



Could you help lead the NHS in your area?

**The Royal Wolverhampton NHS Trust &
Walsall Healthcare NHS Trust**

**Non-executive Director in Common,
Non-executive Directors and Associate
Non-executive Directors**

Candidate information pack

Reference: M2493



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.

Contents

1. The opportunity	4
2. The person specification	4
3. About The Royal Wolverhampton NHS Trust	6
4. About Walsall Healthcare NHS Trust	7

Appendix 1: More information

Appendix 2: Making an application

Appendix 3: Key dates

1. The opportunity

There are vacancies for two Non-executive Directors (NED) and two Associate NEDs at The Royal Wolverhampton NHS Trust (RWT) and one NED and two Associate NEDs at Walsall Healthcare NHS Trust (WHT). There is also a vacancy for a NED in Common to join both boards.

This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people served by the Trusts.

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.

2. The person specification

Essential criteria

For all roles candidates will have a genuine commitment to patients and the promotion of excellent health care services.

You will also have recent, relevant senior level experience in one or more of the following areas:

- Background and experience that reflects the diverse nature of the local population in the Black Country, Walsall and/or Wolverhampton.
- Clinical and patient safety expertise gained from medical, nursing, allied health disciplines or social care experience at a senior level in an academic, research, regulatory or clinically focused role
- Knowledge of the populations needs of Primary Care Networks structures and systems for the Black Country, Walsall and/or Wolverhampton
- Knowledge and experience of using and making the most of clinical data and information for the benefit of patients and local populations
- Ability from knowledge, skills and experience to contribute to the development of the Trust strategy including goals, business plans and objectives
- Recent, relevant finance experience in a large and complex organisation with the capacity to Chair the Audit Committee, preferably with a financial qualification
- Business and/or entrepreneurial experience (including inside and/or outside of the public sector)

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 the Black Country, Walsall and/or Wolverhampton areas.

- 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 £13,000 (standard rate for all NEDs) per annum.
- The Non-executive role in common will receive remuneration for both organisations roles and is expected to give the same time commitment to each organisation making this a more substantial commitment across the two Trusts.

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. The Royal Wolverhampton NHS Trust (RWT)

RWT is one of the largest acute and community providers in the West Midlands having more than 850 beds on the New Cross site. They also have 56 rehabilitation beds at West Park Hospital and 54 beds at Cannock Chase Hospital. They are the largest employer in Wolverhampton, RWT employs more than 9,400 staff, covering more than 350 different roles.

The Trust provides its services from the following locations:

- New Cross Hospital - secondary and tertiary services, maternity, Accident & Emergency, critical care and outpatients.
- West Park Hospital - rehabilitation inpatient and day care services, therapy services and outpatients.
- More than 20 Community sites - community services for children and adults, Walk in Centres and therapy and rehabilitation services
- Cannock Chase Hospital – general surgery, orthopaedics, breast surgery, urology, dermatology, and medical day case investigations and treatment (including endoscopy)
- Nine GP practices and growing, providing list based primary care services

The Trust's vision and values: RWT is an organisation that strives to provide high quality, safe care for their patients in an environment which their staff are proud to work in.

Our Vision
Our vision is to be an NHS organisation that continually strives to improve the outcomes and experiences for the communities we serve

Our Values				
Safe & effective We will work collaboratively to prioritise the safety of all within our care environment				
Safety	Raising concerns	Communication	Teamwork	Reassuringly professional

Kind & caring				
We will act in the best interest of others at all times				
Welcoming	Respectful	Helpful	Listen	Appreciate

Exceeding expectation				
We will grow a reputation for excellence as our norm				
Aiming High	Improving	Responsible	Timely	Makes connections

4. The Walsall Healthcare NHS Trust (WHT)

WHT provides local general hospital and community services to around 260,000 people in Walsall and the surrounding areas. They are the only provider of NHS acute care in Walsall, providing inpatients and outpatients at the Manor Hospital as well as a wide range of services in the community. Walsall Manor Hospital houses the full range of district general hospital services under one roof. The £170 million development of their Pleck Road site was completed in 2010 and the continued upgrading of existing areas ensures the Trust has state of the art operating theatres, treatment areas and equipment.

The Trust provide high quality, friendly and effective community health services from some 60 sites including Health Centre's and GP surgeries. Covering Walsall and beyond, their multidisciplinary services include rapid response in the community and home-based care, so that those with long-term conditions and the frail elderly, can remain in their own homes to be cared for.

The Trust's Palliative Care Centre in Goscote is base for a wide range of palliative care and end of life services. The teams, in the Centre and the community, provide high quality medical, nursing and therapy care for local people living with cancer and other serious illnesses, as well as offering support for their families and carers.

The Trust's vision and values: WHT is guided by five strategic objectives which combine to form the overall 'vision' for the organisation.



Appendix 1: More information

For information about the Trusts, such as business plans, annual reports, and services, visit their websites:

- [The Royal Wolverhampton NHS Trust](#)
- [Home - Walsall Healthcare NHS Trust](#)

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](#)**

NHS England / 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 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: 11 November 2021 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **shortlisting: w/c 15 November 2021**
- **interview dates: 29 November (pm) and 1 December 2021**
- **proposed start date: early 2022 tbc**

Getting in touch

- We strongly recommend an informal and confidential discussion with Professor Steve Field, the Chair of the Trusts. Please contact Keith Wilshere, Company Secretary on 01902 307999 x84294 if you would like to arrange a discussion.
- **NHS England / NHS Improvement** – for general enquiries contact Miriam Walker on 0300 123 2059 or by emailing miriam.walker@nhs.net

NHS England / NHS Improvement

E: NHSI.Chairsandneds@nhs.net

W: england.nhs.uk



NHS England
NHS Improvement

