

Could you help lead the NHS in your area?

The Royal Wolverhampton NHS Trust
Associate Non-executive Director
Candidate information pack

Reference: M2973

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 are vacancies for two Associate Non-executive Directors (NED) at The Royal Wolverhampton NHS Trust (RWT). 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 candidates for the Associate roles 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.

Specifically in these appointments we are keen to hear from candidates with one of the following professional backgrounds:

- Financial/ accounting experience
- business/ commercial experience

In addition, we seek candidates who are reflective of our local community, in relation to diversity and background. We are committed to increasing the diversity of our Board to ensure rich debate, diversity of thought and innovative solutions to our challenges.

2. The person specification

Essential criteria

You will need to have a genuine commitment to patients and the promotion of excellent health care services.

You will have senior or board level experience with a strong business and financial acumen.

You will reflect the people and communities of the area and be aware of the impact of diverse communities on health inequalities.

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 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 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 the Royal Wolverhampton NHS Trust

The Royal Wolverhampton NHS Trust is one of the largest acute and community providers in the West Midlands having more than 800 beds on the New Cross site including intensive care beds and neonatal intensive care cots. It also has 56 rehabilitation beds at West Park Hospital and 54 beds at Cannock Chase Hospital.

Almost uniquely, the Trust also provides primary care services to a population of 60,000 in Wolverhampton. As the largest employer in Wolverhampton the Trust employs more than 9,000 staff.

The Trust provides its services from the following locations:

- New Cross Hospital - secondary and tertiary services, maternity, Accident & Emergency, critical care and outpatients.
- West Park Hospital - rehabilitation inpatient and day care services, therapy services and outpatients.

- More than 20 Community sites - community services for children and adults, Walk in Centres and therapy and rehabilitation services
- Cannock Chase Hospital – general surgery, orthopaedics, breast surgery, urology, dermatology, and medical day case investigations and treatment (including endoscopy)
- Nine GP practices and growing, providing list based primary care services

The Trust successfully hosts the West Midlands Local Clinical Research Network since its establishment in April 2014.

The Trust was rated as ‘Good’ by the Care Quality Commission (CQC) following the most recent inspection. The Trust also received a ‘Good’ rating for the Well-Led and Use of Resources assessments.

In October 2018, the Trust formally became the host of the Black Country Pathology Service. The service, which is hosted on behalf of Sandwell and West Birmingham NHS Trust, The Dudley Group NHS Foundation Trust, The Royal Wolverhampton NHS Trust and Walsall Healthcare NHS Trust, is one of 29 pathology networks set up by NHS Improvement.

The Trust's vision, values and priorities

RWT is an organisation that strives to provide high quality, safe care for their patients in an environment which staff are proud to work in.

The Trust believes that by adhering to their vision and working with those values in mind they can behave in a way which will ensure the right results for the people that matter most – the patients.

The Trust's vision is to be an organisation striving continuously to improve the experience and outcomes for the communities it serves. The Trust pledges that they will always strive to be safe and effective, kind and caring and exceeding expectation.

The Trust has a strong track record of innovation and service improvement, in addition to driving pathology consolidation in the Black Country, it acquired a significant presence in South Staffordshire and Cannock hospital in 2014. It has been a pioneer in the development of Radio-frequency identification (RFID) based bed, equipment and patient tracking and, jointly with Wolverhampton University, set up the Academic Institute of Medicine which attracts doctors from around the world on a Clinical Fellowship programme.

Partnership working with Walsall Healthcare NHS Trust and across the Black Country

The Trust is working toward an integrated local Wolverhampton Care model alongside Black Country-wide collaboration and co-operation. RWT and Walsall Healthcare (WHT) have commenced a closer working acute collaboration. RWT also provides some services across the Black Country. RWT and WHT have a common Chair, Chief Executive, and several Executive posts. RWT also shares its Chair with the acute Trusts in Dudley, Sandwell, and West Birmingham and is part of the Black Country Collaborative Partnership, sharing a Joint Committee across the Black Country.

The Trust's values and behaviours are:



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 and covering the last 6 years of employment. 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
- your application should be submitted to our recruitment partner Finegreen at: applications@finegreen.co.uk

Appendix 3: Key dates

- Applications close: 12 midnight, Sunday, 22 October 2023
- Pre-Shortlisting Interviews: w/c 30 October 2023
- Final interviews: w/c 20 November 2023
- proposed start date: January 2024

Getting in touch

For an informal conversation about the posts, please contact Neil Fineberg, Natasha Parmar, or Joe Joyce at our recruitment partners, Finegreen by emailing: enquiries@finegreen.co.uk



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