



North Tees and Hartlepool
NHS Foundation Trust



South Tees Hospitals
NHS Foundation Trust



Joint Chair

Candidate information pack

April 2021



HUNTER
Executive talent for the healthcare sector

WELCOME

Thank you for your interest in the role of Joint Chair for North Tees and Hartlepool and South Tees Hospitals NHS Foundation Trusts, which announced earlier this year an ambition to work together more formally through this joint role.

This is a unique moment in the history of both organisations, at a time when collaboration and integration is now firmly the way forward nationally, in delivering population health and care.

That is why both organisations are looking for an inspirational, passionate and talented person with the ambition to take on this vitally important Joint Chair role to help lead the two Trusts together in the next steps of their journey for the people of the Tees Valley and North Yorkshire.

As Lead Governors representing our Councils of Governors, it is our role, through our respective Nominations Committees and Councils of Governors, to oversee the process for appointing a Joint Chair to represent the interests of the populations that both organisations serve.

The Joint Chair, leading the Boards of both Trusts and the Joint Strategy Board in this new partnership, will enable both Trusts to harness the strengths of each other and, where appropriate, share resources, innovation and leadership for the benefit of the populations in our area.

The North East is an area of great natural beauty both coast and country. It is rich in contemporary culture, historical attractions, world heritage sites and dramatic landscape. All of which is accessible through our airports, rail and road.

While each Trust has a different history, culture and range of services, both organisations are values-driven and have truly incredible and passionate staff who already collaborate in many areas to deliver high quality, safe acute, community and tertiary care to our populations. Both organisations understand the need to strengthen our joined-up approach to transform the way that health and care is delivered. You will read more about the individual Trusts, their strategies and how they work with the North East and North Cumbria Integrated Care System (ICS), later in this pack.

Through the development of the ICS – and more locally the Integrated Care Partnerships (ICPs) – as key partners, we will help change the way in which health and care are delivered in response to increased demand for services, serving both urban and rural populations. Collectively, the aim is continually to improve and to deliver safe and high-quality care more effectively and efficiently, transforming the local health and care systems and working in partnership to connect people, services and voluntary groups to meet the needs of the communities they both serve.

“Both organisations understand the need to strengthen our joined-up approach to transform the way that health and care is delivered.”

This involves also working closely with partners in the local authorities and third sector to tackle health inequalities, particularly post COVID 19, to enable people to live healthier lives, developing new service models in which patients get more options, better support, and joined-up care at the right time in the best care setting. This combined effort will help nurture connected, stronger communities, that are better able to support each other.

In the midst of these current challenges, there are also remarkable opportunities to forge a new approach to providing health and care to the population of our area that builds on the best of both organisations and our partners.

Both organisations know that to meet the challenges they face, there is a need to recruit an exceptional and astute Joint Chair who is passionate about serving the interests of the public and patient care in the Tees Valley and North Yorkshire. A person with empathy for our area, the fortitude and skills to manage the complexity of this role, demonstrable experience of partnership working, and who is able to work with the Boards and Councils of Governors effectively to steer the organisations in a way that achieves a shared vision.

The successful candidate will be a visible, authentic and accessible leader with a genuine commitment to building and nurturing an organisational culture that celebrates compassionate care, embraces diversity and operates at all levels in a way that is transparent, respectful and inclusive. This is an exciting time to be part of our journey together.

If you would like to have a confidential discussion and hear more about this exceptional opportunity, please contact Rhiannon Smith or Jenny Adrian at our recruitment partners, Hunter Healthcare by email: jadrian@hunter-healthcare.com or phone: 07939 250362.

We look forward to hearing from you.



Tony Horrocks, Lead Governor
North Tees and Hartlepool
NHS Foundation Trust



Angela Seward, Lead Governor
South Tees Hospitals
NHS Foundation Trust

“This combined effort will help nurture connected, stronger communities, that are better able to support each other.”

OUR JOINT VISION

OVERVIEW

North Tees and Hartlepool NHS Foundation Trust and South Tees Hospitals NHS Foundation Trust are the area's largest employers, with over 15,000 staff delivering healthcare services across the Tees Valley, North Yorkshire and beyond.

Both Trusts are ambitious to deliver more together for the populations they serve; developing clinical services that reflect the best use of resources, the two Trusts' close proximity to each other and by enabling the region's excellent tertiary, acute and community services to thrive and grow.

As part of their ambitious agenda, the two Trusts want to harness the locality's world-class research and education offer, cementing the Tees Valley and North Yorkshire as an enviable destination for high-aspiring clinicians.

Both organisations support collaborative and partnership arrangements, respecting and acknowledging the need to work together to deliver a shared vision – **“to provide the best possible healthcare outcomes to every member of the population across the Tees Valley and North Yorkshire”**. They will deliver this by working together to improve the health and wellbeing of the communities they serve, tackling the long-term inequalities in health that the pandemic has exacerbated, and playing a part in bringing more inward investment to the Tees Valley.

The appointment of a Joint Chair is an important step towards achieving this ambition and represents a fantastic challenge for an energetic, ambitious individual, who is ready to drive change for a better and more aspirational health and care landscape, working with other key partners and agencies to champion a brighter future for the people of the Tees Valley and North Yorkshire.

DRIVING THE FUTURE

The overarching focus of the Joint Chair will be on delivering this vision; focusing on 'population health', championing healthy starts, optimistic futures and innovative ambitions, both for the population of the region and for our workforce – now and in the future.

