

Non-Executive Director of Liverpool University Hospitals NHS Foundation Trust

Non-Executive Directors work alongside executive directors as unitary Board members. They share responsibility for the decisions made by the Board and for promoting the success of the organisation. Non-executive directors play a crucial role in bringing an independent perspective as well as specific knowledge and skills.

Non-Executive Directors are responsible for providing appropriate oversight, governance and leadership to Liverpool University Hospitals NHS Foundation Trust (the Trust) in the pursuit of its strategy of delivering outstanding healthcare services.

The Non-Executive Director Role

Non-Executive Directors have a responsibility to:

- Promote a positive culture throughout the Trust, maintaining high professional and ethical standards and behaving in accordance with the values of the Trust,
- Bring appropriate challenge to the work of the Board,
- Contribute to the development of strategy.

Non-Executive Directors have a duty to:

- Scrutinise the performance of the executive directors in meeting agreed goals,
- Satisfy themselves as to the integrity of financial, clinical and other information,
- Satisfy themselves that controls and systems of risk management and governance are fit for purpose and effective,
- Assess the adequacy of information to enable the Board and its Committees to discharge their responsibilities.

Non-Executive Directors are responsible for:

- Determining appropriate levels of remuneration of executive directors,
- Appointing the Chief Executive (with the approval of the Council of Governors),
- Appointing other executive directors along with the Chief Executive,
- Succession planning for key executive roles.



Relations with the Council of Governors

Non-Executive Directors will:

- Take into account the views of Governors and Trust members in setting the forward strategy for the organisation,
- Be accountable to the Council of Governors for the progress made in delivering the Trust's strategic objectives and for their own role in achieving this.

Person Specification

Candidates will have proven leadership skills and experience operating at board or other senior level, with significant experience in one or more of the following areas:

- Recent, relevant experience in leading change within an environment of comparable complexity or
- Recent, relevant experience of digital service development within a large and complex organisation or
- Recent, relevant experience in partnership working within an environment of comparable complexity

Board level competencies

You will need to demonstrate the range of competencies required to contribute effectively in this board level role, including:

- **Patient and community focus** - a demonstrable commitment to providing high quality care and to tackling health inequalities and poor health outcomes.
- **Strategic direction** - the ability to think and plan ahead, to develop a clear vision and to motivate others, balancing needs and constraints.
- **Holding to account** - to probe and challenge constructively, holding the Chief Executive and executive directors to account.
- **Effective influencing and communication** – highly developed interpersonal and communication skills, with ability to gain support and influence others. Demonstrable political acuity. The ability to grasp relevant issues and understand relationships between interested parties.
- **Team working** - ability to work as part of a cohesive, unitary Board.
- **Self-belief and drive** - motivation to lead change with confidence and to take on challenges.
- **Intellectual flexibility** – Sound, independent judgement and diplomacy, with the ability analyse complex issues and think creatively.
- **Behaviour** - lead by example in demonstrating positive, professional, ethical behaviours that exemplify the values of the Trust.

As a member of the Board, you must also:

- Demonstrate the highest standards of probity and integrity in ensuring compliance with best practice and statutory requirements.
- Provide independent judgement and advice to support the work of the executive team in achieving the Trust's strategic objectives.

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- Ensure that patients are treated with dignity and respect at all times and that the patient is central to Trust decision making.
 - Ensure that the Board sets challenging objectives for improving its performance across the range of its functions.
 - In accordance with agreed Board procedures, monitor the performance and conduct of management in meeting agreed goals and objectives and in fulfilling statutory responsibilities, including the preparation of annual reports and annual accounts and other statutory duties.
 - Ensure that financial controls and risk management systems are robust and effective.
 - Be accountable to the Council of Governors for personal and collective performance of the Board.
 - You may be asked to sit on other committee on behalf of the Board.
 - You may be asked to chair the Charitable Funds Committee.

We want to have a diverse Board which represents our patients, staff and local communities. We particularly encourage applications from individuals with protected characteristics, particularly applicants who have a disability or who come from an ethnic minority background.

The Trust offers a comprehensive induction to enable new Non-Executive Directors to flourish in the role. This includes the provision of any necessary adjustments under the Equality Act 2010, peer to peer support and on-going training/development supported through regular reviews and annual appraisals.