



Could you help lead the NHS in your area?

University Hospitals of North
Midlands NHS Trust

Associate Non-executive Director

Candidate information pack

Reference: M2597



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 an Associate Non-executive Director (NED) at University Hospitals of North Midlands NHS Trust (UHNM). 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.

The Trust is actively working towards a diverse, gender balanced and representative workforce and welcome and encourage applications from all parts of their communities. The Trust is working hard on a range of diversity issues and is making great progress; however they acknowledge that there is still much to do and the successful applicant together with the Board will provide senior leadership and support to the Trust to address the challenges faced by the sector.

The successful candidate will have transferable leadership experience from either the private or public sector, with experience across organisational change and development and an interest in people and culture.

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 areas served by the Trust.

- 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 University Hospitals of North Midlands NHS Trust

Employing over 11,000 staff UHNM has two sites, Royal Stoke University Hospital, located in Stoke-on-Trent and County Hospital, located in Stafford. The Royal Stoke University Hospital is part of a £370m private finance initiative (PFI) that was completed in 2015.

From these hospitals the Trust provides a full range of general acute hospital services for people living in and around Staffordshire and beyond. The Trust also provides specialised services, such as Trauma, for three million people in a wider area, including neighbouring counties and North Wales. It is also recognised for its particular expertise in trauma, respiratory conditions, spinal surgery, upper gastro-intestinal surgery, complex orthopaedic surgery, laparoscopic surgery and the management of liver conditions. More than 175,000 patients attended UHNM’s Accident and Emergency departments in the past year, many from a wide geographical area by both helicopter and land ambulance because of its Major Trauma Centre status.

Key priorities

UHNM has a number of strategic and operational priorities, including:

- Embedding a positive and inclusive culture across the organisation, making it a place where individuals want to work in to provide the best care for the population.

- Its financial situation has been historically extremely challenging, as a result of which the Trust was placed into Financial Special Measures in March 2017 and these were lifted in October 2020 as they made significant progress and made a surplus in 2019/20. Sustaining financial performance is an important focus.
- The restoration of core services and continued delivery of treatment to non-Covid patients during and beyond the current pandemic crisis.
- Supporting the wellbeing of their staff through and beyond the demands and pressures of the pandemic.
- Learning through Covid-19 and the transformation delivered through that period to build and continue our development.
- Successful embedding of a culture of quality improvement through our 'Improving Together' programme.
- Building our profile for teaching and research.
- The integration of health and social care services working with its partners within the wider Health Economy to address a number of long-standing challenges and to make Staffordshire and Stoke on Trent the healthiest places to live and work.

UHNM Strategic Objectives and Values

Our Strategic Priorities and Objectives

High Quality	Responsive	People	Improving & Innovating	System & Partners	Resources
					
Providing safe, effective and caring services	Providing efficient and responsive services	Empowering, developing and supporting for effective performance	Achieving excellence in development and research	Leading strategic change within Staffordshire and beyond	Ensuring we get the most from the resources we have, including staff, assets and money

Our Values



4. 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: 6th June 2022 at 9am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date: 15 July 2022**
- **proposed start date: TBC 2022**

Getting in touch

- We strongly recommend an informal and confidential discussion with David Wakefield, the Chair of the trust. Please contact beth.johnson@uhnm.nhs.uk on 01782 676612.
- Gatenby Sanderson are helping us to identify potential candidates. If you would like a confidential discussion about the role please contact one of the team as follows:

Emily Perry, Researcher, [07538 79416](tel:0753879416), emily.perry@gatenbysanderson.com

Julia St.Clare, Associate Consultant, julia.stclare@gatenbysanderson.com

Emma Pickup, Partner, emma.pickup@gatenbysanderson.com

- **NHS England / NHS Improvement** – for general enquiries contact Helen Barlow on 07749 437574 or by emailing helen.barlow2@nhs.net

NHS England / NHS Improvement

E: NHSI.Chairsandneds@nhs.net

W: england.nhs.uk

University Hospitals 
of North Midlands
NHS Trust

NHS England
NHS Improvement