This closer working is already progressing week by week, month by month, in the interest of the communities we serve. As a first step to establishing closer working relationships, the two Trusts have already established a **Joint Strategic Board**, which met for the first time on the 8th April 2021

The core objectives of the new Joint Chair will be to:

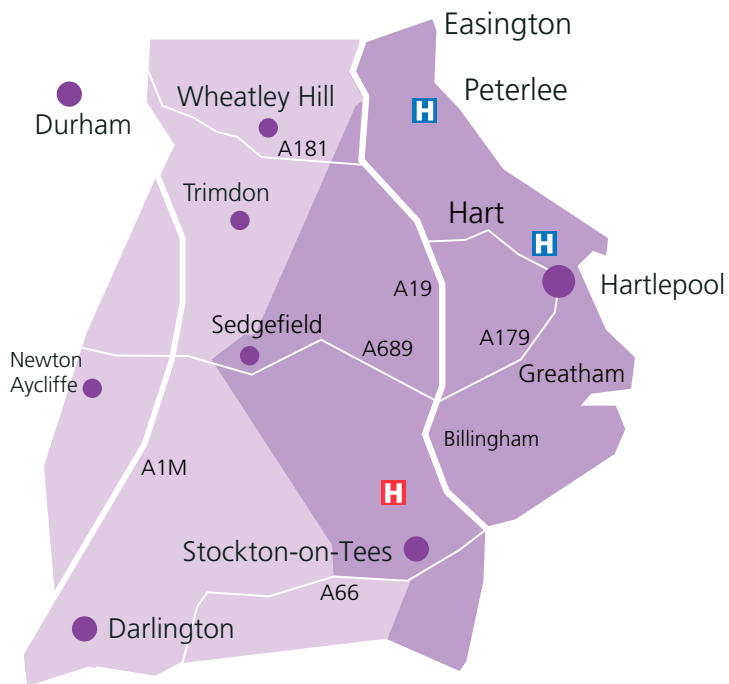
- Drive a clinical services strategy across both Trusts that both represents the health needs of the current population and seeks to establish a more aspirant population health strategy: finally turning the tide on an historical legacy disease profile across the region.
- Ensure that talent attraction and retention remain a priority for both organisations, ensuring that they are seen to be 'employers of choice', both within and outside of the region, and combining cultures and best practice to ensure the Tees Valley and North Yorkshire becomes a 'destination employer'.
- Embed the Trusts as anchor organisations within the Tees Valley and North Yorkshire; contributing not only to health and care provision, but also impacting the wider fortunes of the local economies – the environmental landscape and social equalities – to ensure maximised contribution to the communities they serve.

OUR JOINT VISION (CONTINUED)

- Represent the needs and ambitions of the population of Tees Valley and North Yorkshire, locally, regionally and nationally, ensuring a compelling narrative is spoken and heard.
- Recognise, represent and celebrate the achievements of both organisations and being balanced and pragmatic when working to support transformation work – clinical and corporate.
- Align the outstanding work of the Tees Valley and North Yorkshire strategic digital footprint – uniting the combined ambitions of both Trusts to ensure the best possible solutions for our patients and excellent value for the Tees and North Yorkshire pound.
- Focus on a positive financial future for both organisations, building on current good practice and sharing plans for strategic financial recovery and investment where appropriate.

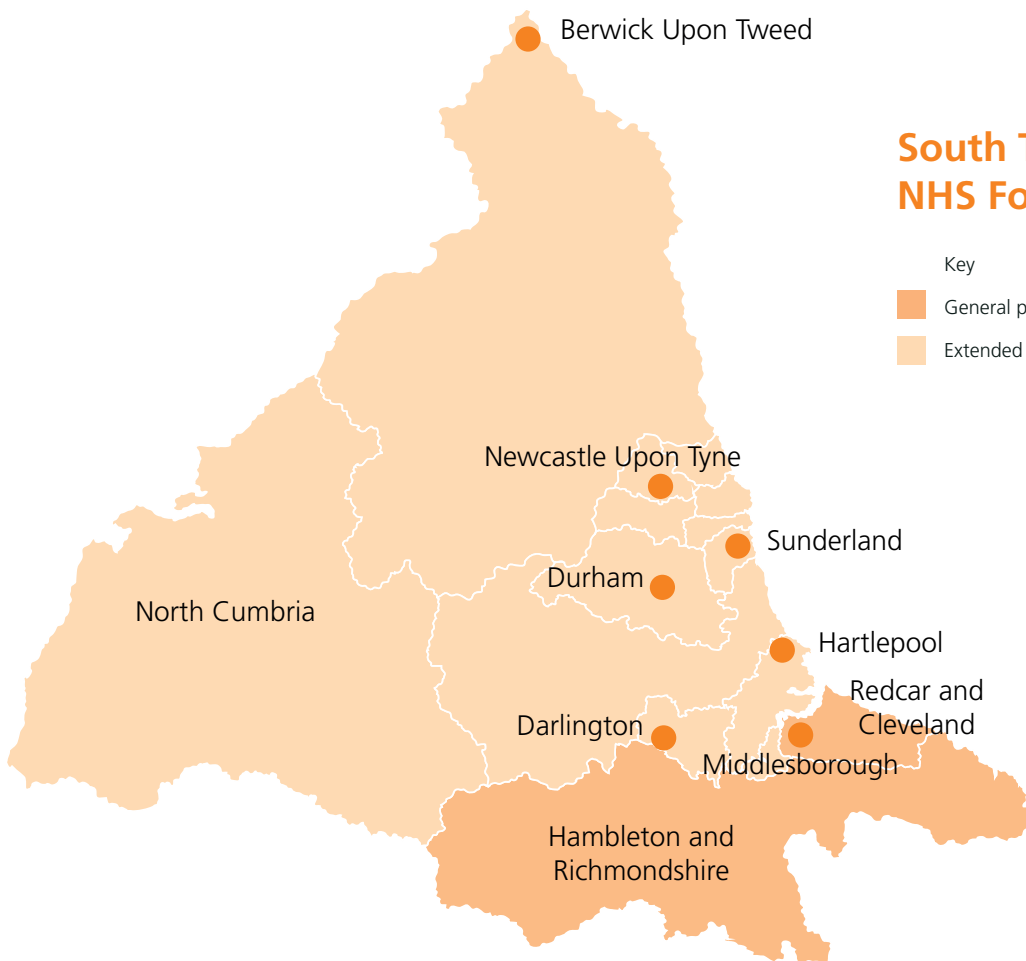


WHERE WE ARE



North Tees and Hartlepool NHS Foundation Trust

- Key
- General patient catchment area
 - Extended patient catchment area for service developments



