

Trust Non-Executive Director

Candidate Information Pack

May 2025



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Letter from Trust Chair

Manchester University Foundation Trust (MFT) is one of England's largest NHS Trusts with a turnover of £2.8bn and is on a different scale than most other NHS Trusts. We are creating the most exceptional integrated health and social care system that will deliver the best possible results for the 1million+ patients who rely on our services every year.



Thank you for your interest in this Trust Non-Executive Director position at the Manchester University NHS Foundation Trust. I hope that you enjoy finding out more about our ambitions, our values, and this exciting opportunity to join our high performing Board.

This appointment comes at an interesting time following the launch of our new Organisational Strategy, a refresh of our Operating Model, and delivery of a multi-year recovery plan. As part of this MFT is seizing the chance to make a real difference to the health and wellbeing of our residents across the region and beyond through the effective integration of health and social care services with a focus on the prevention of ill health and tackling health inequalities.

You will be joining us at a time of enormous challenge but also of huge opportunity. With a backdrop of ever-increasing demand on our services, and financial constraints, the years since the pandemic have presented unprecedented challenges for all of us. Despite this, in 2024/2025 we were successful in reducing the size of our waiting list by over 18,000, improving the performance of our Emergency Departments, and achieving a breakeven financial position. The launch of our innovative Hive electronic patient record in September 2022 enables us to work more efficiently, enhance our use of data, and improve the experience of our patients. It also offers significant opportunities for further innovation over the coming years.

This appointment will be made by our Council of Governors, and we are seeking exceptional individuals who will bring challenge, support, innovation, and passion to the team. For this role, we need individuals who are committed to our vision and values and who will ensure that quality of care to patients remains at the very heart of everything we do. We are also keen to ensure that our Board of Directors includes people with a wide range of backgrounds and experiences and reflects the communities we work within. We would therefore welcome applicants from a diverse cross section of society.

I hope that what you read in this pack will inspire you to apply for the role and I encourage you to find out more by contacting our Non-Executive Search Partner; Hunter Healthcare; via:

- James McLeod on 07842 424530/Jmcleod@Hunter-Healthcare.com or
- Jenny Adrian on 07939 250362/jadrian@Hunter-Healthcare.com

I look forward to receiving your application.

Kathy Cowell OBE DL
Trust Chair

About MFT



Manchester Royal Infirmary

Secondary and tertiary services



Manchester Royal Eye Hospital

Specialist eye hospital



Saint Mary's Hospital

Specialist Women's hospital and genomics



Royal Manchester Children's Hospital

Specialist children's hospital



University Dental Hospital of Manchester

Specialist dental hospital



Clinical & Scientific Services (CSS)

Specialist Services



Wythenshawe Hospital

Secondary and tertiary services



Withington Community Hospital

Diagnostics, day-case and community



Trafford General Hospital

Secondary care services



Altrincham Hospital

Diagnostics and outpatient care services



North Manchester General Hospital

Secondary and tertiary services



Community Health & Adult Social Care Services

Manchester University NHS Foundation Trust (MFT) consists of **10 hospitals** delivering the full range of hospital services from seven sites across Manchester and Trafford.

Imaging, Pharmacy, Anaesthetics and Critical Care, Laboratory Medicine and AHP services are provided by Clinical and Scientific Services across all 10 hospitals.

We are one of the largest acute trusts in the UK with **over 30,000 staff** and a turnover of more than **£2.8 billion**.

We provide local hospital care to almost 1 million people, primarily in Manchester and Trafford. And we are also the **single biggest provider of specialised services in England**, with patients coming from across the country to receive care at our hospitals.

We host two **Local Care Organisations** (LCOs) which **run NHS community health and adult social care services** in Manchester and Trafford, in collaboration with our Local Authority partners.

We are **the leading trust for research and teaching in the Northwest** hosting the Manchester NIHR Biomedical Research Centre and Clinical Research Facility.

There is **significant diversity** across Manchester and Trafford

- 190 languages spoken in Manchester
- The average age of people in Manchester is 33 and in Trafford is 39
- 1 in 5 of the population has a disability or long-term condition

