

# Candidate Brief

Brief for the position of Non-Executive Director

May 2021

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## Welcome from Lead Governor

Thank you for your interest in the Non-Executive Director position at Airedale NHS Foundation Trust. The Trust is a highly successful, award-winning organisation delivering a range of services to a widespread population with the patient at the centre of its decisions.

The opportunity to join our well respected and successful Board of Directors comes at a time of intense scrutiny and change within the NHS. Within this environment, Governors are keen to see the Trust continue to develop its innovative approach to providing health care for patients in the most appropriate setting, maintaining the delivery of high quality care to all patients, listening to their feedback and engaging with partners including those who commission our services. This is essential to ensure continued and sustainable services across the wide geographical landscape that we serve.

In joining Airedale you will share our passion for high quality services, be politically astute and demonstrate commitment to the Trust's vision and values.

I wish you all the best in your application.

**Karen Ellison, Lead Governor**  
**Airedale NHS Foundation Trust**

## Welcome from Andrew Gold, Chair

Thank you for expressing your interest in our organisation. The appointment of a Non-Executive Director to join our Board of Directors is important for the organisation and comes at an exciting as well as a challenging time. The Trust is in a strong position and I hope that you will be attracted to the opportunity to work with us to further transform our offering and build on our success.

Quality is at the heart of everything that we do and we are proud of the culture of high performance and team working that we have developed. You will be joining an ambitious Board; open to new ideas and committed to the delivery of the NHS Long Term Plan and to continuing to develop our approach to working as a system, at place and as part of provider and sector collaboratives in line with the February 2021 white paper setting out legislative proposals for a Health and Care Bill. Aligned to this is the Trust's Strategy which focuses on *patients, people, population, progression and partnerships* and delivering this through our right care values (see page 4).

The last year has been like no other, particularly within the NHS, we are extremely proud of the response of our people and our communities to the pandemic. Like all NHS organisations, we face a challenging future and we need to be nimble and proactive in responding to the NHS Long Term Plan and the significant changes facing the NHS in line with the white paper. At all times we will maintain our focus and uncompromising approach to high quality and safe services for the population of Airedale, Wharfedale and Craven.

We have been successful in delivering within a wide geographical area spanning parts of West and North Yorkshire as well as East Lancashire. To maintain our position as a vibrant and independent Foundation Trust we continue to work with our partners to support a sustainable model of high quality healthcare services into the future.

You will appreciate that our future success and transformation is dependent on us attracting and retaining people who want to make a difference and live our Values. We are looking therefore for candidates who feel they can make an important contribution to the Board of Directors. You will bring fresh perspectives, but will also be willing to listen and learn from those around you.

I do hope that what you read in this pack provides you with a flavour of our organisation, achievements, vision and challenges. I look forward to meeting you during the appointment process.

**Andrew Gold, Chair**  
**Airedale NHS Foundation Trust**

## Advertisement

### Non-Executive Director

**- Non-Executive with finance experience (Chair of the Audit and Risk Committee)  
£13,000 per annum for an average of 5 days a month  
West Yorkshire**

Airedale NHS Foundation Trust is a highly successful and award winning acute hospital and community services trust with a workforce of just over 3000 and 300 volunteers serving a population of over 200,000 people across West and North Yorkshire as well as East Lancashire. The Trust has a turnover of over £200 million, is regulated by NHS Improvement and the Care Quality Commission (CQC).

We are seeking a Non-Executive Director to join the Board in a radically changing and evolving NHS landscape. The focus for all our Board, working with our partners and stakeholders, is to deliver the Trust's Strategy aligned to the NHS Long Term Plan and the white paper, to ensure patient experience and population health is placed at the heart of every decision.

You will thrive in an innovative environment with the opportunity to shape the future of healthcare services for our population ensuring we put the patient at the centre. We are therefore keen to hear from individuals who have strong links to the diverse communities that we serve and can contribute to shaping our organisation's strategic direction, bringing a depth of understanding of their different and changing healthcare environment.

We are also seeking candidates with the knowledge and career experience that equips them to make a highly informed contribution to Board debate about healthcare strategy and delivery. We are particularly interested in applicants with a finance background. This post requires previous board experience and experience of chairing meetings. Previous non-executive director experience or equivalent in a similar large and complex organisation would be preferable.

