

# **St George's University Hospitals NHS Foundation Trust**

**And**

**Epsom and St Helier University  
Hospital NHS Trust**

**Non-executive Director  
Appointments**

**Candidate information pack**

**Reference: L3282**

**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

The St George's, Epsom and St Helier Hospitals Group (gsh) is seeking two high calibre candidates to apply to join the Board of Directors as Non-Executive Directors of each Trust. Both roles will be appointed to the Board of St George's University Hospitals NHS Foundation Trust by the Council of Governors and under our 'NED in Common' arrangements at least one of these roles, and potentially both, will also be appointed by NHS England to the Board of Epsom and St Helier University Hospitals NHS Trust. This is an opportunity to share your expertise and experience, contribute to the leadership of the Group and help us deliver our vision and strategy of providing *Outstanding Care, Together* to our patients, staff and the communities we serve across South West London, Surrey and beyond.

The successful candidates will have recent Board-level senior management and leadership experience in large and complex organisations. Candidates should be able to Chair a Board Committee.

This is an exciting time to join the Group working in partnership across our hospital group with delivering our Group strategy, developing our culture, and deepening our collaboration with our partners across South West London, Surrey and beyond.

## 2. The person specification

### Essential criteria

Non-Executive Directors play a crucial role in bringing an independent perspective to the Boardroom, in addition to the specific knowledge and skills they hold. You will need to have a genuine commitment to patients and the promotion of excellent health care services.

We are looking for individuals with experience in **one or more** of the following areas:

- Finance experience, with ACA or equivalent qualifications. We would particularly welcome candidates who have exposure to working at a senior level, within or with, central government departments, agencies and arm's length bodies. This appointee will also Chair the Finance and Performance Committee.
- Clinical leadership and management at Board level in a large and complex healthcare organisation. We would welcome individuals who have leadership experience in medical, nursing, midwifery, allied health, or clinical academia who can bring insights into the management of complex hospital-based care, champion clinical quality and safety, and assist the Board in seeking assurance on the safety and quality of the services provided.

In addition, candidates should be able to demonstrate the following skills and experience:

- recent, relevant and very senior management and leadership at board level (or equivalent) within a large and complex organisation
- previous experience of chairing complex meetings with a demonstrable ability to chair an assurance Committee of the Board of Directors, and the aptitude to rapidly develop a sophisticated understanding of assurance in an NHS context
- previous experience of developing strategy, monitoring performance against key performance indicators, and offering informed and constructive challenge to executive directors
- evidence of leading positive change in relation to equality, diversity and inclusion
- evidence of delivering transformational change

### **Responsibilities of committee chairs**

Chairs of Board Committees should have recent and relevant experience of chairing similar committees in other large and complex organisations. They share the functions of the other non-executives, and in addition have responsibilities to:

- bring objective and insightful rigour to the work of a committee, and to ensure the committee is effective in providing the Board with effective assurance on issues within its remit
- provide leadership to a committee to ensure that it is effective in its role, operates effectively as a Committee-in-Common across both Trusts, and that it provides effective assurance to the Board of Directors
- ensure that the committee is well informed and has timely access to all the information it requires, managing the forward agenda in line with the Group's strategic and operational priorities
- facilitate the contribution of all members of the committee and other invited participants
- ensure that the board receives sound advice, assurance and useful and timely reports from the committee, holding executives to account for ensuring that information supporting the Committee is concise, timely and presented meaningfully

## 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<br>Driving high quality sustainable outcomes                                  |
| <b>Commitment to quality of care</b>  | <b>Everyone counts</b>   |
| Driving high quality and sustainable outcomes<br>Setting strategy and delivering long term transformation | Promoting equality and inclusion and reducing health and workforce inequalities<br>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.

- We particularly welcome applicants with strong connections to the area served by the trusts.
- On average this role will require the equivalent to 4 days a month, however the time commitment may vary and a flexible approach should be taken.
- The appointments will be offered for up to three years and will be subject to annual performance review. Reappointment to a second three-year term is subject to performance and approval by the Council of Governors and NHSE.
- Candidates who are appointed as NEDs in Common across the gesh Group will receive remuneration of £22,000 per annum. Remuneration for appointment as a NED at St George's only is £17,000pa. Remuneration is taxable and subject to NI contributions. It is not pensionable. (Please note, the remuneration payable for standard NHS Trust NED roles is £13,000 per annum).
- The successful candidate must register to be a public member of St George's University Hospitals NHS Foundation Trust. Details of how to become a member are available on our [website](#)





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 the Trusts

#### Epsom and St Helier University Hospitals NHS Trust

ESTH provides a range of acute hospital and medical services to approximately 490,000 people living across south west London and north-central Surrey. In addition, ESTH provides more specialist services, in particular renal and neonatal intensive care, to a wider area, covering Surrey and parts of Sussex and Hampshire, and hosts the South West London Elective Orthopaedic Centre (SWLEOC) partnership. The Trust’s main commissioners are Sutton and Surrey Downs Clinical Commissioning Groups (CCGs) and it has a sizable specialist service contract with NHS England in relation to renal services.