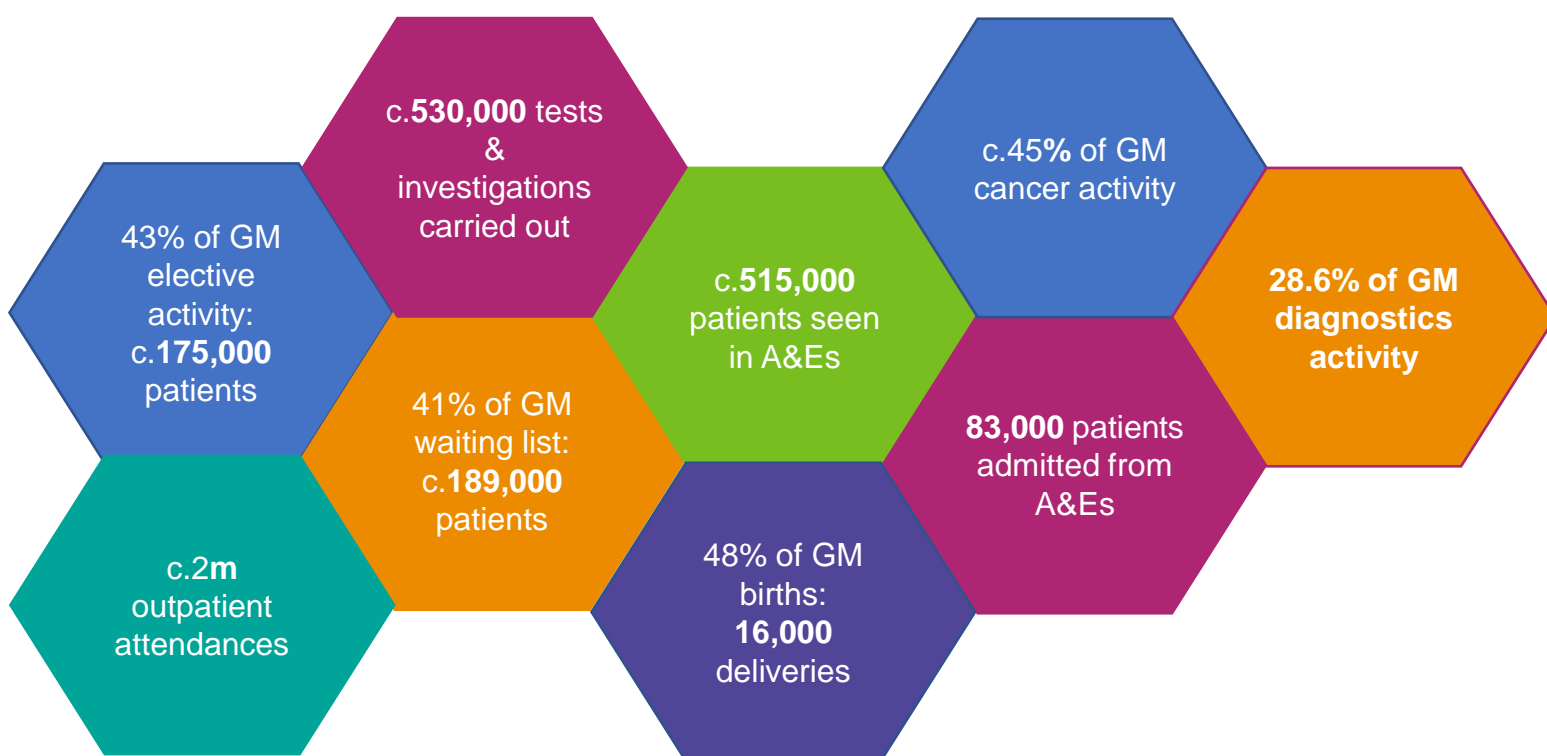
Deprivation is significant

- Manchester is the sixth-most deprived local authority in England
- More than two thirds of neighbourhoods in Manchester and Trafford are more deprived than the England average
- Over 40% of children under 16 in Manchester are living in poverty



Overview of Our Services

MFT is the largest provider of specialist services in England, covering population of 2.8m, sole provider for several tertiary services across GM whilst delivering District General Hospital services for our local population.



MFT also provides extensive community services to the population of Trafford and Manchester.

A typical day in Manchester Local Care Organisation:

- 3,300 people seen or in contact with our community health services
- 700 new referrals into our community health services
- 15 people referred through our crisis services - helping keep them out of hospital
- 165 people in our reablement services helping them stay independently at home
- 150 people are supported through our integrated care teams
- 1,100 people have care commissioned in residential and nursing homes through contracts we hold

A typical day in Trafford Local Care Organisation:

- 2,400 people supported by our Adult Social Care teams
- 304 daily visits to people by our District Nurses
- 230 contacts every day from our Health Visitors with families
- 54 contacts and visits by the Child Nursing and Paediatric medical services to children
- 16 children and 59 adults experiencing acute or chronic pain supported by our Musculoskeletal and Child Therapy services
- 31 people at immediate risk of admission are provided with a rapid health and social care



MFT Operating Model

How we operate

We have refreshed our operating model to ensure we have the right core functions, skills, and capabilities to deliver our mission of working together to improve the health and quality of life of our diverse communities.

Clinical Groups

Our structure of 10 hospitals, Managed Clinical Services, and LCOs are categorised into the following six Clinical Groups:



There is a standard leadership framework for each Clinical Group, underpinned by a new Accountability & Decision-making Framework. This includes Clinical Group Chief Executives reporting to the Trust Chief Executive and being members of the Trust Leadership Team alongside Executive Directors.

Clinical Group Chief Executives are responsible for designated services but also hold a corporate leadership role in specific areas agreed with the Trust Chief Executive.

Clinical Group Chief Executives lead a Senior Leadership Team (SLT). SLT roles are based on a standard framework and SLT members have a professional line of accountability to the relevant Executive Director (e.g. Clinical Group Director of Nursing to Chief Nurse). Working with the SLT are aligned subject experts for strategy, improvement, R&I, education and digital.

The standard model for Clinical Groups Senior Leadership Teams includes:

- Clinical Group Chief Executive
- Clinical Group Medical Director
- Clinical Group Director of Nursing
- Clinical Group Director of Performance and Operations
- Clinical Group Director of Finance
- Clinical Group Director of Workforce & OD

Glossary:

MRI – Manchester Royal Infirmary

WTWA – Wythenshawe, Trafford, Withington, Altrincham Hospitals

NMGH – North Manchester General Hospital

RMCH – Royal Manchester Children's Hospital

SMH – Saint Mary's Hospital

MREH – Manchester Royal Eye Hospital

LCOs – Local Care Organisations

UDHM – University Dental Hospital Manchester

CSS – Clinical & Scientific Services

Our Values & Mission

At the same time as developing our organisational strategy, we have refreshed our MFT values – the principles that guide the way we work each day. Given the scale of the challenge – and of our ambition – it is important that we create the right conditions for our staff to do what we ask of them. Refreshing our values is just one part of an important piece of work we are doing to change and improve the culture of our organisation.

Our organisational values were originally developed as part of MFT's creation back in 2017, with input from our staff and local people. We have recently engaged further with people from across our organisation to refresh these values so that they reflect the things that are important to us today. People told us that they believe in the values we have but wanted to make them more meaningful, both in how we describe them and how we all demonstrate them in our actions.

Set out below are the refreshed values that we have developed through this engagement:

- **We are compassionate**
- **We are curious**
- **We are collaborative**
- **We are open and honest**
- **We are inclusive**

We have recently added a fifth value – we are curious. It reflects how we are always searching for ways to learn and improve, as well as focus on research, innovation, education and training.

We have used these values to inform the aims, objectives and values that make up our strategy.

