

Candidate information pack

Role of the Chair



Introduction

Central London Community Healthcare NHS Trust (CLCH), Central and North West London NHS Foundation Trust (CNWL) and West London NHS Trust (WLT) are three of the key providers of community and mental health services in London, with each providing a wide range of services to a huge population across the capital and beyond.

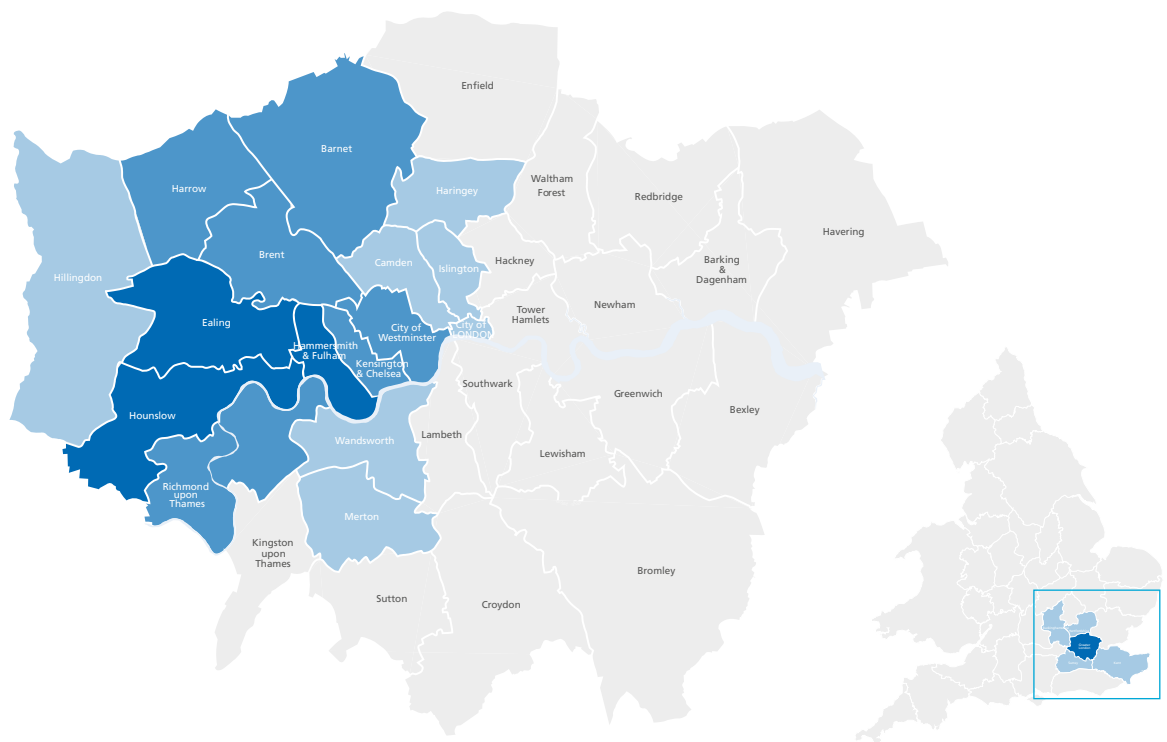
We have come together as a provider collaborative and formed a Board-in-Common to take forward our shared strategic agenda. Each of the Trusts has retained their individual Boards that will continue to play a vital role in leading their organisations.

There are considerable challenges facing the sector – from increasing demand, long waiting lists for community, mental health, learning disabilities and autism services, workforce availability, and increasing rates of emergency attendance. Estate and digital are

a particular challenge in parts of our community and mental health services, with underutilisation in some areas, and improvements and repairs required in others.

In facing and overcoming these challenges, CLCH, CNWL and WLT will build on our successful collaboration to date, realising the benefits of integrated community and mental health pathways for patients. Working more closely together also presents opportunities to capitalise on partnerships with academic organisations and the wider economy, to further research and innovation through greater shared learning and sharing of resources.

We are looking for someone that has proven track record of driving improvements in a complex environment at strategic level, experience of working at Board level and a good understanding of the strategic landscape in the NHS and corporate governance.



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.



**Central London
Community Healthcare**
NHS Trust

About Central London Community Healthcare NHS Trust

Central London Community Healthcare NHS Trust (CLCH) was established in 2008 as a community services provider. Our 5,300 staff deliver more than 3.7 million patient contacts per year across our community healthcare services in London and Hertfordshire.

