

Our Integrated Care System

Our Integrated Care System (ICS) brings together local NHS, councils, voluntary, community and faith sector colleagues so we can better serve the 1.3 million people in Birmingham and Solihull.

Together we are Birmingham and Solihull ICS, united by our vision to make Birmingham and Solihull the healthiest place to live and work, driving equity in life chances and health outcomes for everyone.

With more and more people needing care across a range of different settings, we need to work together better than ever before. This is not just about achieving coordinated and joined up care but is about preventing ill health and tackling the factors that contribute to some people experiencing poorer health outcomes than others.

To achieve our vision, we will need to make important and difficult decisions about how and where resources are spent in order to best meet the health and care needs of our diverse population.

The ICB will shortly merge with Black Country ICB, meaning stronger partnerships across the West Midlands for the good of our patients and communities.

To find out more about our ICS and our ambitions, please [click here](#).



**Birmingham and Solihull
Integrated Care System**
Caring about healthier lives



National Excellence

- We have 63 'highly specialised' and 'specialised' services that are commissioned nationally by NHS England.
- Our 12 highly specialised services include liver disease, liver and small bowel transplants, retinoblastoma (a type of eye cancer), craniofacial surgery, Epidermolysis Bullosa (a rare skin condition) and a number of rare diseases.
- We lead the way for the treatment of major trauma, neonatal and paediatric intensive care, burns, cancer, epilepsy surgery, kidney disease, foetal medicine, genetics services and many others.
- Our leading work led to the development of National Institute of Clinical Excellence (NICE) guidelines for the care of twin and triplet pregnancies.
- We lead the NIHR Rare Disease Translational Research Collaboration project.
- Our NIHR Wellcome Clinical Research Facility supports more than 100 studies, of which more than 60 are in rare diseases.
- We were the first NHS Trust in the country to offer additional paid leave to members of staff who suffer miscarriage, and to their partners.

This pioneering approach has now been adopted by many other organisations covering 400,000 members of staff in the NHS nationally.

- We deliver an international programme in neuro-imaging and spectroscopy in childhood brain tumours and inborn errors of metabolism.
- Our Genetics Lab is playing a central role in the West Midlands Genomic Medicine Centre as part of the national 100,000 genome project and has pioneered new technology that allows prenatal diagnosis of genetic diseases.



Global Impact

We have a strong track record of global impact through our pioneering care and research that has changed clinical practice and improved health outcomes for some of the poorest countries in the world.

- Our research has led to improvements in timely diagnosis of congenital heart defects through pulse oximetry – an approach now used globally.
- We're home to a WHO Collaborating Centre in Women's Health and host the Tommy's National Early Miscarriage Centre for research into miscarriage, stillbirth and premature birth – the largest such centre in the UK.
- Through our WHO Centre our clinicians are researching new approaches to treat two of the main causes of death during pregnancy and childbirth in poor countries – post-partum haemorrhage and sepsis. This included a large Medical Research Council funded clinical trial to define the role of prophylactic antibiotics in miscarriage surgery to prevent fatal infections, a common cause of death in low-income countries.
- Our expertise and work with the Royal College of Obstetricians and Gynaecologists and International Society of Ultrasound in Obstetrics and Gynaecology has led to guidelines and international statements on the management of identical twins who share a placenta (monochorionic twins).



Sharing our skills to improve world health

Our teams:

- Share knowledge and expertise to set up a pioneering liver transplantation programme for young children at Pakistan's Rawalpindi's Military Hospital, equipping doctors, nurses and surgeons with the skills to run a range of their own services to care to some of the poorest people in Pakistan.
- Support craniofacial reconstructive surgery for children suffering from the devastation skin condition, Noma, and those with tumours, trauma and congenital abnormalities in Ethiopia.
- Have a long-standing educational partnership with the Queen Elizabeth Central Hospital in Malawi to enhance learning and best practice in healthcare for thousands of children and young people.
- Have helped develop paediatric kidney services in Trinidad, which have resulted in several life changing transplants.
- Have supported the urology team in Zanzibar and operated on children with congenital and traumatic genital abnormalities.
- Worked with teams in Ukraine in 2021 to help treat children from Ukraine and support them and their families.
- Have led the Malaysian Cardiac Partnership since 2008 to help develop services, operate on complex cases, train and mentor their staff in partnership with Children's Heartlink (a world leader in heart surgery, medical device development and global philanthropy) and the Department of Health and Social Care.
- Have worked with hospitals in Spain, Germany, India and the Philippines to perform heart operations on some of their most complex young patients.
- Helped the Australian Health Authority review its national Hypoplastic Left Heart Syndrome service provision.
- Have supported Germany with its review of its cardiac surgery programme.
- Through the ECMO Programme (Extracorporeal Membrane Oxygenation) we are recognised as an International Centre of Excellence by the world governing body ELSA. Our experts have helped train new teams in essential life support skills at hospitals in the UK, South Africa, Malaysia and Belgium.