To achieve our mission of: **'Working together to improve the health and quality of life of our diverse communities'...**

People who we serve, our colleagues, communities and partners are counting on us, so...



We are collectively getting it right, when we can all say...

- I listen to and respect the views and opinions of others, valuing their perspectives
- I promote empathy, understanding and kindness to others
- I support others to deal with and respond successfully to challenges
- I seek opportunities to continuously improve and innovate our care, services, research and teaching
- I make a habit of asking questions and seek to notice things that may have been missed
- I keep learning and support others to do the same
- I put the needs of our service users above all else to succeed together
- I share information with all that need it and work together with others to find shared solutions to problems.
- I celebrate the success of others
- I set a good example and behave how I would want others to behave towards me
- I give meaningful feedback and call it out if I see standards or patient safety not being maintained. I invite feedback from others
- I acknowledge when I get it wrong and use it as an opportunity for learning
- I actively ensure those around me feel valued and respected
- I consider other people's different needs and circumstances
- I treat people fairly, based on the unique things each person brings

Our Trust Strategy 2024 – 2029: Where Excellence Meets Compassion

Working together to improve the health and quality of life of our diverse communities

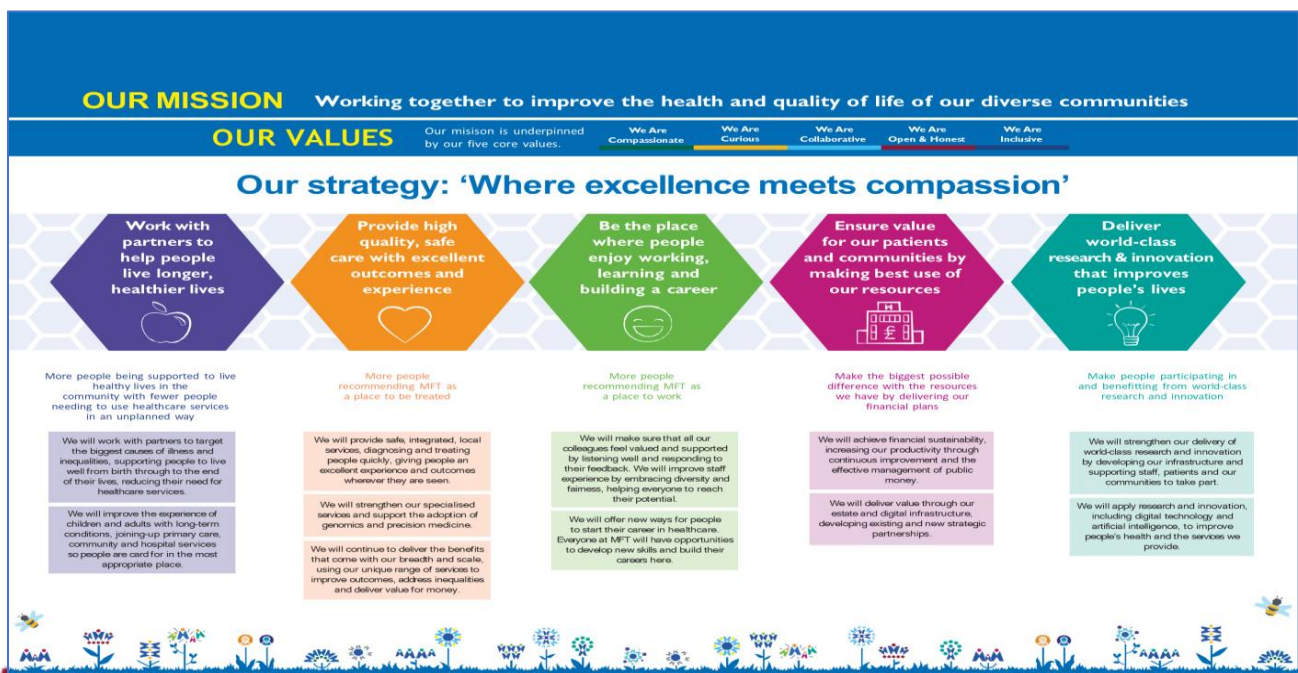
In March 2024, we introduced our strategy for the next five years. This is the first time that MFT has a single strategy that covers everything that we do as an organisation. We have developed it with support from our staff, patient and community groups, and our partners in the health and care system. We believe that having one strategy for the whole of MFT will help us to be clear about what we want to achieve as an organisation, and the things that we will focus on to deliver this.

We have called our strategy *Where Excellence Meets Compassion* because it describes in a few words what we aim to be as an organisation. We aim for excellence in everything that we do, from the care our teams provide in people's own homes and in our hospitals, the education and training we provide, through to the research and innovation work we do to help shape the healthcare of tomorrow. And we are a caring organisation – we care for people from before they are born to the end of their life.

The Difference We Aim to Make:

- More people being supported to live healthy lives in the community with fewer people needing to use healthcare services in an unplanned way.
- More people recommending MFT as a place to be treated.
- More people recommending MFT as a place to work.
- Make the biggest possible difference with the resources we have by delivering our financial plans.
- More people participating in and benefitting from world-class research and innovation.