We would welcome applications from people who live within easy reach of the main hospital site and who ideally have local knowledge and networks in Bradford, Leeds, Airedale, Wharfedale, Craven and East Lancashire region. The Trust aspires to be truly representative of the population we serve and we welcome applications from people of diverse backgrounds and who can evidence an understanding of the needs of the communities served by the Trust.

Applicants for the vacancy to which this brief relates should meet the eligibility criteria to be a director. A copy of the self-declaration that the successful candidate will be required to sign is available on request.

The expectation is that Non-Executive Directors will spend an average of 5 days per month on Trust business or more if business dictates. More information on Trust Board meetings is available at <http://www.airedale-trust.nhs.uk/about-us/trust-board-meetings/>

If you wish to have an informal discussion with the Chair, Andrew Gold about this role please contact Trish Smith or Helen Gardner directly on 01535 294803.

**Closing date for applications: midnight 23 May 2021**

**Interviews to be held: Week commencing 14 June 2021**

## Background to the Trust

Airedale NHS Foundation Trust was authorised as a Foundation Trust in June 2010. It is an award winning Trust, with over 3000 colleagues and an income of over £200m. It has won the coveted CHKS Patient Safety Award and been in the top 40 hospitals for the last six years. Airedale is a high performing Trust providing quality, personalised, acute, elective and specialist care services for local people in an area extending from the fringes of north Bradford to parts of the Yorkshire Dales National Park and in to East Lancashire. The Trust serves a population of over 200,000 from a widespread area covering 700 square miles within Yorkshire and Lancashire. The Trust's overall CQC combined rating is 'Good' with the majority of services rated as 'good' or 'outstanding'. The Trust is committed to taking the further steps needed to be rated as 'good' or 'outstanding' across all areas in future.

The Board has developed its strategy for 2020-2025 - *Thriving people, healthy communities* – with five key aims:

- Patient-centred – providing safe, high quality care and experience
- Supporting our people to thrive and flourish in all that we do
- Progressing our services through continuous improvement, innovation and development
- Meeting our populations' needs involving and engaging our communities in providing health care
- Working in partnership with others, supporting transformation and future sustainability



Airedale is ambitious about its future and has already established an excellent reputation for innovative developments for example providing telemedicine to a number of prisons and nursing homes. We fully recognise the range and diversity of the increasing demands, expectations and challenges over the next few years, that requires a significant shift in emphasis away from episodic care to population based health, with partners coming together to meet our local population's health and social care needs. In line with the white paper we are committed to continuing to develop our approach to working as a system, at place and as part of provider and sector collaboratives for the benefit of the communities we serve. Our focus going forward is therefore on ensuring we maintain high quality care and experience, whilst achieving financial sustainability, through transforming the way care is delivered. This requires the leadership of the Trust to be open to change and innovations both locally, as with the establishment of a wholly owned subsidiary in March 2018 and on a wider footprint with partners across West Yorkshire.

Further information can be accessed via the following link to key documents on the Trust's website:

- [www.airedale-trust.nhs.uk](http://www.airedale-trust.nhs.uk)

## Governance Structure

The Board of Directors is responsible for oversight of the strategy and leadership of the Trust and monitoring and assuring the operational delivery of its services, targets and performance. In addition, the Board is responsible for agreeing policy, monitoring the delivery of that policy, ensuring clinical quality and the financial viability of the Trust. The Board operates within the terms of the Constitution and Standing Orders governing the proceedings of Board meetings, the way responsibilities are delegated, standards of business conduct and contract procedure. Included in the Standing Orders are the Standing Financial Instructions, which detail the financial policies, responsibilities and procedures to be applied in the Trust.

The Board of Directors comprises six Executive Directors and seven Non-Executive Directors including the Chair. There are also two Directors who attend Board meetings. Short biographies of all of these are included in the following section of this pack.

The Board is accountable to the Council of Governors for the proper use of the assets and resources at its disposal. The Council will ensure the Board carries out its plans and influence how it develops in the future. The Council of Governors is there to represent its members, the public, the Trust's staff and the Trust's partners and make sure their views are heard. The Council of Governors are expected to reach out into local communities and encourage a wide and representative membership.

The Council of Governors has 20 members:

- 12 public governors who are elected by public members.
- 4 staff governors who are elected by staff members.
- 4 stakeholder governors who are nominated by partner organisations of the Trust.

