### NHS provider chair - person specification

This describes the skills, experience and attributes required or desirable for fulfilling the role of chair of an NHS provider trust.

### Required skills, experience and attributes

**Values**

A clear commitment to the NHS and the trust’s values and principles

**Strategic**

Experience of leading and delivering against long-term vision and strategy

Experience leading transformational change, managing complex organisations, budgets and people

**People**

Strong interpersonal, communication and leadership skills

Experience of building effective teams, encouraging change and innovation and shaping an open, inclusive and compassionate culture through setting the right tone at the top and championing diversity at, and across, all levels

Strongly focused on the experience of all staff and patients

Fully attentive towards issues of equality, diversity and inclusion

**Professional acumen**

Prior board experience (any sector, executive or non-executive role)

Evidence of successfully demonstrating the NHS provider chair competencies in other leadership roles

An ability to identify and address issues, including underperformance, and to scrutinise and challenge information effectively for assurance

**Outcomes focus**

A demonstrable interest in health and social care and a strong desire to achieve the best sustainable outcomes for all patients and service users through encouraging continuous improvement, clinical excellence and value for money

Strong understanding of financial management, with the ability to balance the competing objectives of quality, operational performance and finance

An appreciation of constitutional and regulatory NHS standards

**Partnerships**

A desire to engage with the local population and to collaborate with senior stakeholders across the health and care system

Experience managing conflict, finding compromise and building consensus across varied stakeholder groups with potentially conflicting priorities

### Desirable experience

Prior experience as a non-executive director (any sector)

Prior experience on an NHS board (executive, non-executive or associate role)

Professional qualification or equivalent experience

Prior senior experience of complex organisations outside the NHS, ie private, voluntary or other public sector providers of similar scale

Applications will be assessed on merit, as part of a fair and open process, from the widest possible pool of candidates. The information provided by applicants will be relied on to assess whether sufficient personal responsibility and achievement have been demonstrated in previous/other roles, to satisfy the experience being sought.

The best boards are those that reflect the workforce and communities they serve. We particularly welcome applications from women, people from local black, Asian and minority ethnic communities, and people with disabilities, who we know are all under-represented in these important roles.