



# 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: M2371**



**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 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). These are exceptional opportunities 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 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 experience in **one** of the following areas:

- Recent, relevant finance experience in a large and complex organisation with the capacity to Chair the Audit Committee, preferably with a financial qualification.
- experience operating at senior or board level and/or expertise of workforce development, 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 these roles 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 these roles is £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 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.

### Working in Collaboration

In January 2020 Kettering General Hospital NHS Foundation Trust (KGH) and Northampton General Hospital NHS Trust (NGH) announced their commitment to create a Hospital Group. This new approach sees the two hospital trusts and their leadership teams working in collaboration to strengthen health services across the whole of Northamptonshire, rather than working independently and, in some respects, in competition. They are known as the University Hospitals of Northamptonshire NHS Group. More details can be found on our website <https://www.northamptongeneral.nhs.uk/About/About-Us-Content.aspx>.

### Their Group Ambition

Their mission is to provide safe, compassionate and clinically excellent patient care, by being an outstanding employer for their people, creating opportunities, supporting innovation, and working in partnership to improve local health and care services.

### Their Group Vision

“Dedicated to excellence in patient care and staff experience, and to becoming a leader in clinical excellence, inclusivity and collaborative healthcare.”

### Their Group Priorities

They have agreed five priorities for the Group. Everything they do across both organisations should contribute towards achieving goals within at least one of these priority areas. They represent the long-term objectives of the Group, and each has an ambition and a success measure that they can track. Every year they will analyse their performance as a Group and set annual goals designed to make the biggest impact on each of these areas. Delivering their goals will move them closer towards achieving their overall vision.

- Patient - Excellent patient experience shaped by the patients' voice.
- Quality - Outstanding quality healthcare underpinned by continuous, patient-centred improvement and innovation.
- Systems and Partnerships - Seamless, timely pathways for all people's health needs, working together with their partners.
- Sustainability - A resilient and creative University Hospital Group, embracing every opportunity to improve care.

- People - An inclusive place to work where people are empowered to make a difference.

### Their Group Values

They are dedicated to being constantly excellent in all these areas and their values are at the heart of everything they do and describe how they will behave as they work towards achieving their vision. Their values were chosen by their own colleagues with the involvement of patient representatives.

**Courage** - They dare to take on difficult challenges and try out new things. They find the strength to speak up when it matters and see potential failure as an opportunity to learn and improve.

**Accountability** - They take responsibility for their decisions, their actions and their behaviours. They do what they say they will do, when they say they will do it. They acknowledge their mistakes and they learn.

**Compassion** - They care about their patients and each other. They consistently show kindness and empathy and take the time to imagine themselves in other people's shoes.

**Integrity** - They are consistently open, honest and trustworthy. They can be relied upon, they stand by their values and always strive to do the right thing.

**Respect** - They value each other, embrace diversity and make sure everyone feels included. They take the time to listen to, appreciate and understand the thoughts, beliefs and feelings of others.

## 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:

- **Support to prepare candidates to apply for a non-executive vacancy including:**
  - Building your application
  - Sources of information and useful reading
  - Eligibility and disqualification criteria
  - Terms and conditions of chair and non-executive director appointments
  - How we will handle your application and information
- **[View all current chair and non-executive vacancies](#)**
- **[Sign up to receive email alerts on the latest vacancies](#)**
- **[Contact details for the Non-executive Appointments Team](#)**

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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: 19 October 2021 at 11am.** Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **interview date: 10 November 2021**
- **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 by emailing [April.pardoe@ngh.nhs.uk](mailto:April.pardoe@ngh.nhs.uk)
- **NHS England / NHS Improvement** – for general enquiries contact Jasmine Burleigh on 0300 123 2429 or by emailing [j.burleigh1@nhs.net](mailto:j.burleigh1@nhs.net)

#### NHS England / NHS Improvement

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**Northampton General Hospital**  
NHS Trust

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**NHS England**  
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