



Could you help lead the NHS in your area?

Isle of Wight NHS Trust

**2 Non-executive Directors and up to
2 Associate Non-executive Directors**

Candidate information pack

Reference: S2427



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 two Non-executive Directors (NEDs) and up to two Associate NEDs at Isle of Wight NHS Trust (IOW). 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 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:

- Clinical and patient safety expertise gained from medical, nursing, allied disciplines or social care experience at a senior level in an academic, research, regulatory or clinically focused role
- Recent, relevant finance experience in a large and complex organisation with the capacity to Chair the Finance and Infrastructure Committee, preferably with a financial qualification
- HR, and workforce development expertise gained at a strategic level

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 on the Island or if applying for the clinical roles be a resident within Hampshire & IOW health care system.

- 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.

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 Isle of Wight NHS Trust

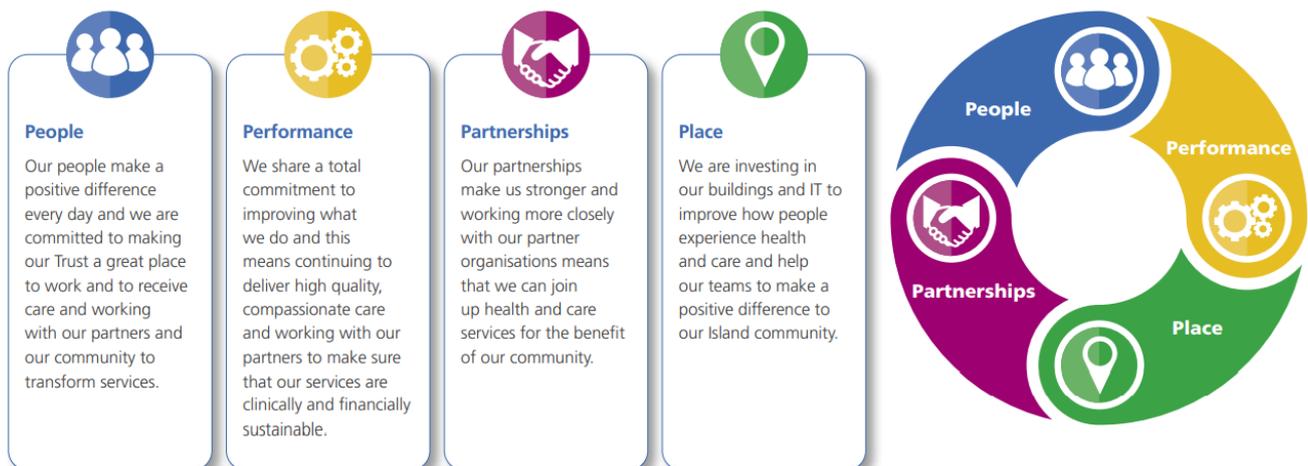
The Isle of Wight NHS Trust (IOW) is the only integrated acute, community, mental health and ambulance healthcare provider in England and provides a full range of healthcare services to a population of just over 140,000 people. The Trust is rated Good overall by the CQC. The Island is a much-loved holiday destination and the population swells significantly in the summer months.

Acute care is provided at St. Mary’s Hospital which also offers comprehensive maternity, NICU and paediatric services. Community care is given in each of the Island’s three locality areas: West and Central, North East and South.

The trusts mental health services provide inpatient and community-based healthcare, and it operates an ambulance service that delivers all emergency and non-emergency ambulance transport.

IOW's strategy

The Trust's Great People Great Place strategy launched in July 2020 and sets out how they will work together, with their partners and with their community, to improve and integrate health and care services. The 4Ps, People, Performance, Partnerships and Place, describe what the organisation wants to achieve and what success will look like for the community, staff and the people who use their services.



CARE values

The values that IOW share are very important. They have been designed by their staff and they are the foundation of everything that they want to achieve.

Their values guide how they behave and how they want people to experience their Trust – whether they are using their services or working in one of their teams.



Compassion

- Helping others in need
- Being caring and supporting
- Showing empathy
- Being non-judgemental



Accountable

- Providing safe care
- Taking responsibility
- Doing the right thing
- Delivering quality improvement



Respect

- Building trust
- Being open and honest
- Recognising achievement
- Celebrating success
- Encouraging others



Everyone counts

- Putting people first
- Working together
- Valuing our differences
- Promoting inclusion
- Believing in myself and others

Our vision is for high quality, compassionate care that makes a positive difference to our Island community.

Our mission is to make sure that our community is at the heart of everything we do. We will work together and with our partners to improve and join up services for its benefit.

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**

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: 23 November 2021 at 11am.**
Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date: 16 December 2021**
- **proposed start dates: TBC**

Getting in touch

- We strongly recommend an informal and confidential discussion with Melloney Poole, the Chair of the Trust. Please contact Annette.bulger@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

E: NHSI.Chairsandneds@nhs.net

W: england.nhs.uk



**NHS England
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