Click [here](#) to read the full Trust Strategy



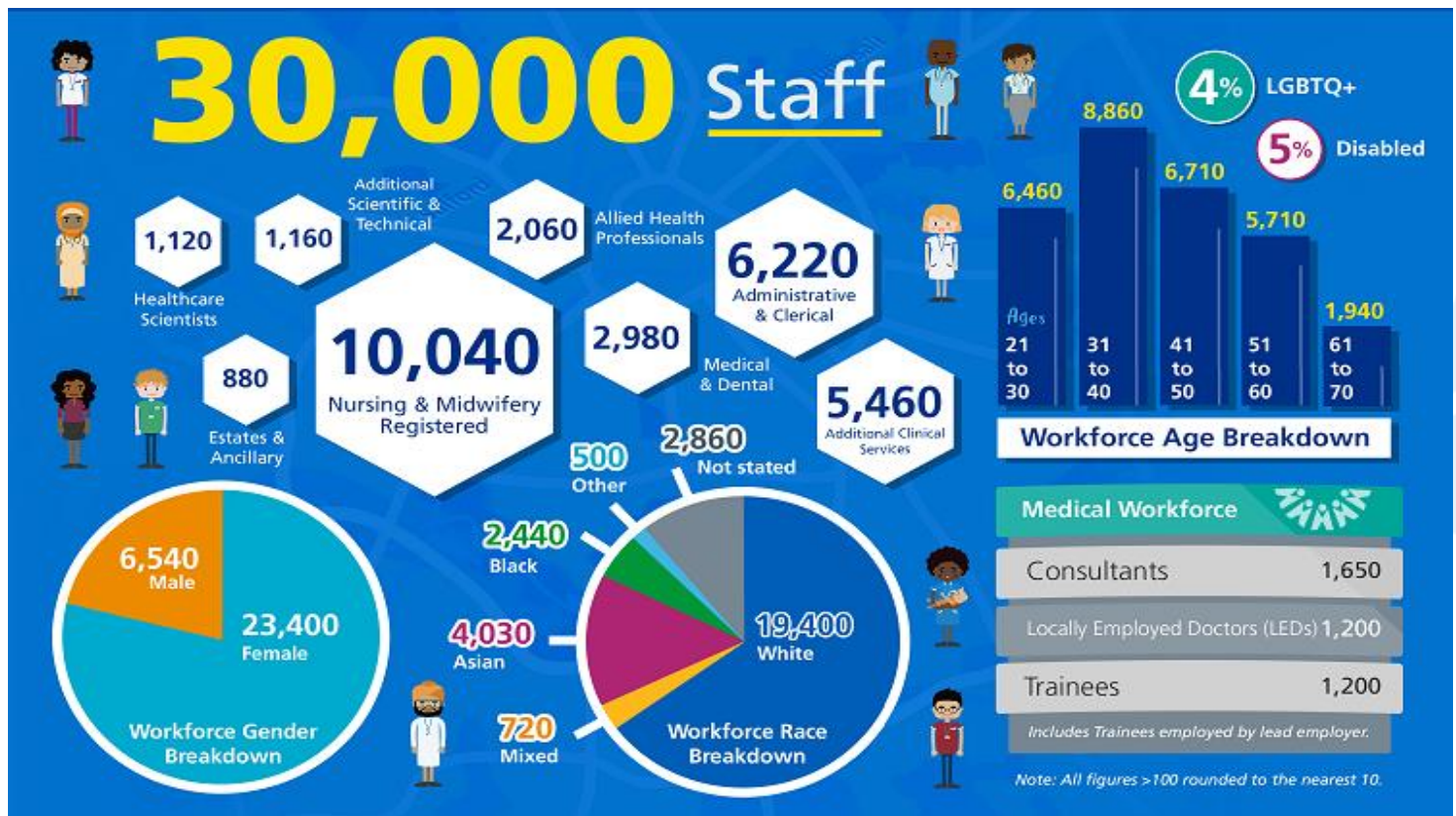
Equality, Diversity, and Inclusion

There is so much to be proud of at MFT but most of all, our committed and dedicated workforce. All our people, whatever job they do, contribute in some way to the positive reputation of MFT.

It is recognised that the NHS is built on the values of; everyone counts, dignity and respect, compassion, improving lives, working together for patients, and commitment to quality. These values underpin how healthcare is provided and extend to our NHS workforce.

To build for the future, we need to inspire new staff to join and encourage existing staff to stay, whilst ensuring our teams work in an environment where they feel they belong, can safely raise concerns, ask questions and admit mistakes is essential for staff morale – which, in turn, leads to improved patient care and outcomes. This can only be done by treating people equitably and without discrimination.

MFT People Plan provides a roadmap for all staff and supports a collective vision that we can make MFT a great place to work. This includes priorities for supporting the 30,000 people who work at MFT, with specific actions for improving their sense of ‘belonging’. The approach is shaped by the NHS England Listening Well Framework with a focus on improving the fundamental issues associated with good staff experience. This work is being led by the Trust Chief Executive with full involvement of senior leaders from across the Trust to complement delivery of the Trust ED&I strategy.



Strategic Developments and Opportunities

We have a range of exciting strategic developments underway which will help improve the care we deliver to patients, present opportunities for our colleagues and will enable us to improve productivity. These include:

- Re-developing North Manchester General Hospital, providing a state-of-the-art hospital campus for local people and helping to regenerate the local area. Funding of £1bn – 1.5bn has been awarded to the Trust from the national New Hospital Programme.
- Improving alignment of services across MFT to enable an efficient and sustainable organisation.
- Ongoing optimisation of Hive, our Electronic Patient Record, through its transformation programme includes significant research and innovation opportunities to maximise benefits for patient care and efficiencies.