South Tees Hospitals NHS Foundation Trust

- Key
- General patient catchment area
 - Extended specialist patient catchment area

NORTH TEES AND HARTLEPOOL NHS FOUNDATION TRUST

WHO WE ARE

North Tees and Hartlepool NHS Foundation Trust was authorised as an NHS Foundation Trust in December 2007. The Trust was originally formed on 1 April 1999, when North Tees Health NHS Trust and Hartlepool and East Durham NHS Trust merged. We are an integrated hospital and community health and care organisation, serving over 400,000 people in Hartlepool, Stockton and parts of County Durham.

We are registered with the Care Quality Commission (CQC) and our latest inspection providing a 'Good' rating. We are on a continuous journey with a commitment to 'excellence as our standard' to ensure we reach our ambition of an 'Outstanding' rating.

We provide a wide range of health and care services across and beyond our geographical catchment area. Our hospital sites are:

- University Hospital of Hartlepool
- University Hospital of North Tees

We are responsible for the provision of breast diagnostic services across Stockton, Hartlepool, parts of County Durham, Middlesbrough, Redcar and East Cleveland.

Our Trust is also responsible for the provision of the NHS bowel screening service for men and women across the entire Tees Valley, parts of County Durham and North Yorkshire.

Since 2008 we have delivered care for patients in the community, delivering services across multiple sites including Peterlee Community Hospital, Lawson Street Health Centre in Stockton and One Life Hartlepool – the first of the ambitious integrated care centres to be created under the Momentum: pathways to healthcare programme.

North Tees and Hartlepool NHS Foundation Trust is an 'anchor' organisation across the Stockton and Hartlepool localities, working closely with our key partners to facilitate and drive a more aspirant outlook for the population we serve.

Our Trust is internationally renowned and we are a research active organisation, most recently becoming the first trust in the UK to use the REGN-COV2 in the treatment of COVID-19, as part of the national RECOVERY trial, working with some of the most high profile health organisations in the world.

THE TRUST IN NUMBERS

www.northtees.nhs.uk

TURNOVER

326

£MILLION

WORKFORCE

5,500

STAFF

NUMBER OF

563

BEDS

OUR JOURNEY SO FAR

We are an ambitious Trust, dedicated to developing an integrated health and care service in collaboration with key partners at local, regional and national level. With the objectives of the NHS Long Term Plan at the heart of our strategy, we are fully committed to partnership working, both within the NHS and with our wider community, for a more aspirant outlook for the Tees Valley and beyond.

Our current Care Quality Commission (CQC) rating of 'Good' recognises the work already undertaken by our Trust to build upon our dedication to quality of care, financial recovery and to creating a workplace where our staff feel empowered to contribute to health and care provision that benefits the population we serve and is committed to continued improvement.

This approach ensured a positive staff survey result for 2020, securing us 16th place across the whole of England within the acute trust sector, and 2nd in the North East and North Cumbria. Our continued goal is to be a destination employer, not only our region, but within the UK.

Our journey towards an 'Outstanding' CQC rating is predicated on an unwavering focus on improving quality and tackling unwarranted clinical variation. Our pre-COVID elective surgery cancellation rates are among the lowest in the country.

In 2019 our Trust was selected as one of 14 from across the country to take part in the accident and emergency care field-testing standards. This was as a direct result of consistently ranking in the top three performing organisations across England for patient waiting times.

COVID-19 has changed the way many organisations work, and we are incredibly proud of how our Trust transformed at pace to support our patients and colleagues in responding to the unprecedented threat the pandemic presented. Our participation and contribution to the COVID-19 clinical trials as part of a wider alliance is recognised on an international level.

The evolution of patient care during the pandemic was a challenge our digitally-enabled Trust was able to embrace with speed and confidence. Our adaptive pace was expedient because of the groundwork employed in ensuring that our clinicians had access to groundbreaking technologies, such as the Attend Anywhere appointment software, to support the people that matter most – our patients.

The energy deployed into mobilising a different way of working, paved a way for a robust recovery plan. From bespoke respiratory pathways to our Long Covid clinics, our Trust has shown itself to be capable of great change to reflect an ever-moving health and care landscape. Our clinicians and support teams are empowered and enabled to directly impact health and care evolution, ensuring it reflects the ever-changing needs of our patients.

Our estate footprint presents one of our most significant challenges. Our hospital sites date back to the 1960's and need to change to tackle the challenges of our local population, which deals with some of the worst health inequalities in England.

Our vision involves a revolution in health and care delivery including health on the high street, diagnostic hubs, investment in out-of-hospital services, admission avoidance, streamlining pathways, efficiency in clinical co-adjacencies, collaborative efficiencies with partners, centres of excellence within our communities, integrated care and – perhaps most importantly – a clinical estate which is purposed to act as an enabler for positive transformation.

The pandemic has highlighted the challenges we face, but we are confident that with the right investment, alongside our award-winning clinicians and wider workforce, we can provide a health and care service which reflects a move to aspirant population health.

We have a strong starting point, and can only envisage growth for the future.

Our staff are some of the most celebrated in the NHS, and we have pledged to future proof them and ensure that they emerge from the challenges of the last year. Our health and wellbeing strategies are invested in resilience and recovery, and we continuously review the ways in which we enable our teams to share both their experiences and their learning.

The future of health and care provision for the Tees Valley and North Yorkshire is rooted in collaboration, system working and partnerships. North Tees and Hartlepool NHS Foundation Trust demonstrates a track record of all of these ambitions in our ability to innovate and employ evolutionary new and impactful pathways to support our patients.

Our annual report 2019/20 provides further detail and can be found [here](#).