## Board of Directors

### Non-Executive Directors

#### **Andrew Gold, Chair**

Andrew was appointed to the position of Chair in January 2018. Prior to this he had been a Non-Executive Director at the Trust since June 2016. Andrew is a qualified accountant and has a wide range of Board experience from a career in regulated financial services, mainly with member owned organisations. Until spring 2016, Andrew was the Group Director Risk, Audit and Compliance of a locally based regulated financial service group. Since May 2014, Andrew has been Non-Executive Director of the Ecology Building Society based in Silsden, West Yorkshire, which is a mutual demonstrating strong ethical values. Living in Skipton, Andrew is also directly involved in a number of activities that support the local community.

#### **Rhys Davies**

Rhys joined the Trust as a non-executive director in June 2019 and has extensive executive experience in technology and change across the commercial, higher education, research, leisure and health sectors. Rhys' previous roles include Chief Information Officer (CIO) at Queen Mary University, Interim CIO at St Mary's University, Non-Executive Chairman at YHMAN Ltd, Director of Information Technology at University of Leeds, Group Director of Information Services at William Hill and IT Director at Wm Morrison Supermarkets. Prior to these leadership roles he gained extensive supermarket and supply chain experience at Asda and Tesco.

#### **Andrew Dumbleton**

Andrew was appointed as a non-executive director in June 2019. He is a Chartered Accountant with expertise in project, corporate and property finance, and audit acquired in multiple sectors. Currently a Director of ASD Associates Ltd, Andrew is skilled in providing advice on major change and project finance infrastructure projects. His previous roles include Partner at BDO LLP, Director at RSM Robson Rhodes, Associate Director at KPMG and Manager at NM Rothschild and Sons Ltd.

#### **Melanie Hudson**

Melanie joined the Trust as a non-executive director in May 2019. Melanie's executive career is in the further education sector and was until recently the Deputy Principal and Dewsbury Centre Principal at Kirklees College. Melanie is a Trustee of Kirklees Active Leisure and Chairs the People First Committee. Melanie has a Masters Degree in Human Resource Management and is a Chartered Member of CIPD.

#### **Dr Nadira Mirza**

Nadira joined the Trust as a non-executive director in May 2019. Nadira has a wealth of health sector and board level experience having previously held non-executive director roles at Bradford District Care Foundation Trust and Bradford Teaching Hospitals NHS Foundation Trust. Amongst her many education and professional qualifications, most recently Nadira is a member of the Chartered Management Institute and holds an Honorary Doctorate from the University of Bradford.

#### **David Wharfe**

David joined the Trust as a non-executive director in 1 March 2020. David is a Chartered Management Accountant. He worked in the NHS for 35 years and during that period he held a number of Director of Finance posts in various NHS organisations. David was previously a non-executive director at East Lancashire Hospitals NHS Trust. David is a CIMA qualified accountant.

#### **Dr Andrew Withers**

Andy joined the Trust as a non-executive director in April 2020. Andy had an extensive clinical career as a General Practitioner in Bradford from 1986 and has held various roles in the local health economy including most recently Chair of Bradford Districts Clinical Commissioning Group until the end of March 2020. He has extensive medical leadership experience and has served on several national NHS groups. Andy is a member of the Royal College of GPs.

## **Executive Directors**

### **Brendan Brown, Chief Executive**

Brendan was appointed in June 2018 to the position of Chief Executive of Airedale NHS Foundation Trust and the lead for the Airedale, Wharfedale and Craven Health and Care Partnership. Brendan was previously the Chief Nurse and Deputy Chief Executive at Calderdale and Huddersfield NHS Foundation Trust. Prior to that, Brendan began his career with Derby Hospitals NHS FT, before moving to Burton Hospitals NHS FT where his skills propelled him to senior leadership roles, before his relocation to Yorkshire in 2016.

### **Rob Aitchison, Chief Operating Officer**

Rob was appointed to the Trust as Chief Operating Officer on 1 April 2019. He previously worked at Calderdale and Huddersfield NHS Foundation Trust where he was most recently Director of Operations for four years. Prior to this he has held strategy and operational management roles working across primary and secondary care. Rob joined the NHS Management Training Scheme in 2007 and maintains a keen interest in supporting the development of others.

### **David Crampsey, Medical Director**

David was appointed to the Medical Director role in July 2020 having previously held the role of and Divisional Director for Surgery and Diagnostics at Airedale from February 2018. David brings a wealth of clinical experience having trained as an ENT surgeon in Glasgow, London and Christchurch, New Zealand and he is actively involved in system leadership at Place, and across West Yorkshire and Harrogate, and has been Co-Chair of the Bradford District and Craven System Planned Care Oversight Board.