NHS
Manchester University
NHS Foundation Trust

NIHR | National Institute
for Health Research

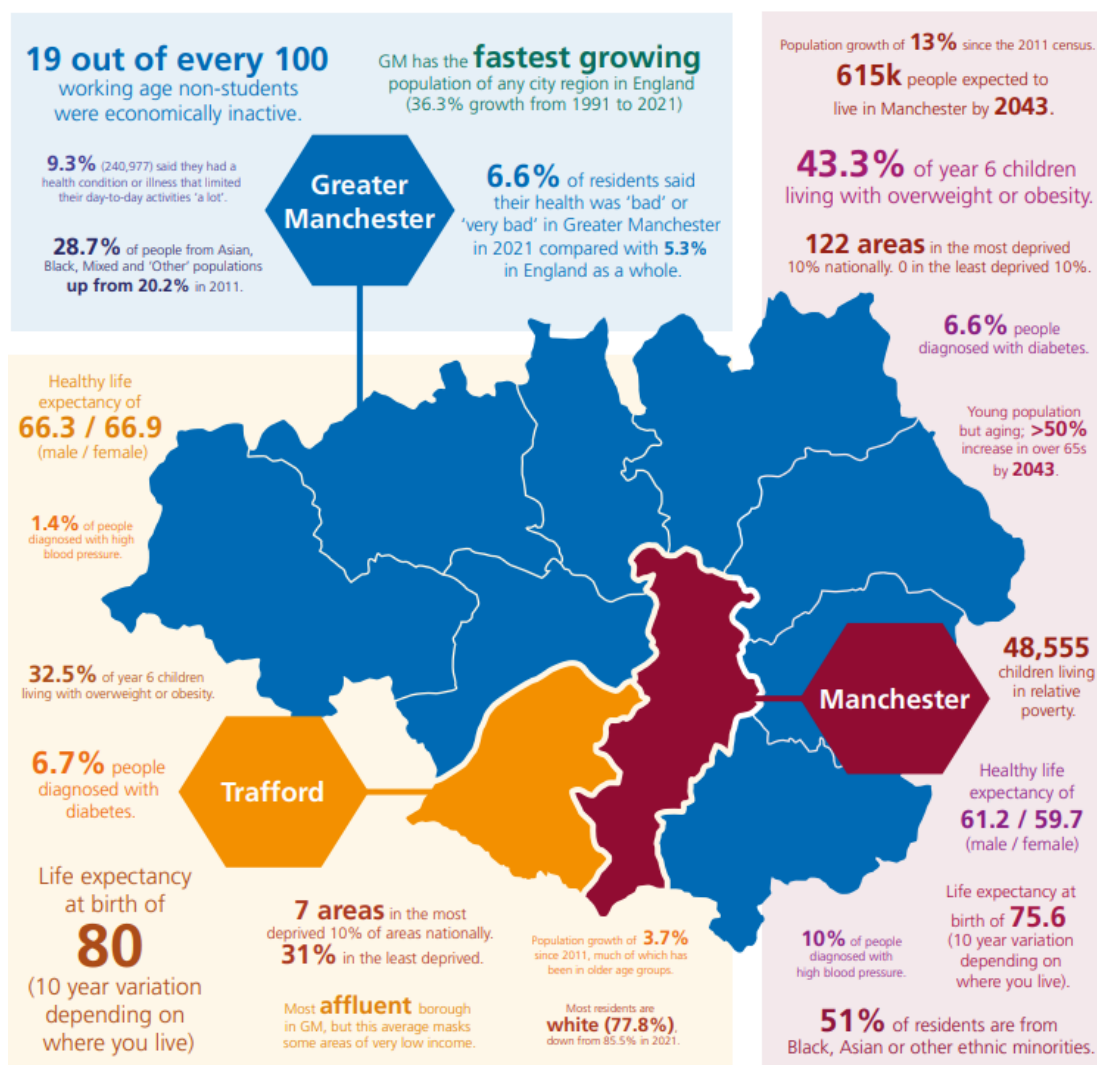


- Progressing the Wythenshawe Masterplan. Although a funding source is yet to be identified, we aim to create a high-class sustainable health village maximising commercial opportunities, supporting local economic developments, tackling health inequalities and promoting wellbeing.
- Further opportunities to develop Research & Innovation activities for the benefit of patients through the development of a data-secure environment which embraces an extensive research and innovation infrastructure including hosted structures and an extensive Nursing, Midwifery, and Allied Health Professional research portfolio.
- Creating opportunities to build strong, well-developed partnerships with industry and academic institutions, and making best use of our relationships to advance technology and innovation.

The Greater Manchester System

The **Greater Manchester Integrated Care System** covers an area with:

- 10 localities
- 2 Mental Health Trusts
- 7 Hospital Trusts
- 1 Ambulance Trust
- 67 PCNs
- 10 Local Authorities
- 1 Combined Authority
- 1 GM Mayor
- c16k VCSE organisations
- Social care provider



The Greater Manchester system has an active Trust Provider Collaborative of which MFT is a key member. We work closely with provider partners on strategic planning, operational decisions and performance improvement (e.g. mutual aid).

Whilst we work with colleagues at a **place** level in Manchester and Trafford, notably through our Local Care Organisations, we also work with locality colleagues in other parts of GM, particularly those boroughs that North Manchester General Hospital serves.

We support **research and innovation** across GM hosting NIHR activities and Health Innovation Manchester.

Many of these structures pre-date the establishment of Integrated Care Systems and are based on well-developed relationships.

MFT Leadership

Trust Chair

Kathy has been Chair of the board since 2016. She joined the Trust in 2013 as a Non-Executive Director and was appointed the Senior Independent Director (SID) in 2014.

A banker by profession, Kathy worked for Cheshire Building Society for 24 years until taking early retirement in 2006.

Kathy has held several Chair and Non-Executive roles in the health sector, in both provider and commissioner organisations, including Chair of the East Cheshire NHS Acute Trust; NHS Cluster / PCT Chair; and Vice Chair of Warrington Hospital NHS Acute Trust.



Trust Chief Executive

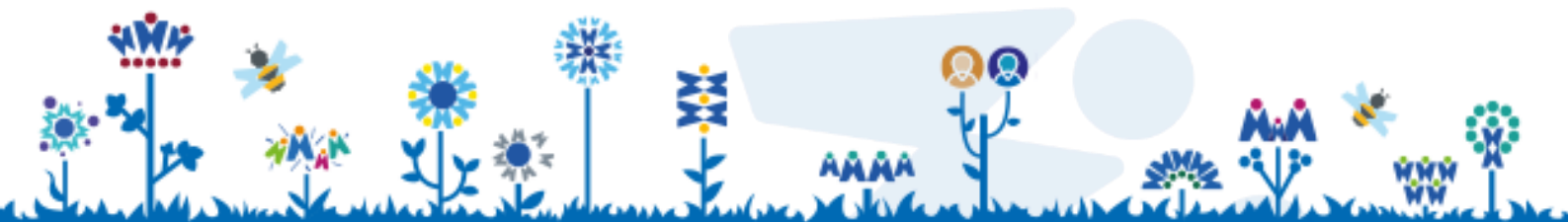
Mark has worked in the NHS for many years having joined the NHS as a nurse in Greater Manchester in 1992.