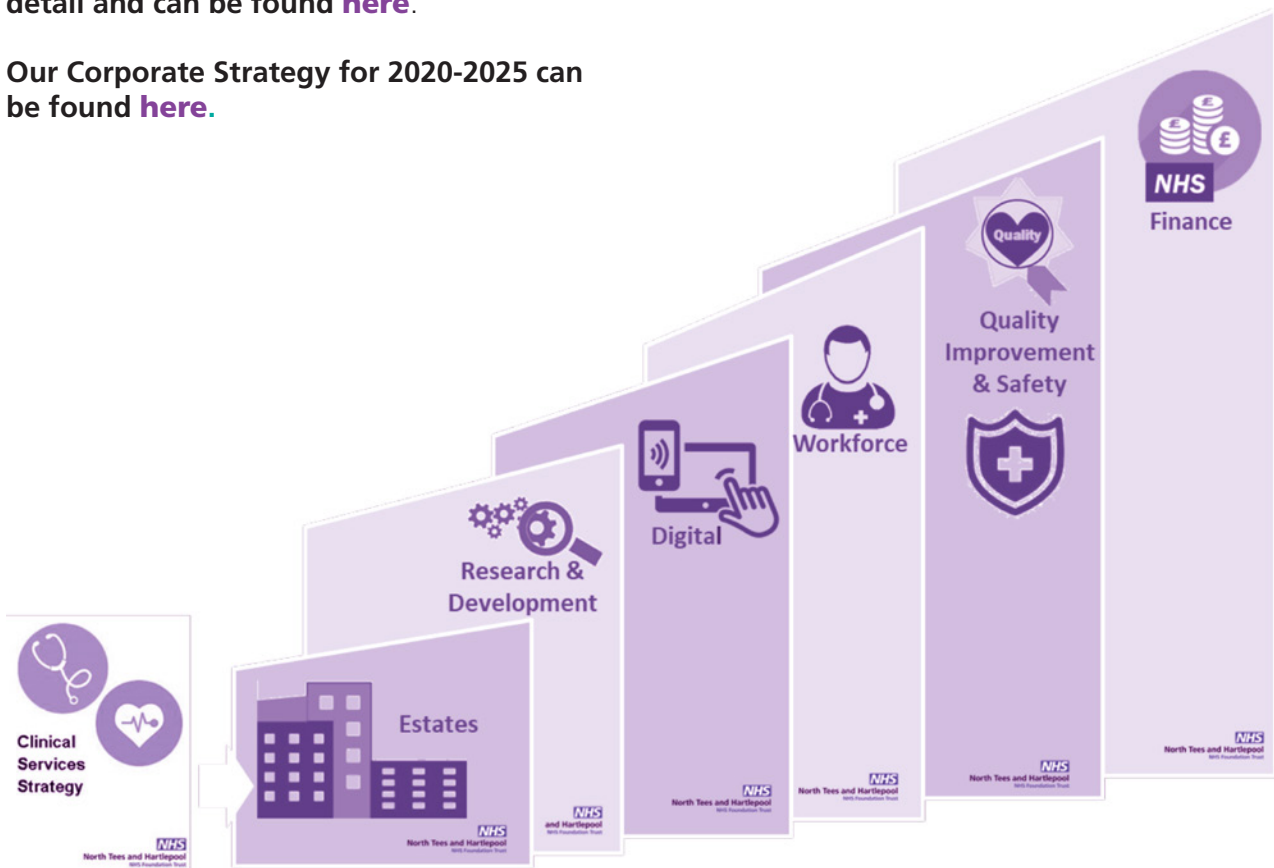
Our Corporate Strategy for 2020-2025 can be found [here](#).

OUR DIRECTION

We will continue to focus on the key areas of our business to measure our success, whilst looking to the future and exploring how we can improve what we do, and how we operate as a successful NHS Foundation Trust.

As a progressive and forward thinking Foundation Trust we make sure that our strategic direction, and the decisions we take to inform our future direction, are based on sound, practical evidence not only from within the Trust but from other external sources such as strategic partners and clinical and non-clinical stakeholders.

We have aligned our supporting strategies that have helped to influence and shape our direction.



OUR VISION

We are committed to providing the very best care to our patients whether they are being treated in our hospitals or in the community.

Healthcare is a people business, we therefore place great emphasis on patients, public and staff, who are all key to what we do. However, we know that just doing what we've always done will not meet the needs of the population we serve.

We all need to better manage the health of the population so that in 20-30 years' time our communities will be healthier, fitter and less reliant on hospital services in the future.

To achieve our vision, we will:

- Focus on groups in society
- Deliver interventions across an integrated health and care system
- Manage the health of our population better
- Demonstrate strong and effective collaboration and trust
- Improve and integrate our services
- Deliver services that are clinically effective, high quality and safe
- Promote innovation and inclusivity
- Maintain financial stability

We will provide the best healthcare for everyone in our population.

OUR VALUES

We place great pride in the values that our staff uphold as they go about their jobs; whether they be clinical or non-clinical. Put simply they are:

