



Could you help lead the NHS in your area?

George Eliot Hospital NHS Trust

Two Non-executive Directors

Candidate information pack

Reference: M2511



We value and promote inclusion and 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 two vacancies for Non-executive Directors (NED) at George Eliot Hospital NHS Trust (GEH). 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.

These opportunities will share responsibility with other Directors for the success of the organisation using the available resources to deliver healthcare and improve the health of local people.

The Non-Executive Directors are members of the Trust Board and bring independence, external skills and perspectives. Board members share a corporate responsibility for the governance and performance of the Trust in meeting both strategic and operational objectives.

The successful candidates will ideally have Non-executive and or board/senior level experience in large, complex organisations. They will demonstrate capability in strategic thinking and the ability to challenge, influence and build consensus on a wide range of issues.

One post requires clinical and patient safety experience with senior level experience to support and later chair the Trust's Quality Assurance Committee.

The second post will require an understanding of topical issues affecting Social Care and the NHS.

2. The person specification

Essential criteria

You will need to have a genuine commitment to patients and citizens and the promotion of excellent health care services. You will have senior level experience in the following:

Post One

- 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.

And / or

An understanding of the NHS quality agenda and the assurance processes needed to deliver effective clinical governance would be an advantage.

Post Two

- An understanding of topical issues affecting the NHS and knowledge/experience of the Transformation agenda across the North Warwickshire place footprint would be distinctly advantageous

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

3. Key Responsibilities

- Set the Trust's strategic values and standards and ensure that its obligations to its patients, citizens and others are understood and met.
- Set the Trust's strategic aims, ensure that the necessary financial and human resources are in place for the Trust to meet its objectives and review management performance.
- Provide leadership of the Trust within a framework of prudent and effective controls which enable risk to be assessed and managed.
- Provide independent judgement and advice on issues of strategy, vision, performance, resources and standards of conduct and constructively challenge, influence and help the Board to develop proposals on such strategies.
- Monitor the performance and conduct of management in meeting agreed goals and objectives and statutory responsibilities, including the preparation of annual reports and accounts and other statutory duties, ensuring all occurs in the best interests of the public.
- Be assured that the systems of internal control, including clinical governance, are properly established and maintained.

- To support and constructively challenge the Chair, Chief Executive and other Directors to ensure that the Board conforms to the highest standards of corporate governance and makes appropriate decisions.
- As a member of Board committees, appoint, remove, support, encourage and where appropriate 'mentor' senior executives.
- Contribute to the determination of appropriate levels of remuneration for executive directors.
- To participate in committees of the Board and other key NED roles/duties, in accordance with service needs as determined by the Chair.
- To uphold the values of the Trust, acting as a role model to ensure that the Trust promotes equality, diversity and inclusivity for all its patients, staff and other stakeholders, recognising the causes and impacts of healthcare inequalities in minority groups.
- To represent the Trust's views with national, regional or local bodies or individuals and to be an ambassador 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 area served by the Trust.

- On average this role will require the equivalent to 2 to 3 days a month
- The remuneration payable for this role is £13,000 (standard rate for all NEDs) per annum.