Mark became Trust Chief Executive of Manchester University NHS Foundation Trust in April 2023. Prior to that, he was Chief Delivery Officer for NHS England.

Mark has held a range of senior leadership roles in his career, including Chief Executive at Portsmouth Hospitals University NHS Trust, regional Chief Operating Officer for NHS Improvement in the Midlands and East of England, and several director roles in London NHS Trusts, including Moorfields Eye Hospital, Whipps Cross and Barts Health.



You can find out more about our senior leadership team [here](#)



Role Description and Person Specification

THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER

This job description indicates the main functions of the post holder and may be subject to regular review and amendment in the light of service development. It is not intended to be an exhaustive list. Any review will be undertaken in conjunction with the post holder and in line with Trust policy.

VISION AND MISSION

To achieve our mission of: ‘Working together to improve the health and quality of life of our diverse communities’...

People who we serve, our colleagues, communities and partners are counting on us, so...



We are collectively getting it right, when we can all say...

- I listen to and respect the views and opinions of others, valuing their perspectives
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- I acknowledge when I get it wrong and use it as an opportunity for learning
- I actively ensure those around me feel valued and respected
- I consider other people's different needs and circumstances
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Role Description and Person Specification

Job Title: Trust Non-Executive Director (NED)

Accountable to: The MFT Council of Governors

Reports to: The Trust Chair

Role Summary

Trust Non-Executive Directors work, collectively, with other Trust Non-Executive Directors, the Trust Chair, Trust Chief Executive and the Executive Directors and in partnership with the Governors, to ensure compliance with the terms of our license, the Trust's constitution and contractual obligations. They are responsible for ensuring the quality and safety of healthcare services, the application of the principles of corporate and standards of clinical governance and for the effective, efficient and economic exercise of the Trust functions.

Principles

The Board is collectively responsible for the exercise of powers and the performance of Manchester University NHS Foundation Trust by directing and supervising its affairs in accordance with all relevant statutory and regulatory requirements, the Trust's Constitution (July 2023 - updated) and NHS England's Foundation Trust Code of Governance.

Trust Non-Executive Directors must demonstrate high standards of corporate, business and personal conduct and abide by the Nolan Principles (*'The Seven Principles of Public Life'*):

Selflessness

- Holders of public office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Integrity

- Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

Objectivity

- In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability

- Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness

- Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty

- Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

- Holders of public office should promote and support these principles by leadership and example.

Role Description and Person Specification

Key Functions

1. Commit to working to, and encouraging within the Trust, the highest standards of probity, integrity and governance and contribute to ensuring that the Trust's internal governance arrangements conform to best practice and statutory requirements.
2. Provide independent judgement and advice on issues of strategy, vision, performance, resources, and standards of conduct and constructively challenge, influence, and help the Executive Team develop proposals on such strategies.
4. In accordance with agreed Board procedures, monitor the performance and conduct of the management team in meeting agreed goals, key priorities and statutory responsibilities, including the preparation of annual reports and annual accounts and other statutory duties.
5. Obtain assurance that financial information is accurate, and that financial controls and risk management systems are robust and updated when necessary.
4. Contribute to the determination of appropriate levels of remuneration for Executive Directors.
5. Be a member of Trust's Board Committees established by the Board of Directors to exercise delegated responsibility. This includes chairing the Trust's Quality, Safety and Performance Board Committee.
6. Bring independent judgement and experience based on clinical, academic, commercial, financial, legal or governance expertise from outside the Trust and apply this to the benefit of the Trust, its stakeholders and its wider community.
7. Assist fellow Directors in setting the Trust's strategic aims, ensuring that the necessary financial and human resources are in place for the Trust to meet its key priorities, and that performance is effectively monitored and reviewed. This will include liaison with the Trust's Council of Governors.
8. Work in collaboration with stakeholders across the Greater Manchester Integrated Care Board (ICB), developing a partnership approach to tackling health inequalities and improve outcomes in population, health, and healthcare.
9. Assist fellow Trust Directors in providing entrepreneurial leadership to the Trust within a framework of prudent and effective controls, which enable risk to be assessed and managed.
12. Assist fellow Trust Directors in setting the Trust's culture, values and standards and ensure that its obligations to its stakeholders and the wider community are understood and fairly balanced at all times.
13. Engage positively and collaboratively in Board discussion of agenda items and act as an ambassador for the Trust in engagement with stakeholders including the local community.
14. To support the Board of Directors in its role as Corporate Trustee of the Trust Charity.

Role Description and Person Specification

Part One: Background and Experience (please address in your supporting statement)

- Operated at a senior/board level with sound proven experience as a clinician.
- Educated to a Masters degree or equivalent Post- Graduate qualification or equivalent level of experience.
- Evidence of success in chosen career with a track record of strategic leadership at Board level within a complex and fast-moving environment.
- Experience of effective leadership working with a wide and complex range of internal and external stakeholders.
- Senior level governance experience demonstrating strong strategic planning, financial, risk, and performance management.
- Experience of leading quality improvement, performance management, and cultural change within a complex organisational setting.
- Demonstrable commercial and/or political astuteness which will translate into an ability to think and act strategically for the benefit of the Trust.
- Experience of holding high levels of accountability.

Part Two: Skills, Knowledge and Personal Attributes (to be addressed at interview)

- Exceptional leadership skills, engendering respect from others at all levels.
- An enthusiastic, enquiring mind, with the confidence to challenge constructively when appropriate and to hold to account.
- Commitment to working as a team member.
- An effective listener, able to weigh up arguments and summarise for others.
- Highly developed interpersonal, influencing, and communication skills.
- Analytical and creative, with the ability to be independent in judgement.
- Politically astute, effective negotiator, able to grasp relevant issues and understand the relationships between interested parties.
- Sound knowledge and understanding of corporate governance.
- Clear understanding and acceptance of the legal duties, liabilities, and responsibilities of Group Non-Executive Directors.
- Understanding of equality and diversity issues.
- Understanding of Foundation Trusts and Governor responsibilities.
- Empathy with and commitment to public service values of accountability, openness, probity, and equality of opportunity.

