they run acute hospital services at:

- Northwick Park Hospital: Home to one of the busiest Accident and Emergency departments in the country. The hospital provides a full range of services including one of the few double-A rated stroke services in England.
- St. Mark’s Hospital: One of the world’s only specialist hospitals for colorectal diseases.

- Ealing Hospital: A busy district general hospital providing a range of clinical services, as well as a 24/7 Emergency Department and Urgent Care Centre.
- Central Middlesex Hospital: Our planned care site, which also offers a range of outpatient services and an Urgent Care Centre.

Their overriding focus is to ensure that patients are at the heart of everything they do. They therefore strive for continuous improvement, transformation and personalised care in the services that they provide.

During 2019/20, the Trust provided:

- Emergency department and urgent care.
- Admitted patient care for planned and emergency treatment.
- Critical care.
- Non-admitted patient care.
- Maternity services.
- Community services.

A proportion of Trust income in 2019/20 was conditional on ensuring that reasonable endeavours were made to achieve quality improvement and innovation goals.

“Our HEART Values

We put our patients at the HEART of everything we do by:

Honesty - We are open and honest in everything we do.

- We want you to say: “I feel staff are open and upfront therefore I trust them”.
- We want our staff to say: “I speak up and feel comfortable admitting if I don’t understand something or I’ve made a mistake”

Equality - We value all people equally and treat them fairly, whilst recognising their individuality.

- We want you to say: “I feel that I am seen as a person and treated fairly”
- We want our staff to say: “I feel that I am listened to and that my views matter”

Accountability – We will provide excellent care and ensure the safety and wellbeing of all patients.

- We want you to say: “I feel comfortable that staff will do their best for me”
- We want our staff to say: “I take pride in the work I do and take responsibility for making a difference everyday”

Respect - We treat everybody the way we would like to be treated.

- We want you to say: “I feel comfortable that staff have regard for my feelings and wellbeing”
- We want our staff to say: “I value every person as an individual and I feel valued”

Our Vision

To provide excellent care in the right setting.

Our Goals:

Our goals are ambitious, but they give us all a common purpose in the work we do. No matter the role we have or where we're based, we can all work towards achieving the very best we can. Within our goals are our objectives – the projects or workstreams we've identified that will help us achieve our goals now, and in the future.

Excellent care quality and patient experience

- An organisational culture that engages with our staff to develop them and transform services
- A sustainable organisation that builds partnerships with purpose”

LNWH's new delivery programme – The Way Forward provides more detail and is available on request

For the latest annual report please visit: [lnwh.nhs.uk/Annual Report](https://lnwh.nhs.uk/Annual-Report)

4. London Leadership Values

Core values

Our core values right now are:

- **Courage**, passion and decisiveness
- **Compassion** (which we define as being open, fair, generous, enabling and responsive)
- **Integrity** (behaving with consistency and doing what we say)

Aspirational values

Over the next 12 months we would also like to demonstrate that we are:

- Consistently hard on the problems but **generous** with people

This will mean we are supportive and selfless and show respect to one another in public and in private

- Effortlessly **inclusive**

Accidental values and behaviours

The most common or most destructive accidental behaviours/values that we see in the system right now and which we would like to eradicate include:

- Putting **institutions** and staff ahead of patients and citizens
- Using power to obstruct or for 'gaming', point scoring, personal attacks and bullying
- Using information and knowledge as a 'bargaining chip' or to shame colleagues instead of sharing information openly and creating opportunities to learn
- Failing to be open and honest not saying things 'in the room'
- Learned helplessness and 'playing safe'

Permission to play values

Alongside honesty and integrity, we expect leaders in the London NHS to be:

- Working collaboratively, and
- Taking accountability for the mandate

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

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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: 6 October 2020 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date: w/c 2 November 2020**
- **proposed start date: 1 December 2020**

Getting in touch

- We strongly recommend an informal and confidential discussion with Sir Amyas Morse, the Chair of the trust. Please contact Preetam Matharu on 020 8869 2005 or email preetam.matharu@nhs.net
- **NHS England / NHS Improvement** – for general enquiries contact Helen Barlow on 0300 123 2038 or by emailing helen.barlow2@nhs.net

NHS England / NHS Improvement

Non-executive Appointments Team
Room 1W06
Quarry House
Leeds LS2 7UE

E: NHSI.Chairsandneds@nhs.net

W: improvement.nhs.uk

NHS England
NHS Improvement