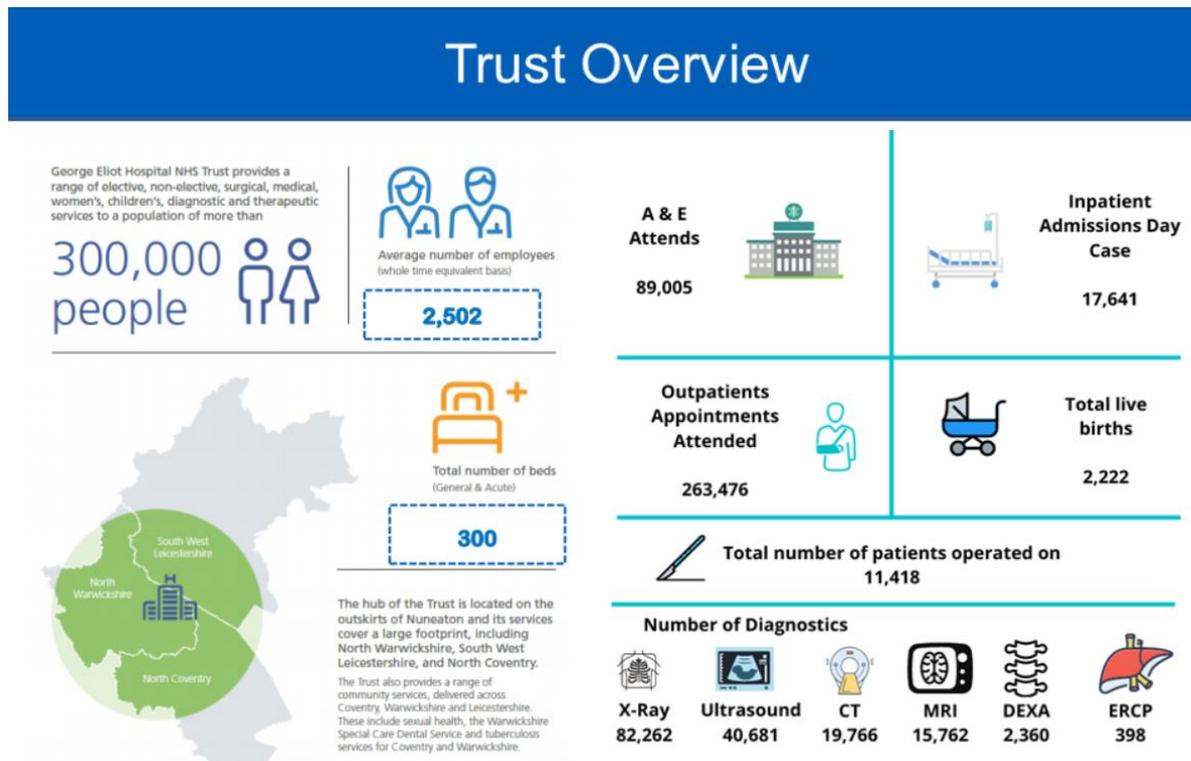
Given the significant public profile and responsibility members of NHS Boards hold, it is vital that those appointed inspire confidence of the public, patients and NHS staff at all times. NHS England / NHS Improvement makes a number of specific background checks to ensure that those we appoint are "fit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

4. About George Eliot Hospital NHS Trust

George Eliot Hospital NHS Trust (GEH) provides a range of elective, non-elective, surgical, medical, women's, children's, diagnostic and therapeutic services to a population of more than 300,000 people. The hospital opened in 1948.

The hub of the Trust is located on the outskirts of Nuneaton and its services cover a large footprint, including north Warwickshire, south west Leicestershire, and north Coventry.

The Trust also provides a range of community services, delivered across Coventry, Warwickshire and Leicestershire.



GEH's Vision: "To Excel at Patient Care"

GEH's values: The Trust's **EXCEL** values are at the heart of everything they do and how they treat each other. They were developed by GEH colleagues and describe what they think is important, including:

- essential guiding principles about the way that they work and set the tone for their culture, and identify what
- they, as a whole, care about
- shared ideas and attitudes that guide their organisational thinking and actions
- common purpose and understanding that helps them to build great working relationships



Effective open communication



Excellence and safety in all that we do



Challenge but support



Expect respect and dignity



Local healthcare that inspires confidence

GEH make their **EXCEL** values real by demonstrating them in how they behave every day. Their **EXCEL** behaviours apply to all and are about how they work. They are part of everyone's role and help them to make sure they demonstrate their values. The **EXCEL** behaviours demonstrate the attitudes and approach they take to work; they are:

- *how we do things*
- *how we treat others*
- *what we say and how we say it*
- *how we expect to be treated*

The **EXCEL** behaviours support GEH to celebrate their successes, talk about their objectives and goals; and express how they would like to develop so that they can deliver their ambition to create an **EXCEL**lent colleague experience to **EXCEL** at patient care.

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 these roles 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: 15 March 2022 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date: 31 March 2022**
- **proposed start date: to be confirmed**

Getting in touch

- We strongly recommend an informal and confidential discussion with Russell Hardy, the Chair of the trust. Please contact Leanne Hanson on 0247 686 5068
- **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



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