

# Could you help lead the NHS in your area?

**Buckinghamshire Healthcare NHS  
Trust**

**Non-executive Director**

**Candidate information pack**

**Reference: S3313**

**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 a Non-executive Director (NED) at Buckinghamshire Healthcare NHS Trust. 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.

## 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 recent and relevant financial experience in a Board level position, ideally gained within a large and/or complex organisation. A professional accounting qualification is desirable.

You should have previous experience of chairing a Board Committee. The successful candidate may be put forward to Chair the Trust's Finance & Business Performance Committee.

We are particularly keen to hear from individuals who have a wide range of experience related not only to finance but also to business and performance.

### NHS leadership competency framework for board members

Leaders in the NHS help deliver better health and care for patients by setting the tone for their organisation, team culture and performance. We have worked with a wide range of leaders from across the NHS to help describe what we do when we operate at our best.

The competency domains reflect the [NHS values](#) and the following diagram shows how they are aligned:





<b>Working together for patients*</b>	<b>Compassion</b>
Building a trusted relationship with partners and communities	Creating a compassionate, just and positive culture
<b>Respect and dignity</b>	<b>Improving lives</b>
Promoting equality and inclusion and reducing health and workforce inequalities	Setting strategy and delivering long term transformation Driving high quality sustainable outcomes
<b>Commitment to quality of care</b>	<b>Everyone counts</b>
Driving high quality and sustainable outcomes Setting strategy and delivering long term transformation	Promoting equality and inclusion and reducing health and workforce inequalities Creating a compassionate, just and positive culture
Providing robust governance and assurance	

The competency domains are aligned to [Our NHS People Promise](#), [Our Leadership Way](#) and the [Seven Principles of Public Life](#) (Nolan Principles).



## **The six NHS leadership competency domains:**

### **Driving high-quality and sustainable outcomes**

The skills, knowledge and behaviours needed to deliver and bring about high quality and safe care and lasting change and improvement – from ensuring all staff are trained and well led, to fostering improvement and innovation which leads to better health and care outcomes.

### **Setting strategy and delivering long-term transformation**

The skills that need to be employed in strategy development and planning, and ensuring a system wide view, along with using intelligence from quality, performance, finance and workforce measures to feed into strategy development.

### **Promoting equality and inclusion, and reducing health and workforce inequalities**

The importance of continually reviewing plans and strategies to ensure their delivery leads to improved services and outcomes for all communities, narrows health and workforce inequalities, and promotes inclusion.

### **Providing robust governance and assurance**

The system of leadership accountability and the behaviours, values and standards that underpin our work as leaders. This domain also covers the principles of evaluation, the significance of evidence and assurance in decision making and ensuring patient safety, and the vital importance of collaboration on the board to drive delivery and improvement.

### **Creating a compassionate, just and positive culture**

The skills and behaviours needed to develop great team and organisation cultures. This includes ensuring all staff and service users are listened to and heard, being respectful and challenging inappropriate behaviours.

### **Building a trusted relationship with partners and communities**

The need to collaborate, consult and co-produce with colleagues in neighbouring teams, providers and systems, people using services, our communities, and our workforce. Strengthening relationships and developing collaborative behaviours are key to the integrated care environment.

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.

- Applicants should live in or have strong connections within Buckinghamshire, the area 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 and the Trust make 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 Buckinghamshire Healthcare NHS Trust

Buckinghamshire Healthcare NHS Trust (BHT) is an integrated provider of acute hospital and community services for people living in Buckinghamshire as well as some residents of neighbouring counties. The Trust provide care to over half a million patients every year within hospitals, community settings and in people’s own homes. The Trust vision is to provide outstanding care, create healthy communities and make BHT a great place to work.

Patients are at the heart of everything the Trust does, providing personal and compassionate care, every time. The focus is on providing the right care, in the right place, at the right time, and everything is aimed at delivering high-quality care when and where patients need it. Care is delivered in a range of ways, from community health services provided in people’s homes or from one of our local bases, to hospitals at Stoke Mandeville, Wycombe, Amersham and Buckingham. More recently, the Trust has opened ‘Health on the High Street’, a joint initiative with Buckinghamshire Council within Aylesbury town centre which provides a range of healthcare services and advice and aims to better serve our local communities.

The equivalent of 6,400 people work for the Trust full-time. This includes clinical colleagues, such as doctors, nurses, midwives, health visitors, therapists, support workers and healthcare scientists, all supported by corporate and administrative colleagues. BHT are committed to ensuring that diversity is embraced and celebrated as the Trust strives to tackle inequalities both within the workforce and in the local communities. One of the key objectives of the Trust is for all colleagues to be listened to, feel safe and supported and the Trust is committed to ensuring the organisational culture is inclusive and equitable.

The Trust are proud of the services offered. Stoke Mandeville Hospital is home to the internationally recognised National Spinal Injuries Centre; the stroke service is one of the best in the region and the trust is a regional centre for burn care, plastic surgery

and dermatology. Further details can be found in the 2023/24 Annual Report available [here](#).