Hear from some of our staff what it's like to work at Birmingham Women's and Children's NHS Foundation Trust and meet some of the colleagues you would be joining in the BWC Family:

- [Our website](#)
- [Board of Directors](#)
- [Publications and Reports](#)
- [CQC Report](#)
- [Our ICS](#)



Job Description

Title:	Non-Executive Director
Remuneration:	£14,500
Commitment:	4 days per month
Term:	3 years

NON-EXECUTIVE DIRECTOR ROLE DESCRIPTION AND PERSON SPECIFICATION

ROLE DESCRIPTION

Purpose of the Role

Birmingham Women's and Children's NHS Foundation Trust has a national and international reputation as one of the leading providers of services for children, young people, women and their families and is a centre of excellence, providing a range of specialist health care services.

The Trust is led by a unitary Board of Directors whose expertise and skills will drive the vision and mission of the organisation.

Accountable to the Council of Governors, the Non-Executive Directors play a pivotal role in the success of the Trust, having responsibility for holding the Executive members of the Board to account and providing independence within the Board of Directors.

The Non-Executive Directors participate in the Board's development of the Trust's vision, strategies and objectives, holding the Executive Board (Chief Officer) members to account for their delivery. They work with their colleagues on the Board of Directors to establish networks and partnerships to support the delivery of the Trust's strategy and development of the Trust's role as a key national lead in the delivery of women's, children's and young people's health services.

The Non-Executive Directors demonstrate and promote high standards of probity, integrity and governance and are subject to both the Nolan Principles and the NHS Fit and Proper Person's Test.

The role requires a time commitment, in and outside of business hours, of an average monthly commitment of 4 days. This is both face to face and remote requirements, and we welcome applications from people who live in Birmingham and Solihull and wish to be involved in the life of the Trust.

Main Duties and Responsibilities

Leadership and Strategy

The Non-Executive Directors are responsible for:

- Supporting the chair, chief executive and executive directors in promoting the Trust values.
- Supporting a positive culture throughout the Trust and adopting behaviours in the boardroom and elsewhere that exemplify that culture. This role will have a particular focus on strategic and operational leadership development and accountability in the organisation.
- Providing support, advice and guidance for setting the strategic direction of the Trust and holding the executive directors to account for the effective management and delivery of the Trust's strategic aims and objectives.
- Demonstrating visible and ethical personal attributes by modelling the highest standards of personal behaviour, safeguarding the Trust's values and supporting colleagues on the Board of Directors in emulating this example.
- Building productive working relationships based on candour, trust and mutual respect with executive directors and staff members, providing support, guidance and advice to them and specific coaching and development from their own career and personal experience.
- Supporting the delivery of the Trust's obligations to its key stakeholders, communities and regulators.
- Actively contributing to the Board of Directors' setting of the Trust's values and standards, in particular for this role, strategy and leadership development.
- Promoting the vision of the Trust to capitalise on the freedoms it enjoys as a result of its Foundation Trust status.
- Promoting an understanding of the role of the Board, the scheme of reservation and delegation, the role of non-executive directors and executive directors.

Governance

The Non-Executive Directors are responsible for:

- Scrutinising performance of the executive Board members in meeting agreed goals and objectives.
- Participating in all formal and informal meetings of the Board of Directors and complying with approved procedures.
- Effectively contributing to the Board of Directors and constructively challenging colleagues before taking significant decisions. This role should have a particular focus on governance expertise in their careers and backgrounds, and on measuring and demonstrating outcomes.
- Satisfying themselves that the Board of Directors is focused on strategy, performance, quality and accountability, and measuring outcomes effectively
- Satisfying themselves that financial and clinical quality controls and systems of risk management and governance are sound and that they are being utilised effectively

- Ensuring that they receive adequate information in the form that they specify and to monitor the reporting of performance, including outcomes using data, trends and challenging as appropriate
- Effectively contributing to Board committees of which they may be members or chair.
- Participating in the Board of Directors' identification of the key risks faced by the Trust in implementing its strategy and supporting prudent processes and controls in place to appropriately monitor and manage those risks. In particular, focus on quality improvement, clinical outcomes and leadership development
- Seeking internal and external advice as necessary.
- Complying with the conditions of the Trust's Licence, the Constitution and any other applicable legislation and regulations, highlighting failures of compliance and monitoring actions taken to address this.