Every day, our professionals provide high-quality healthcare in people's homes and local clinics helping them to:

- Stay well
- Manage their own health with the right support
- Avoid unnecessary trips to, or long stays in, hospital

We support our patients at every stage of their lives, providing health visiting for newborn babies, through to community nurse, stroke rehabilitation and palliative care for people at the end of their lives.

We provide a wide breadth of community health services, encompassing:

- Adult community nursing including district nursing, community matrons and case management.
- Children and family services including health visiting, school nursing, community nursing, speech and language therapy, blood disorders, and occupational therapy.
- End of life care supporting people to make decisions and receive the care they need at the end of their life.
- Long-term condition management supporting people with complex ongoing health needs caused by disability or chronic illness.
- Rehabilitation, neuro-rehabilitation and therapies including physiotherapy, occupational therapy, foot care, and speech and language therapy.
- Specialist services including delivering care for people living with diabetes, heart conditions, Parkinson's, homeless health services, community dental services, sexual health and contraceptive services.
- Walk-in and urgent care centres providing care for people with minor illnesses and injuries and providing a range of health advice and information.

See www.clch.nhs.uk for more information.

Where we work

CLCH delivers a range of community healthcare services across 14 London boroughs and Hertfordshire. Across these areas, we operate in 4 integrated care systems (ICS): North Central London, North West London, South West London and Hertfordshire and West Essex.

We are an active partner in all our geographies and work with ICS partners to integrate services at Place. Our focus is on building effective long-term partnerships within our 4 ICS areas and working with others to constantly improve the quality of care for our residents.

Our vision, mission and values

Our vision is to deliver great care closer to home and our mission is to enable thriving communities that give our children the best start in life and adults greater independence. To achieve this, we have four strategic aims:



Striving for outstanding **quality** in everything we do



Building relationships that underpin **great care for all**



Delivering **sustainable services** that we are proud of



Making a **positive difference** in the communities we serve

Our core values and linked behaviours are being refreshed in 2025 in line with our new strategy direction.



**Central and
North West London**
NHS Foundation Trust

About Central and North West London NHS Foundation Trust

CNWL provides NHS services throughout a person's life, in physical and mental health and everything in between, at GPs and hospitals to the community and in their own home.

The majority of our services are provided in the community, which means treating people in their homes or from clinics close to home. In this sense we are a very modern part of the NHS, something the new long-term plan wants to see more of, with better integration and coordination of care, delivered as close to home as possible. Where community care is not possible we offer a number of facilities to treat people in hospital or residential environments. We also provide healthcare in prisons in London and the surrounding areas.

Partnerships are central to what we do here – with patients and their families, with staff and with other organisations, especially commissioners and providers but also with local authorities, GPs, universities and the voluntary sector. We envisage more in the years to come.

We are committed to providing services that meet the needs of the people who use them, and we actively encourage involvement from local people who can help make a difference. See www.cnwl.nhs.uk for more information.

Where we work

With over 7,000 staff, we provide healthcare to a third of London's population and Milton Keynes, and also to parts of Kent, Surrey, Sussex and Hampshire.

Our catchment area covers a range of vibrant and diverse communities, with over 100 first languages spoken, containing areas of great affluence as well as areas of much deprivation.

Our vision:

Wellbeing for life

We work in partnership with all who use our services to improve health and wellbeing. Together we look at ways of improving an individual's quality of life, through high quality healthcare and personal support

Our values



Compassion: Our staff will be led by compassion and embody the values of care outlined in our Staff Charter.



Respect: We will respect and value the diversity of our patients, service users and staff, to create a respectful and inclusive environment, which recognises the uniqueness of each individual.



Empowerment: We will involve, inform and empower our patients, service users, carers and their families to take an active role in the management of their illness and adopt recovery principles. We will ensure our staff receive appropriate direction and support, to enable them to develop and grow.



Partnership: We will work closely with our many partners to ensure that our combined efforts are focused on achieving the best possible outcomes for the people we serve.

Our strategic objectives

Our vision and values are underpinned by our strategic objectives:

- We will provide integrated, high-quality, timely services based on the needs of the individual.
- We will involve, inform, empower and be guided by the people we serve.
- We will ensure our healthcare facilities are well maintained and fit for purpose.
- We will recruit, retain and develop skilled and compassionate people who embody our values of care.
- We will use our resources wisely, to support the delivery of patient care.
- We will invest in technology to deliver better patient care.
- We will develop new relationships, business and partnership opportunities, consistent with our vision and values.