In line with national policy, the Trust is actively working with partner organisations in the local health and social care economy. The Joint Buckinghamshire Health and Wellbeing Strategy (JBHWP) 2025-2035 sets out how health, social care, voluntary and community organisations will work collaboratively to help people within the local community live healthier and more independent lives. This strategy is due to be published later this year, followed by the BHT Clinical Strategy 2025-2030 which will support the Trust in delivering those elements of the JBHWP Strategy for which it is responsible. The BHT Clinical Strategy focuses on prevention, shifting care into the community and developing those enablers that will support delivery including digitisation and the Trust estate. These areas of focus are aligned with the key themes of the new NHS 10-year Health Plan for England which is expected later in 2025.

Fundamental to the delivery of both the JBHWP Strategy and the BHT Clinical Strategy is the establishment of Integrated Neighbourhood Teams (INTs) which aim to deliver local and community-based care through collaboration between health and social care services. Partners within Buckinghamshire have shown a willingness to reorganise teams and work together to support this approach and pilot projects for the INT model within Buckinghamshire include cardiovascular disease, frailty and children's services.

### **Mission, strategy, values and vision**

The Board approved the current strategy and publicly launched this in September 2021. The Trust's vision is to deliver outstanding care, healthy communities and to be a great place to work. These will continue to be at the foundation of the 2025-2030 strategy:

- **Outstanding care** because the trust aspire to be outstanding in everything they do and their patients deserve nothing less
- **Healthy Communities** because they are responsible for not just patients that are referred to them but to support all communities to have healthy and fulfilling lives
- **A great place to work** because they know if they take care of their colleagues they will take care of their patients – they want to be a place that is inclusive, diverse and compassionate and a place where they can learn and improve together.





This is underpinned by a commitment to deliver personal and compassionate care every time and a core set of **CARE** values.



As above, the Joint Buckinghamshire Health & Wellbeing Strategy and the accompanying BHT Clinical Strategy are due to be published later this year.

### The Partnership System

BHT works within partnership and system environments consisting of:

- Buckinghamshire, Oxfordshire, Berkshire West (BOB) Integrated Care System (ICS)
- Buckinghamshire Integrated Care Partnership (ICP)

The ICS main functions include setting and leading the overall healthcare strategy, supporting acute collaboration, primary care development, managing collective resources and performance, identifying and sharing best practice to reduce unwarranted variations in care, and leading changes that benefit from working at scale.

The ICP covers the whole of Buckinghamshire population and consists of all providers and commissioners within the county and is where the majority for changes to services are designed and delivered.

More information can be found via the following links:

- [About us | BOB ICB](#)
- [The Integrated Care Partnership | Buckinghamshire Council](#)



## Appendix 1: Values and concepts from NHS Leadership Competency Framework

### Our people promise:

- We are compassionate and inclusive
- We are recognised and rewarded
- We each have a voice that counts
- We are safe and healthy
- We are always learning
- We work flexibly
- We are a team

### NHS values

- Working together for patients
- Respect and dignity
- Commitment to quality of care
- Compassion
- Improving lives
- Everyone counts

### Our leadership way

We are compassionate

- We are inclusive, promote equality and diversity, and challenge discrimination
- We are kind and treat people with compassion, courtesy and respect.

We are curious

- We aim for the highest standards and seek to continually improve, harnessing our ingenuity
- We can be trusted to do what we promise

We are collaborative

- We collaborate, forming effective partnerships to achieve our common goals
- We celebrate success and support our people to be the best they can be

### Health and Care Act 2022

- Collaborate with partners to address our shared priorities and have the core aim and duty to improve the health and wellbeing of the people of England.



- Improve the quality, including safety, of services provided.
- Ensure the sustainable, efficient use of resources for the wider system and communities

### Seven principles of public life

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

### Appendix 2: 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:**
  - Role and responsibilities
  - 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 Senior Appointments and Assessment Team**

*NHS England 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 3: 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. In accordance with [NHSE's FPPT framework](#) if appointed your references and other background checks will be shared with the Trust.
- 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 4: Key dates

- **closing date for receipt of applications: 22 May 2025 at 11am.** Please forward your completed application to [england.chairsandneds@nhs.net](mailto:england.chairsandneds@nhs.net) quoting reference **S3313**
- **interview date: w/c 9 June 2025 (tbc)**
- **proposed start date: 1 August 2025**

#### Getting in touch

- We strongly recommend an informal and confidential discussion with David Highton, the Chair of the trust. Please contact Elisabeth Jones, Senior Board Administrator on [elisabeth.jones@nhs.net](mailto:elisabeth.jones@nhs.net) or 07866 176307.
- **NHS England** – for general process enquiries contact Jane Hundley by emailing [jane.hundley@nhs.net](mailto:jane.hundley@nhs.net).

#### NHS England

E: [england.chairsandneds@nhs.net](mailto:england.chairsandneds@nhs.net)

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