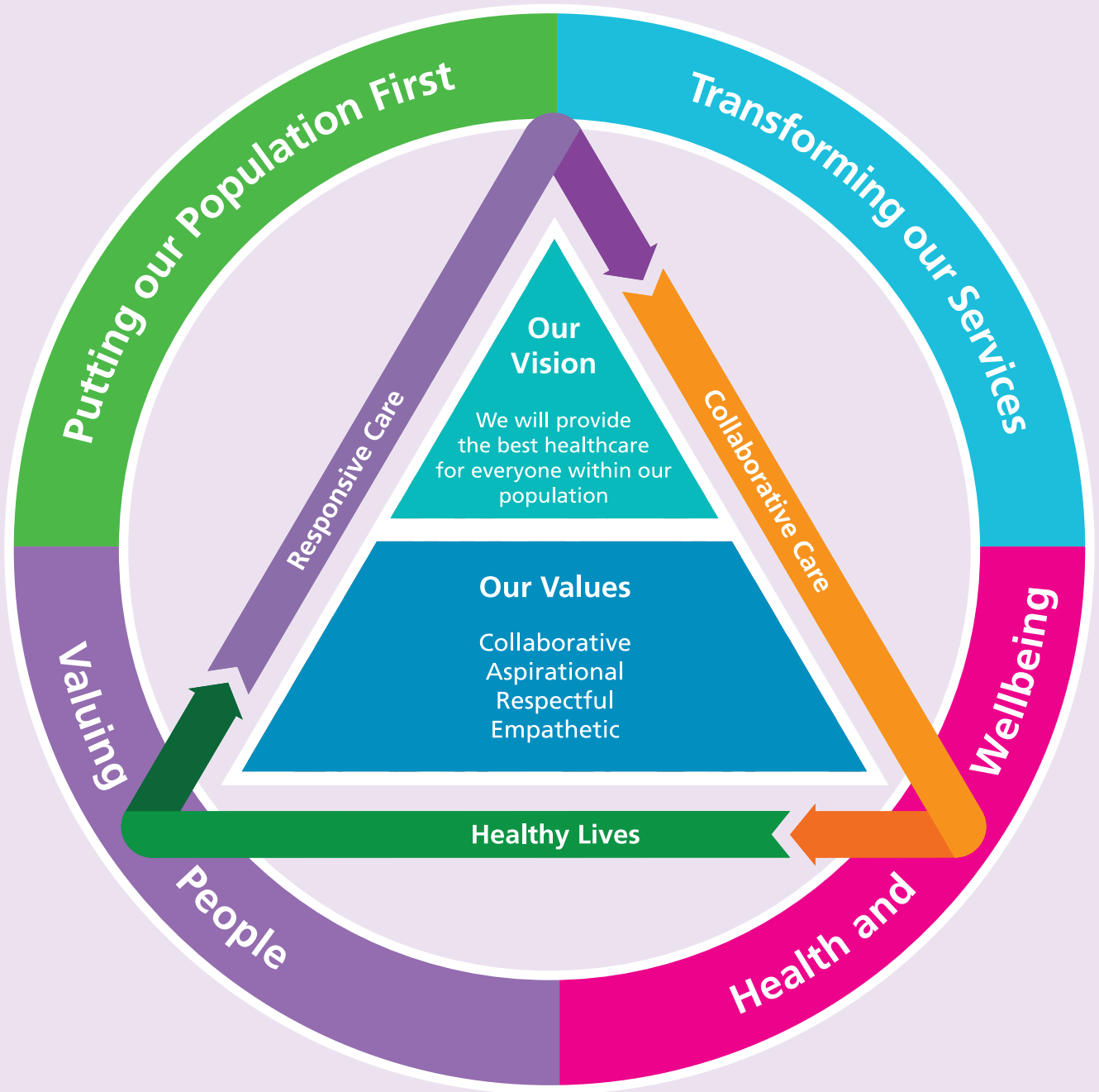
- **Collaboration** – with all partners
- **Aspirational** – for ourselves and our staff
- **Respect** – for all in the system
- **Empathy** – for our patients and their families

Our Pledge

North Tees and Hartlepool NHS Foundation Trust is committed to supporting the physical and mental health and well-being of the local population, including our staff – supporting mind and body together. The Trust pledges to raise awareness of – and promote positive attitudes – towards mental health and challenge any stigma around mental health issues, and to provide a workplace in which staff can come together.

The Trust will:

- Provide information and raise awareness of mental well-being
- Provide opportunities for employees to look after their mental well-being
- Develop skills in managers to promote the mental well-being of staff and recognise and deal effectively with mental health issues and stress
- Ensure inclusion and opportunity for all.



WHO WE ARE

South Tees Hospitals NHS Foundation Trust is the largest hospital Trust in the Tees Valley and our core purpose is to provide acute, community and tertiary services with the highest quality of patient care and experience. The James Cook University Hospital in Middlesbrough and the Friarage Hospital in Northallerton deliver over 1.5m patient contacts per year, with an additional 1.2m patient contacts undertaken by our community services.

We are a Major Trauma Centre, Regional Cancer Centre and a Tertiary Centre. We are registered with the Care Quality Commission with our last inspection providing a 'Requires Improvement' rating. We are committed to providing patients with the very best care across all of our services.

We also provide care in our local communities and in people's homes, including community and district nursing, and services from the following hospital sites:

- Redcar Primary Care Hospital
- East Cleveland Primary Care Hospital in Brotton
- Friary Community Hospital in Richmond.

We are a major employer within our local area and a key system leader within the health and social care system that serves our communities. Our Trust is a partner in the Academic Health Science Network (AHSN) and member of the Clinical Research Network for the North East and North Cumbria, which aims to recognise the ideas originating from the region's health service, turning them into treatments, accessible technologies and medicines to enable patients to benefit from better healthcare.