About West London NHS Trust

West London NHS Trust is one of the most diverse healthcare providers in the UK, delivering a range of mental health, physical healthcare and community services commissioned locally and nationally. The Trust runs Broadmoor Hospital, one of only three high secure hospitals in the country with an international reputation.

The Trust employs nearly 6,000 substantive staff, of whom 59% are from a Black and Minority Ethnic (BME) background. We operate from over 80 sites and our turnover for 2024-25 was approximately £500m.

The Trust is rated as 'Good' overall by the Care Quality Commission, and the rating for our Forensic services is 'Outstanding'. Rigorous financial management and clinical engagement has been central to our ability to deliver service improvements and a strong financial position.

The Trust is an established key partner and contributor in the development of the North West London Integrated Care System (ICS) and the Integrated Care Board (ICB). The Trust leads the North West London CAMHS (Children and Adolescent Mental Health) provider collaborative. This involves managing the delegated specialist-commissioning budget with a commitment to a recurrent investment of £1.8m a year for community services. Forensic services are part of the North London Forensic Consortium.

Collaboration has been the key to our success in recent years. In 2024, the Trust expanded its portfolio to include community services in Hounslow, transferring approximately 800 staff and attracting an income of £39m in 2024-25. We aim to build on this success by working with NW London community and mental health collaboratives to improve delivery of services to our patients and agree new ways of working.

Our staff rate us highly and we are above average in six out of the nine national staff survey indicators. See www.westlondon.nhs.uk for more information.

Where we work

Our high secure services care for patients from across the South of England and we provide low and medium secure services covering eight London boroughs. The Trust also provides mental and physical healthcare in three London boroughs – Ealing, Hammersmith & Fulham and Hounslow.

Our vision

The Trust's vision is to be an outstanding healthcare provider, committed to improving quality and caring with compassion. Our strategic priorities for 2023-2028 are:

- Collaboration and system leadership – we will lead and collaborate to ensure the best outcomes and experiences for patients and carers
- Population health, inequalities and co-production: we will co-produce and deliver high quality, responsive care, tackling inequalities and focusing on the needs of vulnerable and at-risk communities
- Putting people first – we will attract, develop and retain talented people promoting an open, fair and inclusive culture with a commitment to the health, wellbeing and experience of our staff
- Innovation in service development and delivery: we will embed a culture which promotes and supports innovation and continuous improvement
- Aiming for outstanding: we aim to be an outstanding provider of integrated care and a key partner in the North West London integrated system

Our values



Togetherness: Ensure teamwork, mutual respect and trust sit at the heart of everything we do here. Our service users and their carers are an integral part of the team



Responsibility: Ensure when we say we are going to do something, we do it. We do not leave it to someone else to do. Our service users are responsible for engaging in their treatment.



Excellence: Ensure we strive for excellence in everything we do. 'Good enough' is simply not good enough. Excellent is better. The safety of our service users and our team is our number one priority.



Caring: Ensure caring means more than showing compassion to our service users and each other. It is also about having a can-do attitude, stepping up and caring to be the best we can. Because we care, we give praise when it's due.

Achievements

The three trusts have made significant strides in deepening collaboration and driving system-wide improvements. The following highlights demonstrate a strong commitment to shared learning, strategic alignment, and improved service delivery. These achievements reflect a collective focus on quality, workforce development, operational efficiency, and reducing health inequalities, laying a robust foundation for continued progress in 2025/26 and beyond.

- Development of a collaborative quality scorecard focussing on areas where the three trusts can work together and learn from each other, sharing best practices, e.g. Progress with achieving the Violence Prevention and Reduction Standards.
- Agreeing three shared priority projects to advance within 2025/26: Improvement in service delivery;

Leadership at System, Place and Neighbourhood; and Value for money and 'fit for the future' support services

- Beginning to address inequalities in access to services across the eight boroughs in North West London by creating a 'core common offer' in conjunction with the Integrated Care Board
- Development of a collaborative workforce scorecard enabling discussions on joint projects to address sickness absence, reductions in the use of agency staff, and developing a joint policy on Sexual Safety in the Workplace.
- A more coordinated approach to winter pressures between the three organisations helping to ease pressure on acute hospitals.



Role of the Chair and the NHS Board

NHS boards play a key role in shaping the strategy, vision and purpose of an organisation. They hold the organisation to account for the delivery of strategy and ensure value for money. They are also responsible for assuring that risks to the organisation and the public are managed and mitigated effectively. Led by an independent chair and composed of a mixture of both executive and independent non-executive members, the board has a collective responsibility for the performance of the organisation. The Chair also ensures the Board is focused on improving outcomes in population health and healthcare, and fosters a culture of learning and continuous improvement, with a particular focus on quality, safety, access, patient experience.