The Trust’s two main acute sites are St Helier Hospital in the London Borough of Sutton, within the South West London Health and Care Partnership, and Epsom Hospital in Surrey, within the Surrey Heartlands Integrated Care System. The Trust also provides out-reach services at a number of more locally-based care centres and is moving to increasingly integrated models of care working with local community, primary, and other service providers.

ESTH is the host for the delivery of community health services across both of its local place-based communities of Surrey Downs and Sutton. Both community contracts are delivered through contractual joint ventures (Surrey Downs in partnership with the 3 local GP Federations and the community trust and Sutton in partnership with the local GP Federation, local authority and mental health trust). Discharging its host responsibilities to a high standard and working in partnership to transform pathways across hospital and community settings is a key priority for the future.

#### ESTH values

“Above all we value RESPECT” It helps ESTH to live their behaviours:  
Kind, Positive, Professional, Teamwork

#### St George’s University Hospitals NHS Foundation Trust

With over 10,000 dedicated staff caring for patients around the clock, St George’s is the largest healthcare provider in South West London and one of the biggest and busiest hospital Trusts in London. It provides services out of two main hospital sites,



St George's Hospital in Tooting and Queen Mary's Hospital in Roehampton, as well as health centres, GP surgeries, schools, and people's homes.

The main site, St George's Hospital in Tooting – one of the country's principal teaching hospitals – is shared with St George's, University of London, which trains medical students and carries out advanced medical research. St George's Hospital also hosts the St George's, University of London and Kingston University Faculty of Health and Social Care Sciences, which is responsible for training a wide range of healthcare professionals from across the region.

St George's Hospital is one of four major trauma centres in London, and home to hyper acute stroke and heart attack centres. It is a major centre for cancer services, and one of the largest centres for cancer surgery / chemotherapy in the capital. St George's is also one of the biggest children's hospitals, including being home to one of only four paediatric trauma units in London. In addition, St George's is a major centre for neurosciences, offering patients innovative new treatments such as the country's first 24/7 mechanical thrombectomy service. Its clinical teams also have growing influence in research, with more clinical trials undertaken than ever before. They are also part of the South London Cardiac and Stroke Network and the South West London and Surrey Trauma Network, for which St George's Hospital is the designated heart attack centre, hyper-acute stroke unit and major trauma centre.

St George's serves a population of 1.3 million across South West London. A large number of services, such as cardiothoracic medicine and surgery, neurosciences and renal transplantation, also cover significant populations from Surrey and Sussex, totalling around 3.5 million people.

St George's values and behaviours: Excellent, Kind, Responsible, Respectful

### **The St George's, Epsom and St Helier University Hospitals and Health Group**

After years of collaboration and creating closer working ties, St George's University Hospitals NHS Foundation Trust formed a hospital group with its neighbouring hospital, Epsom and St Helier University Hospitals NHS Trust. Working as a hospital group enables greater joined-up decision-making for the benefit of local people, a larger and more resilient workforce, reduced variation in levels of care, and greater access to a wider range of clinical services for the patients of both organisations. The Trusts remain separate legal entities but with a single executive team and harmonised corporate governance arrangements which enable and support closer collaborative working. The Boards of the two organisations meet as a Group Board and Board Committees meet as committees-in-common across our hospital Group.

The two Trusts agreed and published a new strategy for the St George's, Epsom and St Helier University Hospitals and Health Group in May 2023 and the successful candidate will contribute to the oversight of its implementation. You can read our strategy on the [website](#).



## 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 us, such as business plans, annual reports, and services, visit the St George's Trust [website](#) and the Epsom and St Helier [website](#).

Follow the links for more information about:

- **Support to prepare candidates to apply for a non-executive vacancy including:**
  - About the NED role
  - 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**

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## Appendix 3: Making an application

For more information, you can get in touch with:

- **Alumni Global** - are helping us to identify potential candidates, if you would like a confidential discussion about the role contact Thomas Patterson, UK Managing Director, Frank McKenna, Global Managing Director or Beth Stickney, Principal Researcher on +44 7703 821 996 or [beth.stickney@alumniglobal.com](mailto:beth.stickney@alumniglobal.com)
- **NHS England** – for general process enquiries contact Helen Barlow by emailing [helen.barlow2@nhs.net](mailto:helen.barlow2@nhs.net)

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 trusts and NHS England.
- 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: 20 June 2025 at 11am.** Please complete your application via the following link:  
[www.alumniglobal.com/job/gesh-neds](http://www.alumniglobal.com/job/gesh-neds)
- **Stakeholder event:** the shortlisted candidates will be invited to meet groups of key stakeholders **4 July 2025**
- **Interview date: 11 July 2025**
- **Proposed start date: October 2025**

#### NHS England

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

W: [england.nhs.uk](http://england.nhs.uk)