THE TRUST IN NUMBERS

www.southtees.nhs.uk

TURNOVER

644

£MILLION

WORKFORCE

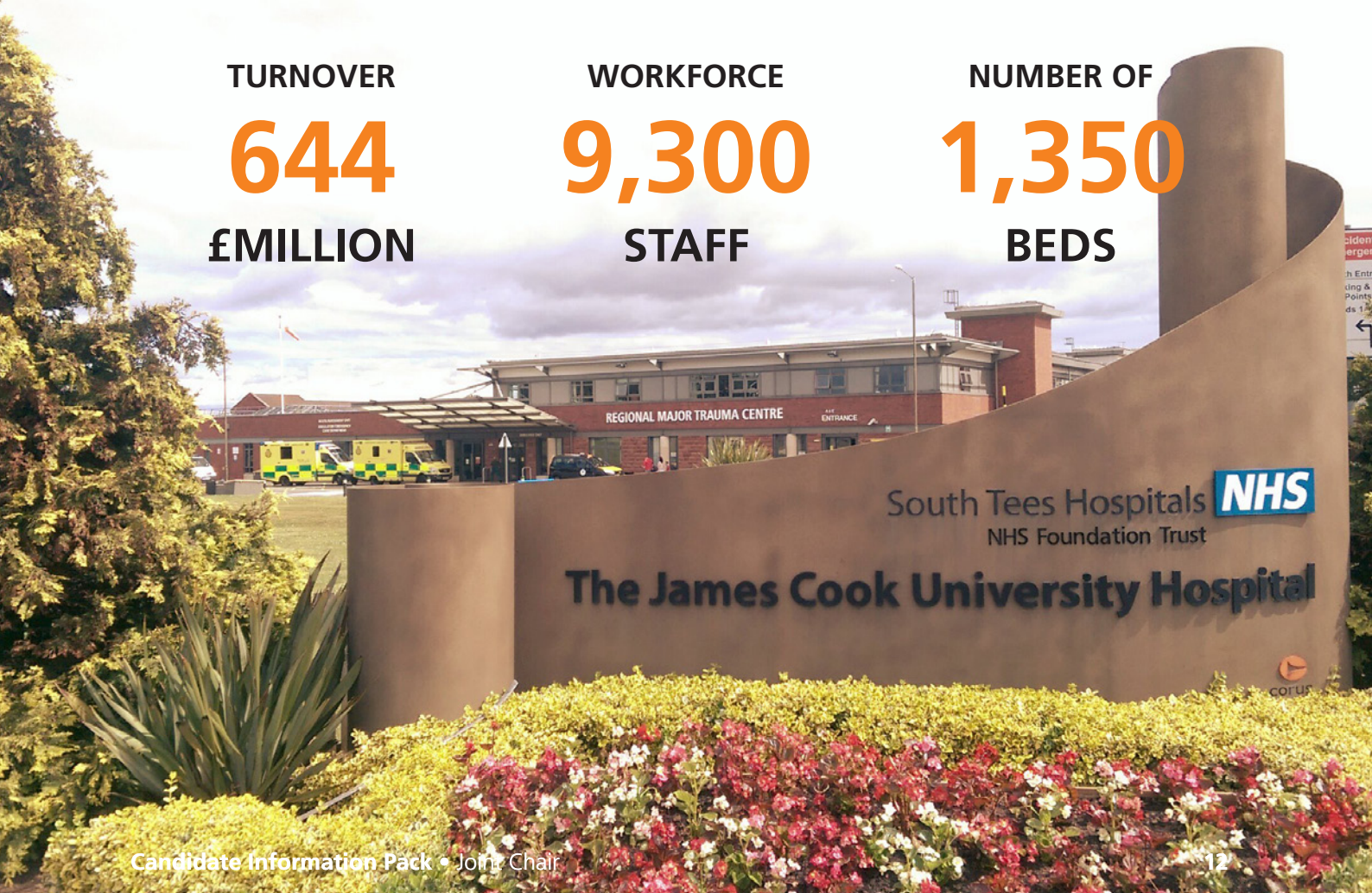
9,300

STAFF

NUMBER OF

1,350

BEDS



OUR JOURNEY SO FAR

Getting good NHS services is the most important thing to more than 1.5 million patients, carers and families in the Tees Valley, North Yorkshire and beyond who depend and rely on them. It is the most overriding thing to everyone who works at South Tees NHS Hospitals Foundation Trust too.

Since the autumn of 2019, we've been empowering our clinicians to take the decisions about how we manage our resources and deliver care across our hospitals and services – supported by our amazing scientific teams, administrative, support staff and volunteers.

This is absolutely vital – not just for our local communities in Teesside and North Yorkshire but for patients across the North East and beyond who rely on us as a major cancer and regional trauma centre.

We are an anchor tertiary provider – delivering world-class cardiothoracic, spinal, cochlear implant, neurosciences, gynaecology and urology care for patients across the region – and one of only three hospital trusts in the UK operating three robotic surgical systems. Our major trauma centre sees half of all trauma cases in the North East and Cumbria.

By enabling clinicians to come together to shape and deliver the care they want for their patients, we were rated by our colleagues in the 2020 NHS Staff Survey as the most improved Trust in the country.

This clinically-led approach has been at the heart of our response to COVID-19 and the overriding goal set by our experienced clinicians to help keep colleagues, patients and service users safe.

During the last year, our clinicians have treated more than 4,000 patients with COVID-19 and it is testament to the hard work and dedication of our fantastic colleagues that, at the same time, they have delivered almost 23,000 operations, including over 14,500 planned surgeries.

Our laboratory colleagues were amongst the first in the country to develop round the clock on-site testing for COVID-19 and James Cook was one of the world's first COVID vaccination centres.

Our significant contribution to the COVID-19 research effort is a mark of our determination to remain at the forefront of clinical research as a driver of safe, quality care. Alongside our commitment to research, our position as one of the country's highest ranked medical training organisations, and as a Top 100 Apprenticeship Employer, characterises our commitment to our people and communities.

The bravery and hard work of our colleagues and the efforts and sacrifices of our communities demand that patient and family services emerge stronger from COVID-19.

The pandemic has shown again that our clinicians are amongst the best in the country. But their efforts are often let down by ageing and cramped facilities – the bricks and mortar. We also know that the toll the pandemic has taken on our colleagues is immense and that the psychological impact will be felt long after COVID-19 is defeated.

Our role as an anchor tertiary provider is also crucial in ensuring that specialist care is available to patients across our region and that health inequalities are not exacerbated in our local patient populations.