### **Joanne Harrison, Director of People and Organisational Development**

Joanne joined the Trust in September 2019. Joanne has over 20 years' experience of working in Human Resources and Organisational Development, in both the commercial and public sectors. Joanne's previous roles within the NHS include: Deputy Director of Workforce and Organisational Development; Interim Executive Director of Workforce and Organisational Development; HR Business Partner; HR Manager; Interim General Manager. Joanne is a Chartered Fellow of the CIPD.

### **Victoria Pickles, Director of Corporate Affairs**

Victoria joined Airedale as Director of Corporate Affairs and Group Company Secretary on 15 February 2019. Victoria was previously Company Secretary at Calderdale and Huddersfield NHS Foundation Trust for five years, following two years as Director of Corporate Affairs at Leeds Community Health Care. She also has nine years' experience in primary care in roles covering communications, media relations, complaints, patient and public involvement and corporate governance. Victoria is an Affiliate Member of ICSA: The Governance Institute and a Member of the Chartered Institute of Public Relations.

### **Stuart Shaw, Director of Strategy, Planning and Partnerships**

Stuart was appointed to Director of Strategy, Planning and Partnerships in October 2018, having previously been the Head of Planning and Performance at the Trust for the last 10 years. Prior to this Stuart worked at Bradford Teaching Hospitals NHS Foundation Trust, latterly as Head of

Performance. Stuart has extensive NHS experience across planning, performance and contracting.

**Amanda Stanford, Chief Nurse**

Amanda was appointed as Chief Nurse in January 2021 having previously held the role of Director of Quality and Safety at the Trust. Amanda joined the Trust from the CQC where she worked as Head of Inspection and Interim Deputy Chief Inspector. Amanda has worked in a number of NHS organisations in both senior leadership roles and specialist nursing roles.

**Amy Whitaker, Director of Finance**

Amy was appointed as Director of Finance in November 2020 having joined the Trust in 2013 as Deputy Director of Finance. Amy has 18 years' experience of working in NHS finance having mainly worked across Acute and Specialist Trusts in a variety of financial management roles. Amy is a member of the Chartered Institute of Public Finance & Accountancy (CPFA).

## The Role

The Board of Directors at Airedale NHS Foundation Trust currently comprises six Executive Directors (EDs) and seven Non-Executive Directors (NEDs). In addition, Board attendees include two Directors.

We are seeking an outstanding and highly talented Non-Executive Director to join the Board in a radically changing and evolving NHS landscape. We are keen to hear from individuals who have strong links to the diverse communities that we serve and a finance background (Chair of Audit and Risk). This role requires previous board experience, experience of chairing meetings and someone who can contribute to shaping our organisation's strategic direction, bringing a depth of understanding of their different and changing healthcare environment.

Previous Non-Executive Director experience or equivalent in a similar large and complex organisation would be preferable.

## Job Description

**JOB TITLE:** Non-Executive Director  
**ACCOUNTABLE TO:** Chair

### MAIN DUTIES AND RESPONSIBILITIES

#### Strategy

- Establish clear objectives to deliver the agreed plans and strategy to meet the Foundation Trust's Licence and regularly review performance against those objectives.
- Ensure the effective implementation of Board of Director decisions, actions and strategies by the Chief Executive and the Executive team.
- Hold the Chief Executive and Executive team to account for the effective management and delivery of the organisation's strategic aims and objectives as set out in its strategy and its Annual Plan.
- Ensure the long term sustainability of the Foundation Trust.
- Analyse and contribute positively to the strategic development of long term healthcare plans for the community.
- Provide challenge on the strategic development of the Foundation Trust.
- Provide vision to the Foundation Trust to capitalise on the freedoms it enjoys as a result of its status.
- Contribute to constructive debate regarding the strategic development of the NHS Foundation Trust and any other material and significant issues facing the organisation.
- Build and maintain close relationships between the Foundation Trust's constituencies and stakeholder groups to promote the effective operation of the Trusts objectives.
- Ensure the Board of Directors sets challenging objectives for improving performance.

#### Compliance

- Ensure that the Foundation Trust complies with its Licence, the Constitution and any other applicable legislation and regulations.
- Ensure mandatory services and retain protected property as defined in the Terms of Authorisation are maintained.
- Ensure that the Foundation Trust maintains its registration with the Care Quality Commission.
- Ensure financial viability, use resources effectively, control and report on financial affairs in accordance with the requirements set out by the Independent Regulators of Foundation Trusts is maintained.