Role Description and Person Specification

Part Two: Skills, Knowledge and Personal Attributes (to be addressed at interview) continued.

- Committed to improving healthcare, and supportive of collaboration across the healthcare system in Greater Manchester, in line with the principles and values of MFT.
- Ability to effectively represent the Trust to its constituents, patients, partner organisations, and regulators.
- Knowledge of Manchester, Trafford, and Greater Manchester, and an understanding of local demographics and the challenges in improving population health and addressing inequalities.



Role Description and Person Specification

EQUALITY, DIVERSITY, AND INCLUSION

- Fulfil legal responsibilities as a member of the Board of Directors and ensure that the Trust adheres to the Equality Act 2010 to improve equality, diversity, and inclusion, and to enhance the sense of belonging for NHS staff to improve their experience.
- Making continuous improvements to help ensure services and workplaces are free from discrimination and creating a culture of belonging and trust. We must understand, encourage and celebrate diversity in all its forms.
- To improve the outcomes for protected groups across the health system and always ensure the maintenance of confidentiality.
- Leadership, system, and culture change to create inclusive workplaces.
- The post holder should carry out their duties in a way that supports equality and diversity at all times.

INFECTION CONTROL

It is a requirement for all staff to comply with all infection control policies and procedures as set out in the Trust's Infection Control manual. The postholder is also responsible for ensuring all their staff attend mandatory training, including infection control and to provide support to the Director of Infection Prevention & Control.

HEALTH AND SAFETY

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. The post-holder will equally have a responsibility to ensure that they do nothing to jeopardise the health and safety to either themselves or of anybody else. The Trust's Health and Safety Policies outlines responsibilities regarding Health & Safety at Work.

The post holder must not willingly endanger him/herself or others whilst at work. Safe working practices and safety precautions must be adhered to. Protective clothing and equipment must be used where appropriate.

All accidents/incidents must be reported to your Senior Manager and documented as per Trust Policy, including the reporting of potential hazards.

All accidents/incidents must be reported to your Senior Manager and documented as per Trust Policy, including the reporting of potential hazards.

SAFEGUARDING

Ensure that the policy and legislation relating to child protection and safeguarding of children, young people and vulnerable adults are adhered to. It is the responsibility of all staff to report any concerns to the identified person within your department/division or area of responsibility.

SECURITY

The post holder has a responsibility to ensure the preservation of NHS property and resources.

CONFIDENTIALITY

The post holder is required to maintain confidentiality at all times in all aspects of their work

TEAM BRIEFING

The Trust operates a system of Team Briefing, which is based on the principles that people will be more committed to their work if they fully understand the reason behind what is happening in their organisation and how it is performing.

NO SMOKING POLICY

The Trust operates a no smoking policy, which applies to all staff, patients and visitors and extends to the hospital grounds as well as internal areas.

Role Description and Person Specification

The NHS Board/Aspiring Board Members Leadership Framework

NHS England has worked with a wide range of leaders from across the NHS to help describe what we do when we operate at our best. They have used this feedback to design a set of six competency domains, creating a *Leadership Competency Framework* to support Board Members to perform at their best. This framework is for Chairs, Chief Executives and all Board members in NHS systems and providers, as well as serving as a guide for aspiring leaders of the future.

It is designed to:

- support the appointment of diverse, skilled, and proficient leaders
- support the delivery of high-quality, equitable care and the best outcomes for patients, service users, communities, and our workforce
- help organisations to develop and appraise all board members
- support individual board members to self-assess against the six competency domains and identify development needs.

For more information on how this framework should be applied:

<https://www.england.nhs.uk/long-read/nhs-leadership-competency-framework-for-board-members/>

The six competency domains and definitions are:

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 Role of our Governors

Governors have an important, active role as they are the link between the members of our NHS Foundation Trust and the Board of Directors, with their statutory duties including:

- Holding Trust Non-Executive Directors individually and collectively to account for the performance of the Board of Directors and;
- Representing the interests of members of the Foundation Trust as a whole, and the interests of the public.

We have 32 Governors on our Council of Governors; the majority being elected to carry out their role on behalf of our members; 17 are elected by the public (Public Governors); 7 by our staff (Staff Governors); alongside 8 being nominated from partner organisations including a Youth Governor (Nominated Governors). Governors meet formally at least 4 times a year to receive assurance from the Board that plans to deliver the annual plan, and constitutional targets are on track. Governors are accountable to our members and represent their views and seek appropriate assurances when key decisions are being made, and plans are being developed.

More information about the Governor role can be found at our 'Information about Governors' webpage - <https://mft.nhs.uk/the-trust/governors-and-members/information-about-governors/>



Trust NED Time Commitment and Remuneration

Remuneration is **£17,397** per annum with extra payments for additional responsibilities e.g chairing one of the Board committees. Remuneration is taxable and subject to national insurance contributions. It is not pensionable. In addition, Trust Non-Executive Directors are also eligible to claim allowances for travel and subsistence costs necessarily incurred on Trust business.

Trust Non-Executive Directors are remunerated to work between three and four days a month generally, although it is acknowledged that the requirements of the role will see this time commitment regularly exceeded. Trust Non-Executive Directors are also required to work in a flexible manner to meet the needs of the organisation.

Trust Non-Executive Directors are expected to attend a minimum of 11 Board meetings a year of which five are Board Seminars. These take place on the 2nd Monday of every month. Trust Non-Executives are also required to attend the Annual Members' Meeting of the Trust and extraordinary Board meetings and Council of Governors meetings. Throughout the year there are training, and development events as required. While many of these meetings require the Trust Non-executive to attend in person, there will be opportunity to attend via video-conference on some occasions, where appropriate.

