



# Could you help lead the NHS in your area?

**Solent NHS Trust**

**Non-executive Director**

**Candidate information pack**

**Reference: S2500**



**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 is a vacancy for a Non-executive Director (NED) at Solent NHS Trust. 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 successful candidate will be responsible for chairing the Quality Assurance Committee and Mental Health Act Scrutiny Committee.

## 2. The person specification

### Essential criteria

You will need to be a values-driven leader and have a genuine commitment to patients and the promotion of excellent health care services. You will have senior level relevant clinical and patient safety expertise gained from primary care, medical, nursing, dentistry, allied disciplines or social care experience.

Solent NHS Trust is committed to building a diverse Board and would welcome perspectives from those who will complement their existing Board members.

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 Southampton, Portsmouth or wider Hampshire.

- 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.

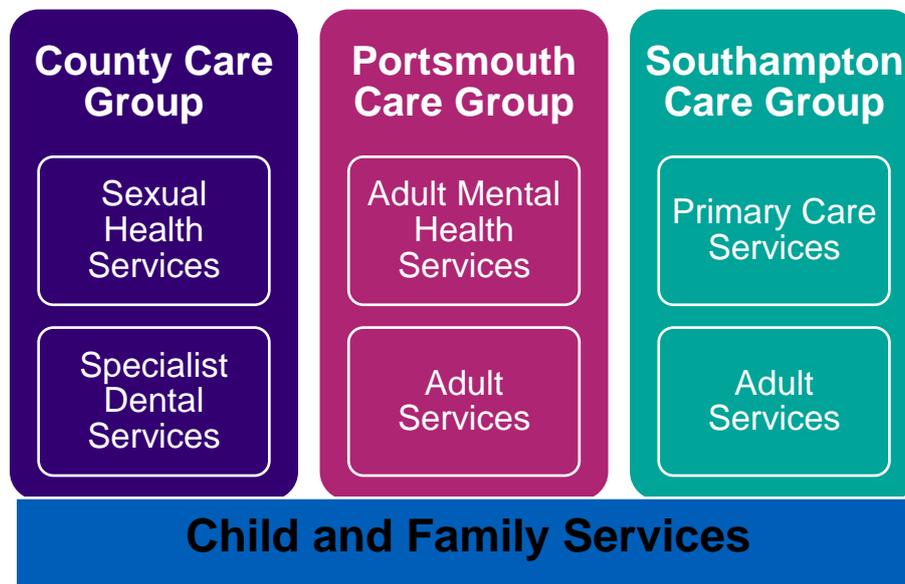
Given the significant public profile and responsibility members of NHS Boards hold, it is vital that those appointed inspire confidence of the public, patients and NHS staff at all times. NHS England / NHS Improvement makes a number of specific background checks to ensure that those we appoint are “fit and proper” people to hold these important roles. More information can be found on our [website](#).

### 3. About Solent NHS Trust

Solent NHS Trust was established under an Establishment Order by the Secretary of State in April 2011. The Trust provides community, mental health and learning disability services to communities in Hampshire and the Isle of Wight. The dedicated team of over 5,000 staff deliver compassionate, person-centred care to people close to home, at all stages of their lives.

Solent NHS Trust are the main community and mental health provider in Portsmouth city and the main provider of community services in Southampton. They also provide a range of specialist services across the Hampshire geography. The Trust has made a firm commitment to support the sustainability of health and care on the Isle of Wight through a partnership, and they currently provide sexual health, dental and 0-19 services to the island community.

The following diagram illustrates Solent’s Care Group Structure:



Solent NHS Trust firmly believe that by better joining up health and care services, they can improve services, patient outcomes and the health and wellbeing of local people, whilst also making improvements for people working in health care.

By working together with their partners in the Hampshire and Isle of Wight integrated care system, Solent believes it will make lives better. There are already many excellent examples where Solent NHS Trust are improving service user experience and outcomes of care through partnership working with hospital services, social care, other mental health and community services, GPs and other primary care colleagues. The Trust are further developing this collaborative approach; increasingly working together with colleagues in non-NHS services, such as housing, employment services, the police and the voluntary, community and social enterprise sector.

## Solent's values

As a values-based organisation, Solent has a fundamental belief that the way in which people work, their behaviours and priorities should be guided by the Trust's HEART values – Honesty, Everyone Counts, Accountability, Respect and Teamwork.

The HEART values reflect and shape the Trust's culture. They guide and inspire actions and decisions. They enable the Trust to be better at what they do and create a great place for staff to work, whilst ensuring the highest quality of care is provided to service users.

The Trust continues to develop ways of working built on our values, creating a great place to work and a great experience for service users:



## Vision and goals

Considering the latest national and local policy direction, challenges, opportunities and learning from the pandemic, Solent have taken the opportunity to review, refresh and reframe their vision and strategy, ensuring it is stretching, challenging and innovative. Their new vision statement has a strong focus on the things communities and staff have told them are important to them today, as well as the things that need to improve for the future.

## Solent NHS Trust's vision:

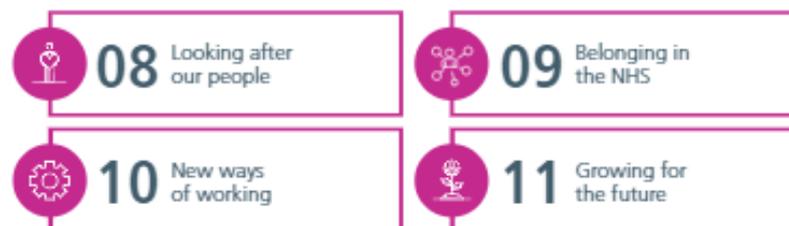
Health and care teams working with communities to make a difference, so everyone has easy access to safe and effective care, enabling more people to remain well and independent throughout their lives.

Solent's mission is to provide great care, be a great place to work and to deliver great value for money. The Trust's refreshed strategic priorities centre around the three elements of their mission. They describe the latest principles and commitments they will work to, to achieve their vision.

### Great care



### Great place to work



### Great value for money



## 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: 6 January 2022 at 11am.** Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **interview date: 26 January 2022.** Shortlisted candidates will also be invited to meet groups of the Trust's key stakeholders.
- **proposed start date: February 2022**

## Getting in touch

- We strongly recommend an informal and confidential discussion with Catherine Mason the Chair of the Trust. Please contact Rachel Cheal on 02381 032 305 to make arrangements.
- **Odgers Berndtson** is helping us to identify potential candidates. If you would like a confidential discussion about the role, contact Carmel Gibbons at [Carmel.gibbons@odgersberndtson.com](mailto:Carmel.gibbons@odgersberndtson.com) or Ruth Lewis at [Ruth.lewis@odgersberndtson.com](mailto:Ruth.lewis@odgersberndtson.com)
- **NHS England / NHS Improvement** – for general enquiries contact Miriam Walker on 0300 123 2059 or by emailing [miriam.walker@nhs.net](mailto:miriam.walker@nhs.net)

### **NHS England / NHS Improvement**

E: [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)

W: [england.nhs.uk](http://england.nhs.uk)



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