As we continue our journey of clinically-led recovery from COVID-19 we are:

- **Restoring** Working with trades union colleagues and drawing on our strong ties with the armed forces to learn from combat recovery to support colleagues to take control of their recovery and restore good mental health and wellbeing.
- **Remaking** Carefully recovering and remaking non-urgent care which has been disrupted by the pandemic.
- **Rebuilding** Continuing to make the case for the significant investment to rebuild and upgrade existing hospital facilities and tackle the historic PFI debt on the James Cook University Hospital which now costs the Trust more than £1m a week.

HOW WE WILL DELIVER: 2021-23

Our two-year strategy will be delivered through nine enabling strategies and plans.



OUR VISION

We will continue to empower our clinicians to take the decisions about how we manage our resources and deliver safe, quality care across our hospitals and services for children, adults, families and our communities. In doing so, we will deliver the highest standards of patient-centred healthcare to communities in the North East of England, North Yorkshire and beyond.

OUR MISSION: SAFETY AND QUALITY FIRST

As a clinically-led organisation, the safety and wellbeing of our patients and staff, underpinned by the quality of the care we provide, is at the heart of our mission. It is what matters most to people who use our services. Alongside our influence on wider determinants of health, this is our core organising principle.

OUR VALUES

The values of our nurses, midwives, doctors, allied health professionals, scientific teams, administrative, support staff and volunteers has been instrumental in helping our services meet the challenges presented by COVID-19. They are the words we want our patients, service users and colleagues to be able to use to describe how it feels to receive care or work in our hospitals and services.

- I am **respectful** because I listen to others without judgement. I promote equality and diversity and treat others as they wish to be treated. By holding myself and others to account I demonstrate my professionalism and integrity to my colleagues.
- I am **supportive** because I acknowledge the contribution of my colleagues. I support my colleagues and our trainees to develop themselves in order to deliver the best possible care to our patients and families. Being part of a team requires me to be honest, available and ready to help others and myself.
- I am **caring** because I show kindness and empathy to others through the delivery of individual and high quality care to our patients, families and my colleagues.



THE JOINT CHAIR ROLE

The Joint Chair will lead the organisations in this new partnership, enabling the Trusts to harness the strengths of each other, sharing innovation and opening up opportunities for creating new clinical services and non-clinical support services delivery models for the benefit of the population of the Tees Valley and North Yorkshire.

The Joint Chair's key responsibilities will be to provide highly effective, visible and authentic leadership of the Boards; to play a full role in the determination and development of strategies; to provide oversight and scrutiny of plans to achieve those strategies; and to support, encourage and enable the Executive Teams of the two Trusts to deliver, whilst also holding them to account for that delivery. The Joint Chair will also have the responsibility for chairing the two Councils of Governors.

The Joint Chair must ensure that communication into and out of the Board rooms is clear, consistent and honest, maintaining strong and

effective working relationships with members, Governors, and other internal stakeholders, as well as with partner organisations in the area, the region and nationally.

Working in partnership with colleagues across both Trusts, the Joint Chair will set the tone for partnership and collaborative working. They will act as a role model for a culture that is inclusive and respectful and reflect the vision and values, as set out in the Memorandum of Understanding. Externally, the Joint Chair will be a public voice, exemplifying the values and representing the best interests of the patients and population of the Tees Valley and North Yorkshire and surrounding areas. **A detailed Job Description can be found in Appendix I on page 20 of this document.**

Remuneration:
£75,000-£82,000 per annum

Time commitment:
3-4 days per week (but this will require a level of flexibility)



WHAT WE ARE LOOKING FOR

We are seeking a Chair who will intuitively, creatively and empathetically guide North Tees and Hartlepool NHS Foundation Trust and South Tees Hospitals NHS Foundation Trust through a period of collaboration and change, ensuring that we make the most of the many opportunities this will provide. To do this effectively, our Joint Chair will need to take an innovative but strategic approach

to problem-solving, feel a strong sense of accountability to the local population, use excellent communication and influencing skills to bring others with them and demonstrate the tenacity and commitment needed to ensure delivery.

Specifically we are looking for candidates to demonstrate the following:

| | Competencies | |
|---------------------------------|--------------------------------|--|
| Knowledge and experience | Board level experience | <p>Senior (board level or equivalent) experience in a diverse, complex and customer focussed organisation and of dealing with significant change and transformation</p> <p>Proven track record of success at a senior level in the private, public or voluntary sectors</p> <p>Demonstrate a successful career and substantial experience in the application of good corporate governance and risk management</p> |
| | Partnership working | Expertise in development of successful partnerships, alliances and networks with the ability to handle complex inter-relationships and manage ambiguity |
| | Ability to think strategically | Strategic thinker – interprets likely change for the organisation and helps set direction for the future |
| | Commercial awareness | Be commercially aware, notably given the prevailing and anticipated transformational change requirements in the NHS and political landscapes. |
| | Patient and Community focus | <p>Able to demonstrate knowledge of the local communities and political environment of the Tees Valley and North Yorkshire and commitment to improving the health of the local population.</p> <p>Show commitment and ability to understand diverse interest groups and power bases within organisations and the wider community and the dynamic between them.</p> <p>Knowledge of the NHS and healthcare issues</p> |



WHAT WE ARE LOOKING FOR

| | Competencies | |
|-----------------------------|--|---|
| Skills and abilities | Effective influencing and communication | Develops and maintains communications with people on complex matters, issues and ideas. |
| | Ability to think strategically | Understanding of performance and financial reporting and monitoring Proven ability to think strategically, understand complex issues and make pragmatic decisions |
| | Hold to account | Demonstrates the strength of resolve to accept accountability, hold others to account for agreed targets, challenge the status quo and to be held to account for decisions taken |
| Personal qualities | Team working – Effective influencing and communication | Team player – facilitates others’ contribution to share leadership, nurtures capability and long term development of others Be able to network with, and influence, associated parties in the local and national health economy and with local authority/ relevant ‘political figures’ |
| | Self-belief and drive | High level of integrity Independent and impartial approach |
| Other | Patient and community focus | Strong personal commitment to the values of the NHS and high level of commitment to patients, carers and the community, especially in the Tees Valley and North Yorkshire. |
| | Self-belief and drive | Prepared to commit sufficient time to fulfil the post and undertake varied roles and responsibilities Comply with the Care Quality Commission’s ‘Fit and Proper Person requirement’ |



HOW TO APPLY

The closing date for applications is 24 May 2021. Applications should be made by submitting a full and updated CV, with a covering letter of no more than two sides of A4. Your supporting statement should give evidence of how you meet the requirements of the person specification relating to the role.