All Trust Non-Executive Directors will be members of the Remuneration Committee and the Audit Committee. In addition, Trust Non-Executive Directors take on the duty of 'Managers' in line with the Mental Health Act and chair panels and hearings as required.

Trust Non-Executive Directors are also expected to contribute to, and potentially Chair, other committees, groups and panels that have been established to support the Trust's governance and risk management arrangements. For example, the successful candidate for this role will chair the Trust's Quality, Safety and Performance Board Committee and contribute to agenda setting and work programme development for that committee.

Trust Non-Executive Directors are required to participate in and support the appointment processes for Trust Executive Directors as well as participating in the Trust's grievance and appeals processes. They are also required to take on specific 'Champion' roles at Board level in line with national requirements as well as maintaining a continuing interest in specific aspects of the work of the Trust, including making visits (Senior Leadership Walkabouts) to the Hospitals / Managed Clinical Services and Community Teams.

Finally, Trust Non-Executive Directors need to ensure sufficient reading time for Board and committee papers and to keep informed of the work of the Trust, developments within the Trust and the wider NHS. They are also required to ensure that their personal development needs, identified through their annual appraisal process, are met - this may include attendance at training events and conferences both in and outside Greater Manchester

How to apply



How to Apply

Closing date for applications is Midnight on 1st June 2025

How to apply

To apply, please submit your application via email with the subject line "Application for the role of Trust Non-Executive Director".

Applications will be assessed following the closing date and successful candidates will be invited to participate in first stage interviews with Hunter Healthcare during the weeks commencing 9th and 16th June 2025.

Following a shortlisting meeting due to take place on 1st July, successful applicants will be invited to attend a Selection Event on 11th July 2025

All applications should include:

- A short covering letter, of no more than two A4 pages, your interest in the appointment, how you meet the appointment criteria and what you specifically will bring to the post;
- Your current CV including educational and professional qualifications and full employment history. Please explain any gaps in your employment history and give details (where applicable) of budgets and people management responsibilities highlighting relevant achievements;
- The CV or application should include names and contact details of a minimum of two board member referees from two separate organisations, which cover the last six years.
- Successful candidates will be subject to Occupational Health and Disclosure, and Barring Service checks. All organisations regulated by the Care Quality Commission also need to ensure that successful candidates meet the Fit and Proper Persons Requirement (FPPR).

If you consider yourself to require reasonable adjustments to support you in any part of the application & selection process, we invite you to share your requirements with us when completing your application. We will make every effort to ensure your needs are met, to provide a fair and transparent process of assessment.

If you are unable to apply online or have any accessibility requirements, please contact: applications@hunter-healthcare.com. All applications will receive an automated response as acknowledgement of receipt in the first instance.

Selection Process

The Selection Event for shortlisted candidates will take place as follows:

Selection Event Date: Friday 11th July
Selection Event Location: Oxford Road Campus, Manchester M13 9WL

On this day of the Selection Event, candidates will be asked to lead an in-person Stakeholder Engagement Exercise and take part in an in-person Panel Interview .

All selection exercises are developed specifically to assess the candidate's skills, knowledge, and experience in line with the Job Description and Person Specification, MFT's Values and in accordance the NHS Leadership Competency Framework for Board Members/Aspiring Board members.

More information about the NHS Leadership Competency Framework for Board Members/Aspiring Board members can be found [here](#).

Shortlisted candidates should plan to be available for a minimum of **three hours** on the day of the Selection Event.

More detailed information about the selection process for this role will be shared with shortlisted candidates closer to the time.

Key dates to diary:

- Closing Date: 1st June 2025
- Shortlisting outcomes: 1st July 2025
- Selection Event: 11th July 2025

*It is unlikely we can accept any late applications nor change the date of the Selection Event; therefore, we ask that applicants take note of these key dates and diary these in the event you are shortlisted.

Contact Details

If you would like to discuss the opportunity in more detail prior to making an application, please contact James McLeod on 07842424530 or Jenny Adrian on 07939 250362.

How to Apply

Conditions of an offer of employment

The successful applicant will be subject to satisfactory clearance of both the six NHS Pre-Employment Check Standards alongside declaration of the Fit and Proper Persons Requirements Test Framework (FPPT).

This means that the care provider must not appoint a Director unless:

- The individual is of good character;
- The individual has the qualifications, competence, skills and experience which are necessary for the relevant office or position or the work for which they are employed;
- The individual is able by reason of their health, after reasonable adjustments are made, to properly perform tasks which are intrinsic to the office or position for which they are appointed or to the work for which they are employed;
- The individual has not been responsible for, been privy to, contributed to or facilitated any serious misconduct or mismanagement (whether lawful or not) underrepresented carrying on a regulated activity or providing a service elsewhere which, if provided in England, would be a regulated activity; and:
- Whether the person has been convicted in the UK of any offence or been convicted elsewhere of any offence which if committed in any part of the UK would constitute an offence; and
- Whether a person has been erased, removed, or struck off a register maintained by a regulator of a health or social work professional body.

Further information about the Fit and Proper Persons Test Framework can be found here: <https://www.england.nhs.uk/long-read/nhs-england-fit-and-proper-person-test-framework-for-board-members/>.

Diversity Matters

Manchester University NHS Foundation Trust is committed to being an employer of choice that recruits and develops staff fairly, so that talented people choose to join, remain and grow their careers within the Trust. Our aim is to be a diverse workforce that is representative of our community.

Personal Data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and / or biometric data) in your CV and application documentation.

Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g., referees) who have not previously agreed to their inclusion.

DBS costs (for relevant roles)

For roles that are subject to a DBS, such as this one, our Trust policy requires that the cost of submitting & processing the successful applicant/DBS application be recovered via salary deduction following commencement in role.

The amount will be deducted from your salary in the first 3 months of employment. It's important to be aware that if you wish to withdraw from a conditional offer of employment from us once a DBS has been commenced you will be still liable for payment.