- Ensure the best use of financial and other resources in order to maximise effective treatment to patients.
- Ensure that financial controls and systems of risk management are robust and that the Board is kept fully informed through timely and relevant information.
- Work with commissioners to ensure the effective delivery of services commissioned through contracted arrangements.
- With the assistance of the Group Company Secretary, promoting the highest standards of corporate and clinical governance in the compliance with the *NHS Foundation Trust Code of Governance* and other regulatory requirements and best practice, where appropriate.
- Promote the equality of opportunity and human rights in the treatment of all staff and patients.
- Ensure the pledges and principles set out in the NHS Constitution are supported by the Foundation Trust.
- Uphold the highest standards of integrity and probity, adhering to the Nolan Principles<sup>1</sup>
- Safeguard the good name and reputation of the Trust.
- As a Board Director act collectively as Corporate Trustee of the Airedale NHS Charitable Funds.

### **Board Activities**

- Participate fully in the work of the Board, ensuring the corporate responsibility of the Board of Directors.
- Attend, and possibly chair, committees and other ad-hoc meetings of the main Board of Directors as appointed by the Board Appointments, Remuneration and Terms of Service Committee.
- Work co-operatively with the Non-Executive and Executive Directors of the Foundation Trust and provide support and challenge to the Chair.
- Foster good relations with Non-Executive Directors and with the Council of Governors.
- Participate in any Board induction, training, development and evaluation identified as an individual or as part of the Board or Board sub-committee.
- Work with the Senior Independent Director on the annual performance evaluation of the Chair, in line with the process agreed by the Council of Governors and report back to the Council of Governors.
- Undergo an individual and Board performance appraisal, and attend any additional training highlighted as a result of the evaluation process.
- Act as an ambassador for the Foundation Trust.

### **Additional Roles**

- Chair of the Audit and Risk Committee.
- Chairing and membership of other Board Committees as required
- Any other non-executive director roles in line with the Trust's Constitution as required.

## Person Specification

We are interested in candidates with a background in finance, with previous board experience and experience of chairing meetings. Previous non-executive director experience in similar large and complex organisations would be preferable.

We are also seeking candidates with the knowledge and career experience that equips them to make a highly informed contribution to Board debate about healthcare strategy and delivery.

A high standard of the usual Board personal skills is an essential requirement.

The successful candidate also needs to:

- A knowledge of how the NHS finances operate is essential
- Be committed to the public service values and NHS ethos of accountability, probity, openness and equality of opportunity.
- Be emotionally aware, notably given the prevailing and anticipated transformational change requirements in the NHS and political landscapes.
- Be able to network with, and influence, associated parties in the local and national health economy and with local authority/relevant 'political figures' to ensure Airedale retains its position as a strong player in the region.
- Be committed to maintaining Airedale NHS Foundation Trust as a high performing, high quality hospital for the local population.
- Have the ability to understand and accept the legal duties and liabilities of the Non-Executive Director position.
- Qualify to be a member of the Airedale NHS Foundation Trust.

It is expected that the time commitment will be 5 days per month on average, although this could be more if business dictates.

Applicants for the vacancy to which this brief relates should meet the eligibility criteria to be a director. A copy of the self-declaration that the successful candidate will be required to sign is available on request.

We would welcome applications from people who live within easy reach of the main hospital site and who ideally have local knowledge and networks in Bradford, Leeds, Airedale, Wharfedale, Craven and East Lancashire region. The Trust aspires to be truly representative of the population we serve and we welcome applications from people of diverse backgrounds and who can evidence an understanding of the needs of the communities served by the Trust.

## Terms and Conditions and Eligibility

**Remuneration** - £13,000 per annum

**Time commitment** - Approximately 5 days per month (or more if business dictates)

- The appointment will be for an initial term of three years and is subject to the Trust's Constitution.
- Continuation of the contract of appointment is also contingent on satisfactory performance and any relevant statutory provisions relating to the removal of a Director.

Any term renewal is subject to review by the Trust's Appointments and Remuneration Committee and approval by the Council of Governors. Notwithstanding any mutual expectation, there is no right to re-nomination by the Council of Governors either annually or after any three year period.

### Qualification

A person may be appointed as a Non- Executive Director only if:

- he or she is a member of the Public Constituency; and
- is not disqualified by virtue of the Trust's Constitution.