The purpose of NHS boards is to govern effectively, and in so doing build patient, public and stakeholder confidence:

- in the quality and safety of health services
- that resources are invested in a way that delivers optimal health outcomes
- in the accessibility and responsiveness of health services
- that patients and the public can help to shape health services to meet their needs
- that public money is spent in a way that is fair, efficient, effective and economic.



Role description

To carry out their role effectively, the chair must cultivate a strong, collaborative relationship with the chief executive. Many responsibilities in this role description will be discharged in partnership with the chief executive. It is important the chair and the chief executive are clear about their individual and shared roles, and their respective responsibilities towards the unitary board.

Together, the chair and the chief executive set the tone for the whole organisation. They are ultimately responsible for ensuring that the population the trust serves and the wider system in which the organisation sits receive the best possible care in a sustainable way.

Responsibilities of the Chair

The Chair has a unique role in leading the NHS trust board. The role combines the duty to lead effective governance, consistent with the Nolan principles and NHS values, with securing a long-term vision and strategy for the organisation.

Fundamentally, the chair is responsible for the effective leadership of the board. They are pivotal in creating the conditions necessary for overall board and individual director effectiveness. Central to the chair's role are the six NHS leadership competency domains, see page 11.

Strategic

In their strategic leadership role, each Trust Chair is responsible for:

- ensuring the Board of Directors play a full part in developing and determining the Trust's vision, values, strategy and overall objectives to deliver organisational purpose and sustainability
- ensuring the Trust's strategies align with the principles guiding the NHS and the NHS values
- ensuring the Board identifies the key risks that the Trust faces in implementing its strategy; determines their approach and attitude to providing effective oversight of those risks and ensuring there are prudent controls to assist in managing risk
- holding the Chief Executive to account for delivering the strategy and performance, providing support, challenge and advice, while respecting executive responsibility.

People

In the role shaping organisational culture and setting the right tone at the top, each Trust Chair is responsible for:

- providing visible leadership in developing a healthy, open and transparent patient-centred culture for each organisation, where all staff have equality of opportunity to progress, the freedom to speak up is encouraged, and ensuring that this culture is reflected and modelled in their own and the Board's behaviour and decision-making
- ensuring that constructive relationships exist between the three Trust Boards and other local stakeholders; and that they work together effectively
- in CNWL, ensuring that the Trust Board and Council of Governors are effective in all aspects of their roles; and that the Boards' and Council's agendas are appropriately focused on their key responsibilities
- promoting the highest standards of ethics, integrity, probity and corporate governance and, leading by example, to achieve a culture of openness and transparency
- promoting each Trust's commitment to equality, diversity and inclusivity at all times
- ensuring that constructive relationships based on candour, trust and mutual respect exist between Executive and Non-Executive Directors.

In the role developing the Boards' capacity and capability, the Chair is responsible for:

- ensuring the Boards have the right balance and diversity of skills, knowledge and perspectives, and the confidence to challenge on all aspects of clinical and organisational planning
- ensuring that new Directors (and at CNWL, the Governors) receive a full, formal and tailored induction on joining the Trusts
- ensuring that Directors (and at CNWL, the Governors) continually update their skills, knowledge and familiarity with the Trusts, to fulfil their role both on the Board (and Council)
- developing Boards that are genuinely connected to and assured about staff and patient experience, as demonstrated by appropriate feedback and other measures, including the Workforce Race Equality Standard (WRES); Workforce Disability Equality Standard (WDES); and Equality Delivery System (EDS).

Partnerships

In the role as an ambassador for each Trust within their local communities (including patients, members, public and staff) and with partners and stakeholders at local, regional and national levels, each Chair is responsible for:

- representing the organisation externally, developing and facilitating strong partnerships, and promoting collaborative, whole-system working through engagement with:
 - patients and the public
 - all staff
 - key partners across public, private and voluntary sectors
 - regulators
 - other chairs in the system and the wider NHS provider chair community
- ensuring that the Trusts work with and strengthen relationships with other NHS bodies, local authorities and other relevant organisations with an interest in the local health economy. In particular it will be important to play a leadership role in the development of the North West London ICS
- ensuring that the Trust Boards are appropriately consulted and involve members, patients, clients and the local community.
- for the CNWL Chair, ensuring that the Council of Governors regularly communicates to members of the Foundation Trust details on how it has discharged its responsibilities, and that a members meeting takes place at least annually.