Council of Governors

The Non-Executive Directors should:

- Engage with the Council of Governors and in particular give recognition to governors so that they can be held to account for the performance of the Board by the Council.
- Attend regular meetings of the Council of Governors to ensure that they understand the views of the governors in relation to Trust strategy, performance and quality issues and in order to facilitate the Council of Governors' contribution to strategy development by the Board.
- Be an expert to the Council of Governors on quality improvement, clinical outcomes and strategic leadership matters as directed and delegated by the Chair or other Board Members.
- Effectively communicate with the Council of Governors in relation to the progress made by the Board in delivering the Trust's strategic objectives and the priorities and outcomes of the Trust.
- Build productive working relationships based on candour, trust and mutual respect with Council of Governors, appropriately providing support, guidance and advice to them.

Appointments, Succession Planning and Development

The Non-Executives are responsible for:

- Appointing the executives and Chief Executive, the latter with the approval of the Council of Governors, through the Trust's Appointments and Remuneration Committee.
- Determining appropriate levels of remuneration for the executive directors through the Appointments and Remuneration Committee.
- Considering succession planning for key executive posts to meet the needs of the Trust and ensuring the continual improvement in quality and calibre of executives.
- Where necessary, participating in the process for the performance management of executive directors, ensuring application of the Fit and Proper Person's Test and other NHS Board Principals.

- Be a sounding board for the Chief Executive regarding development and management of the executive directors.
- Participating in regular performance evaluations, taking personal responsibility for acting on any results and feedback.
- Contributing to the performance appraisals of executive directors, fellow non-executive directors and the chair.

External relations

The Non-Executives are responsible for:

- Promoting effective communications with members and other stakeholders.
- Where necessary, maintaining constructive and appropriate relations with NHS regulators and other NHS organisations.
- Supporting the organisation with key relationships and partners in the region, nationally or internationally
- Working with the Board to establish and develop partnerships and networks to support the furtherance of the Trust's strategy and reputation, in particular on quality improvement, leadership and clinical outcomes.

PERSON SPECIFICATION

Education and qualifications	Essential	Desirable
Post Graduate Degree	✓	
Experience	Essential	Desirable
Recent experience of operating at Board level or equivalent		✓
Strong understanding of the NHS and how the health service operates	✓	
Leadership or Quality Improvement qualification		✓
Knowledge and skills	Essential	Desirable
Effective communication and engagement skills, including the ability to actively listen, promote discussion of views, welcome constructive challenge and be approachable.	✓	
Demonstrable understanding and commitment to ensuring appropriate corporate governance, holding the Executive to account	✓	
Competent analytical and data-evaluation skills.	✓	
Meets or has the ability to meet through development the NHS Competency Framework for Board Members (appendix 1).	✓	
Personal effectiveness and behaviours	Essential	Desirable
Clear commitment to the values of the Trust and the ethical standards of UK public service, system and organisational excellence, including fit and proper persons.	✓	
Proven ability to provide independent challenge to the Executive Team and Board to ensure development and delivery of strategic vision and objectives.	✓	
Leadership	Essential	Desirable
Significant personal presence and credibility - able to act as a 'role model'.	✓	
Aligned to Trust values and leadership behaviours.	✓	
Demonstrable commitment to promoting and celebrating equality and diversity across the organisation and in developing effective working relationships with stakeholders.	✓	
Committed to high performing team working which enables all staff to develop	✓	
Performance focus	Essential	Desirable
Passion for healthcare and delivering outstanding outcomes.	✓	
Relationships and influencing	Essential	Desirable
Political acumen attuned to different stakeholder interests.	✓	
Strategic thinker with highly developed influencing and skills of persuasion.	✓	
Able to make both tactical and strategic decisions	✓	
Able to use influencing skills to stimulate debate and discussion and use experience to support innovation and creativity in achievement of strategic objectives.	✓	
Credible ability to work constructively and collaboratively building excellent relationships across key partners and stakeholders.	✓	
Able to demonstrate clarity of thinking and appropriate challenge to the Board	✓	
Communication and engagement skills	Essential	Desirable
Effective communication and engagement skills, including the ability to actively listen, communicate openly, promote discussion of views, welcome constructive challenge and be approachable.	✓	
Able to develop trust.	✓	
Other	Essential	Desirable
Able to meet the time commitment to discharge responsibilities including face to face meetings and onsite presence at Birmingham sites	✓	
No conflicts of interest.	✓	
Strong link to the West Midlands region and the flexibility to participate in organisational activities.		✓