Along with your application, please include:

- Contact details for up to four referees (who will not be contacted without your permission)
- A contact email address and telephone number
- A completed **Equal Opportunities Monitoring Form** and **Fit and Proper Person Monitoring Form**.

All applications should be sent to: applications@hunter-healthcare.com. All applications will be acknowledged.

For an informal conversation about the post, please contact Rhiannon Smith or Jenny Adrian at our recruitment partners, Hunter Healthcare by email: jadrian@hunter-healthcare.com or phone: **07939 250362**

KEY DATES:

| | |
|------------------------|------------------|
| Application Deadline | 24 May |
| Shortlisting | 9 June |
| Stakeholder Engagement | w/c 14 & 21 June |
| Selection Event | 29 & 30 June |



APPENDIX I

The Joint Chair will lead the organisations in this new partnership, enabling the Trusts to harness the strengths of each other, sharing innovation and opening up opportunities for creating new clinical services and non-clinical support services delivery models for the benefit of the population of the Tees Valley and North Yorkshire.

In particular, the Joint Chair will:

- Work with the constituent Trusts, ensuring that the Councils of Governors participate effectively in the process, in order to deliver on the strategic intent including:
 - the development of a Clinical Services Strategy in line with delivering consistently high standards of care, quality improvement and clinical outcomes;
 - the scoping and development of a standardised operating model which determines best care on the basis of evidence of best practice;
 - the organisation of care models to be delivered effectively across multiple sites and locations;
 - agreeing annual and operational delivery plans to support strategic delivery;
 - developing a workforce strategy to create a sustainable, skilled workforce, aligned to the People Plan, based on attracting, developing and retaining the staff needed to provide high quality healthcare in the Tees Valley and North Yorkshire;
 - developing a digital and technology strategy and operational plan for the Trusts based on agility and interoperability to enhance patient care and facilitate pathway delivery;
 - the development and agreement of an investment and infrastructure plan to include new and replacement capital projects and equipment in line with the strategic direction and intent.
- Define the development of a five-year financial framework in support of the future financial viability and sustainability of Tees Valley and North Yorkshire acute care provision in line with the strategic intent, with independent review by way of due diligence.
- Ensure that mechanisms are in place to provide appropriate assurance to the Boards that the Trusts are compliant with their terms of authorisation and constitutions, mandatory guidance issued by NHS Improvement, relevant statutory requirements and contractual obligations.
- Facilitate a culture of openness and debate, ensuring that the Boards are as effective as possible, that relations between members are constructive and that the Boards uphold high standards of corporate governance.
- Provide effective and proactive direction of the Boards, ensuring a framework of processes, procedures and controls which enable risk to be assessed and managed including the development of an accountability framework, resource structure and work programme to deliver on key priorities.
- The Joint Chair will work with constituent members to scrutinise the performance of the Trusts through the provision of accurate, timely and clear information so that the Boards can adequately satisfy themselves as to the integrity of financial, clinical and other information; and that robust quality controls and systems of risk management and governance are implemented.
- Effectively chair meetings, set the tone of discussions, facilitate effective contributions through constructive debate, bring discussions to a satisfactory conclusion and ensure the timely implementation of decisions.
- Build strong Boards by working collaboratively and in partnership with appropriate colleagues in all organisations.
- Oversee regular evaluations of the performance of the Boards, their committees, and facilitate the effective contribution of Directors and Governors.

APPENDIX I

In leading the Councils of Governors and chairing the Councils of Governors' Meetings, the Joint Chair will:

- Lead the Statutory Boards in being held to account by the Governors
- Ensure that Governors act in the best interests of the Trusts and adhere to their values and codes of conduct.
- Enable the Councils of Governors to effectively hold the Boards to account for the performance of the Trusts, including ensuring the Boards act so that the Trusts do not breach the terms of their authorisation.
- Regularly provide accurate, timely and clear information about the Trusts, their vision and performance of the Boards to Governors.
- Enable Governors to act as effective representatives of the Trusts in their communities and facilitate their role as representatives of broader community interest.
- Ensure that Governors have the skills and knowledge they require to undertake their role.
- Work with colleagues to develop the overall effectiveness and contribution of Governors to the Trusts.

OTHER SPECIFIC RESPONSIBILITIES

- Promote and safeguard reputation, values and brands of the Trusts as providers of high quality, safe and well regarded clinical services.
- Develop and maintain constructive working relationships with stakeholders.
- Act as an ambassador, building appropriate relationships with local and national bodies at the highest level including:
 - Department of Health and Social Care
 - NHS England/NHS Improvement
 - Care Quality Commission
 - Tees Valley Mayor
 - Local Members of Parliament
 - Tees Valley CCG
 - North Yorkshire CCG
 - Partners in the Tees Valley Health and Care Partnership
 - Partners in the North East and North Cumbria Integrated Care System
 - Higher and further education establishments
 - Patient and local community representative group
 - Members, and the wider public
- Ensure the Boards are effective in transacting its business and that members act in a way that – at all times – considers and upholds the overarching vision and values.
- Take responsibility for his/her own personal development and ensure that this remains a priority.
- Ensure that a review of his/her own performance as Joint Chair is carried out.

This job description highlights the main areas of responsibility for the role of the Joint Chair and is not exhaustive. There will be other responsibilities and requirements that will be commensurate to this role.



North Tees and Hartlepool
NHS Foundation Trust



South Tees Hospitals
NHS Foundation Trust



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