Governance

In the role as governance lead for the Board, the Chair is responsible for:

- making sure the Board operates effectively and understands its own accountability and compliance with its approved procedures
- setting Board agendas relevant to each Trust's current operating environment and taking full account of the important strategic issues and key risks
- ensuring that the Boards (and at CNWL, the Council of Governors) receive accurate, high quality, timely and clear information, that the related assurance systems are fit for purpose and that there is a good flow of information between the board, its committees, the council and senior management
- the CNWL Chair must also ensure that as a Foundation Trust, CNWL understands and operates as required by its legal and regulatory framework, and in particular its Licence as a Foundation Trust.

In the role as facilitator of each Board (and at CNWL, the Council of Governors), the Chair is responsible for:

- providing the environment for agile debate that considers the big picture
- ensuring the Board applies sufficient challenge, balancing the ability to seize opportunities while retaining robust and transparent decision-making



- facilitating the effective contribution of all members of the Board, drawing on their individual skills, experience and knowledge and in the case of Non-Executive Directors, their independence
- leading a formal and rigorous annual evaluation of the Trust Boards. This will include assessing the skills, behaviour and experience of members of the Boards against the strategic and operational requirements of each Trust
- conducting a formal performance appraisal of the Chief Executives at least annually; and ensure the Chief Executives conduct annual appraisals of the other Executive Directors
- for the CNWL, agreeing with the Council of Governors a process for evaluating the performance of the Non-Executive Directors, which aims to show whether each individual continues to contribute effectively to the performance of the Board and Trust, and to demonstrate continuing commitment to the role; conduct a formal performance appraisal of each Non-Executive Director at least annually. Following this process, confirm that, following formal performance evaluation, any Non-Executive Director proposed for re-appointment at the end of a term of office continues to be effective and to demonstrate commitment to the role
- acting on the results of performance evaluation by recognising the strengths and addressing the weaknesses of the Boards, determining individual and collective development programmes and, where appropriate, proposing new members be appointed to the Boards or seeking the resignation of Directors.

Outcomes focus

In the role as a catalyst for change, the Chair is responsible for:

- fostering a culture of innovation and learning, by being outward-looking, promoting and embedding innovation, technology and transformation through the Board business
- ensuring performance on equality, diversity and inclusion for all patients and staff is accurately measured and progressed against national frameworks, including WRES, WDES and EDS
- above all, ensuring the Boards maintain an unrelenting interest in and focus on the continuous improvement and self-assessment of patient safety, experience and clinical outcomes.

Person specification

We are looking for candidates who want to use their energy, skills and experience to help drive the delivery of compassionate and sustainable healthcare services for the people served by the Trusts. You will bring:

- A clear commitment to the NHS and the Trusts' values and principles
- A profile as a highly accomplished leader with an outstanding track record of achievement gained in an organisation of scale and complexity that is renowned for delivering high quality outcomes. Healthcare exposure is desirable
- Experience leading transformational change, managing complex organisations, budgets and people
- Significant experience as a Non-Executive Board member or Chair in a complex operating environment; proven experience of chairing meetings with the expertise to chair the Boards
- Credibility and approachability across a range of different stakeholder groups and with the capability to engage with staff and patients, their carers and families
- Well-developed ambassadorial skills with the capability to achieve visibility both internally and externally to the Trust(s)
- Demonstration and passion for delivering outstanding healthcare and for creating a culture that puts patients and staff at the centre of everything the trusts do
- Highly developed commercial and financial acumen. Experience of long-term planning horizons, resource management and risk models
- Experience of building effective teams, encouraging change and innovation and shaping an open, inclusive and compassionate culture through setting the right tone at the top and championing diversity at, and across, all levels
- Fully attentive towards issues of equality, diversity and inclusion and a commitment to realise its benefits
- An ability to identify and address issues, including underperformance and to scrutinise and challenge information effectively for assurance

- A demonstrable interest in health and social care and a strong desire to achieve the best sustainable outcomes for all patients and service users through encouraging continuous improvement, clinical excellence and value for money
- An appreciation of constitutional and regulatory NHS standards and experience in dealing with UK regulators, government departments, other public sector stakeholders and the media would be advantageous
- Committed to system working across organisational boundaries and the development of the role of the Trusts in the wider health and care system
- A desire to engage with the local population and to collaborate with senior stakeholders across the health and care system
- Experience managing conflict, finding compromise and building consensus across varied stakeholder groups with potentially conflicting priorities
- Integrity, intellectual flexibility, influence and resilience as well as a commitment to the Trusts' values and the very highest levels of care.