The Non-Executive Director must on appointment for each and every term of office meet the Independence Criteria and may not have previously served as the Chief Executive of the Trust.

The Independence Criteria are that the Non-Executive Director on appointment for each and every term of office must:

- not have been an employee of the Trust within the last five years;
- not have, or have had within the last three years a material interest in any matter within the meaning of paragraph 6.3 of Appendix 7 (in the Trust's constitution);
- not receive or have received additional remuneration from the Trust (apart from a director's fee), participate in the Trust's performance related pay scheme (if any) or be or have been a member of the Trust's pension scheme;
- not have any close family or personal relationship tie with any director, senior employee or professional advisor to the Trust;
- not have any significant business link with any other director of the Trust including through any involvement in any company or body; or

### Disqualification

The following may not become a member of the Board of Directors:

- a person who falls within the definition of an 'unfit person' as defined in the Trust's Provider Licence, the Health and Social Care Act 2012 (Regulated Activities) Regulations and the Trust's Constitution;

- a person who has been adjudged bankrupt or whose estate has been sequestrated and (in either case) has not been discharged;
- a person who has made a composition or arrangement with, or granted a Trust deed for, his or her creditors and has not been discharged in respect of it;
- a person who within the preceding five years has been convicted of any offence if a sentence of imprisonment (whether suspended or not) for a period of not less than three months (without the option of a fine) was imposed on him or her;
- a person who is a member of the Council of Governors;
- a person who is the spouse, partner, parent or child of a member of the Board of Directors (including the Chair) of the Trust;
- a person who is a member of a local authority's Overview and Scrutiny Committee covering health matters;
- a person who is the subject of a disqualification order made under the Company Directors Disqualification Act 1986;
- a person whose tenure of office as a chair or as an officer or director of a health service body has been terminated on the grounds that their appointment is not in the interests of the health service, for non-attendance at meetings, or for non-disclosure of a pecuniary interest;
- a person who has within the preceding five years been dismissed, otherwise than by reason of redundancy, from any paid employment with a health service body;
- on the basis of disclosures obtained through an application to the DBS, they are not considered suitable by the Chair on the advice of the Trust's director responsible for human resources;
- they are a person who has had his or her name removed or been suspended from any practicing list by a direction under any applicable legislation or who has otherwise been suspended or disqualified from any healthcare profession, and has not subsequently had his or her name included in such a list or had his or her suspension lifted or qualification reinstated;
- a person who has not behaved in accordance with NHS and Airedale NHS Foundation Trust values;
- they have within the preceding five years been:
  - made subject to a Hospital Order under section 37 of the MHA whether or not subject to restrictions under section 41;
  - made subject to an interim Hospital Order under section 38 of the MHA;
  - made subject to a transfer direction under section 48 of the MHA whether or not subject to restrictions under section 49; and/or
  - made subject to an order under the Criminal Procedure (Insanity) Act 1964 as amended;
  - they have previously been or are currently subject to a sex offender order and/or required to register under the Sexual Offences Act 2003 or have committed a sexual offence prior to the requirement to register under current legislation.

## The Selection Process

All candidates will be expected to an application via NHS Jobs. A shortlisting exercise will then be undertaken against the requirements as set out in the Job and Person Specifications.

A one day selection event will follow comprising of:

- A presentation to a group of Governors and Board members not involved in the interview panel
- Giving feedback on a case study, provided on the day as part of a formal panel interview

## Pre Appointment Checks

You will be asked to declare any convictions that would lead to you being disqualified from appointment. If any are advised, your application will not be considered further.

The work of the Non-Executive Director is exempt from the Rehabilitation of Offenders Act 1974, which means, when asked, you must declare all criminal convictions, including those which would otherwise be considered spent.

You will also be asked to declare any other current or past issues that may be a barrier to your appointment or cause embarrassment to the Foundation Trust.

Structured checking will take place before an offer is confirmed. This will include: employment history, memberships of professional bodies, qualifications and convictions.

Suitable references will be sought from two referees.

## How to Apply

To apply please submit an application via [NHS Jobs](#)

**Closing date for applications is midnight on 23 May 2021**

All applicants need to be available to attend for selection interview week commencing **14 June 2021**.

If you wish to have an informal discussion with the Chair, Andrew Gold about this role please contact Trish Smith or Helen Gardner directly on 01535 294803.