Applications will be assessed on merit, as part of a fair and open process, from the widest possible pool of candidates. The information provided by applicants will be relied on to assess whether sufficient personal responsibility and achievement have been demonstrated in previous/other roles, to satisfy the experience being sought.

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.

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.

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*:

1. 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.

Candidates will have:

- A demonstrable interest in health and social care and a strong desire to achieve the best sustainable outcomes for all patients and service users through encouraging continuous improvement, clinical excellence and value for money
- Strong understanding of financial management, with the ability to balance the competing objectives of quality, operational performance and finance
- An appreciation of constitutional and regulatory NHS standards

2. 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.

Candidates will have:

- Experience of leading and delivering against long-term vision and strategy
- Experience leading transformational change, managing complex organisations, budgets and people

3. 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.

Candidates will have:

- A clear commitment towards issues of equality, diversity and inclusion
- Significant experience of engaging with the diverse social, economic and cultural groups served by the organisation

4. 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.

Candidates will have:

- Prior board experience (any sector, executive or non-executive role)
- Evidence of successfully demonstrating the NHS Leadership competencies in other leadership roles
- An ability to identify and address issues, including underperformance, and to scrutinise and challenge information effectively for assurance



5. 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.

Candidates will have:

- A clear commitment to the NHS and the trust's values and principles
- Experience of building effective teams, encouraging change and innovation and shaping an open, inclusive and compassionate culture through setting the right tone at the top and championing diversity at, and across, all levels
- Strongly focused on the experience of all staff and patients
- Experience managing conflict, finding compromise and building consensus across varied stakeholder groups with potentially conflicting priorities

6. 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.

Candidates will have:

- A desire to engage with the local population and to collaborate with senior stakeholders across the health and care system
- Strong interpersonal, communication and leadership skills

Applications will be assessed on merit, as part of a fair and open process, from the widest possible pool of candidates. The information provided by applicants will be relied on to assess whether sufficient personal responsibility and achievement have been demonstrated in previous/other roles, to satisfy the experience being sought.

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.

Terms of appointment

The remuneration for the role is £70,000 per annum.

The initial appointment will be for a period of up to four years, after which you may be considered for further terms of office, subject to the needs of the organisation and a good performance in the role for CNWL approval from the Council of Governors.

You will have considerable flexibility to decide how you manage the time needed to undertake a Chair role. On average, the role of a Chair will require three days a week, including preparation time away from the Trust, on-site visits, the occasional evening engagement and events designed to support your continuous development. The role will, however, comprise a mixture of set commitments (such as regular meetings of the Boards of Directors, committees and for CNWL the Council of Governors) and more flexible arrangements for ad hoc events, reading and preparation.

Applicants should live in or have a strong connection to the communities served by the Trusts.

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. There are a number of a specific background checks required by NHS England to ensure that those we appoint are “fit and proper” people to hold these important roles. More information can be found on NHS England’s website.



Timescales for recruitment

Closing date:

9am Monday 8th September 2025

Preliminary interviews (via Teams with GatenbySanderson):

Thursday 18th & Friday 19th September 2025

Shortlisting:

Friday 26th September 2025

Stakeholder Session:

Date TBC - Thursday 2nd or Friday 3rd October 2025

Final Interviews:

Wednesday 8th October 2025

Proposed start date: ASAP

How to apply

If you wish to be considered for this role, please provide the following:

1. A comprehensive CV that includes your address and contact details, with full employment history as well as highlighting and explaining any gaps;
2. A supporting statement of no more than two sides of A4 which sets out your motivation and match to the person specification criteria;
3. The names, positions, organisations and contact details of two referees. References will not be taken without your permission.
4. A completed Fit and Proper Person Self-Declaration form.

All applications should be submitted by clicking the applications button and follow the instructions to upload a CV and cover letter/supporting statement.

All applications will be acknowledged. On sending your application you will be sent a diversity monitoring questionnaire which will not form part of your application.

Applications will be assessed on merit, as part of a fair and open process, from the widest possible pool of candidates. The information provided by applicants will be relied on to assess whether sufficient personal responsibility and achievement have been demonstrated in previous/other roles, to satisfy the experience being sought.

For further enquiries you can contact:
Melanie.Shearer@gatenbysanderson.com

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