



Group Non-Executive Director (Designate)

Candidate pack and job description

August 2025

Welcome

from Ingrid Barker, Group Chair



On behalf of the Board and the Council of Governors at the Bristol NHS Group, I am delighted to extend a warm welcome to you as a prospective candidate for the Group Non-Executive Director (designate) role.

At Bristol NHS Group we are dedicated to transforming the way healthcare is delivered locally with a clear focus on making a difference for what we call our “Four P’s”: our Patients, our People, the Populations we service, and the Public Purse. To this end, North Bristol NHS Trust (NBT) and University Hospitals Bristol and Weston NHS Foundation Trust (UHBW) have come together in partnership to create a Group model, and are now pursuing a formal merger of the two Trusts.

Combined, we have 28,000 staff and a turnover of £2.2 billion, and this partnership gives us the scale, influence and expertise to transform the way healthcare is delivered locally. You can find our Summary Benefits Case on our website by clicking [here](#) which talks through this in more detail.

As a Non-Executive Director on our Group Board (jointly appointed to both Trusts), you will have a crucial role in providing oversight, accountability, challenge and support to the organisations, ensuring that we successfully deliver on our strategy and vision, and holding us to account on behalf of our local communities. Working with the Council of Governors at UHBW and colleagues from across the Trusts, you will have the opportunity to make a tangible impact on how healthcare is delivered, ensuring that is of the highest quality.

The Group’s strategy is centred on delivering outstanding care, improving patient outcomes, and enhancing our services through innovation and collaboration. We are focused on five key priorities: delivering outstanding care for everyone who needs it, supporting our people to thrive and excel, getting the most out of our resources for the communities we serve, excelling in groundbreaking innovation, research and development, and working with our partners as one team. By aligning our efforts with these strategic priorities, we aim to meet the evolving needs of our population and set new standards in healthcare excellence.

This is an exciting opportunity to be part of our Trusts at a time when we are looking to the future, working with partners, to modernise healthcare for the benefit of the communities we serve.

Enclosed in this document you will find more information about our Trusts and the Group. We hope this gives you an initial introduction to us, our work and the difference we make. Thank you for considering this opportunity, and we look forward to hearing from you.

About Bristol NHS Group



North Bristol NHS Trust and University Hospitals Bristol and Weston NHS Foundation Trust have come together in partnership as the Bristol NHS Group, bringing together the two NHS providers with a shared ambition: to deliver seamless, high-quality, equitable and sustainable care for people across Bristol, North Somerset, South Gloucestershire and the wider South West. In December 2023, the two Trusts set out a shared ambition: to form a Hospital Group within the next two years, that would tackle shared challenges, deepen collaboration, and improve care, and with the Group now formed, the two Trusts have formally committed to merging.

Chaired by Ingrid Barker and led by Maria Kane as Group Chief Executive, Bristol NHS Group unites the two Trusts to transform the way healthcare is delivered locally with a clear focus on making a difference for our patients, our people, the populations we serve, and the public purse (the Four Ps).

Bristol NHS Group has set out its priorities in a [Summary Benefits Case](#), to improve healthcare for the communities it serves:

- Deliver outstanding care for everyone who needs it
- Support our people to thrive and excel
- Get the most out of our resources for the communities we serve
- Excel in groundbreaking innovation, research and development
- Work with our partners as one team

The new healthcare partnership's vision for the future is one where:

- Patients will wait less time to be diagnosed and treated, and they will have the same high-quality experience and outcomes, regardless of who they are or where they live.
- We will meet rising demand by maximising the use of our available resources.
- More care will be delivered nearer to patients; in their homes or the community.
- Digital technologies will have transformed the way we work and the way we deliver care.
- Our people will feel engaged, energised and empowered by their work.
- We will be known as a place where people enjoy working, training and building a career.
- Our volume of globally renowned research and innovation will have grown significantly.
- We will contribute to system financial balance.

As anchor institutions in the wider community, in partnership, the two Trusts will deliver their healthcare vision in part through their Joint Clinical Strategy, published in March 2024. Developed by clinicians from across both Trusts, the strategy aims to break down barriers that can cause delays, duplication, confusion and health inequality, ensuring care is consistent, connected and of the highest possible standard, wherever it's delivered.

About North Bristol NHS Trust

North Bristol NHS Trust is a centre of excellence for healthcare in the South West in a number of fields and is also one of the largest hospital trusts in the UK.

Our annual turnover is around £950 million, and we employ over 13,000 staff, delivering healthcare at a number of sites including Southmead Hospital, Cossham Hospital, Bristol Centre for Enablement, and in the community at locations across Bristol, North Somerset and South Gloucestershire.

We provide a range of services to a core population of around 750,000 people, from neonatal intensive care to care of the elderly, as well as a number of specialist services including Major Trauma, Neurosciences, Burns, Plastics, Stroke and Thrombectomy, Nephrology, Immunology, Infectious Diseases/ HIV, Transplant and Obstetric Medicine for the wider South West and beyond.

We are also a major research centre and teaching trust, having close links to the Universities of Bristol, Bath, and the West of England.

Our Values

NBT Cares. It's a very simple statement; one which epitomises how everybody across our organisation goes the extra mile to ensure our patients get the best possible care.

Cares stands for Caring, Ambitious, Respectful and Supportive:

- Caring – because it underpins everything we do for our patients and the way we care for one another
- Ambitious – because it signals that we always want to improve what we do on behalf of our patients and one another
- Respectful – because every individual has an important role to play
- Supportive – because we're a team and deliver together



About University Hospitals Bristol and Weston NHS FT

University Hospitals Bristol and Weston NHS Foundation Trust (UHBW) has over 15,000 staff providing more than 100 different clinical services across 10 individual sites, and we serve a population in excess of 500,000 people across the region.

With services from the neonatal intensive care unit to care of the elderly, we provide care to the people of Bristol, Weston and the south west from the very beginning of life to its later stages.

Our staff are the lifeblood of our Trust. They provide general diagnostic, medical and surgical services to the populations of central Bristol, south Bristol and North Somerset. These services are delivered from our Bristol city centre campus and Weston General Hospital with some services delivered in community settings such as South Bristol Community Hospital.

We also provide specialist services such as children's services, cardiac and cancer services, and other smaller specialist services that are nationally commissioned, to a wider population through the south west and beyond.

Our Values

Our values are our guiding principles at the heart of our organisation. They drive our behaviour and shape our identity and culture as a Trust to provide the best possible environment for patients and colleagues.



Group Benefits Case

The Boards of UHBW and NBT have made the decision to form a Hospital Group with a shared ambition to enable our Joint Clinical Strategy vision for seamless, high quality, equitable and sustainable care. This strategy has been, and will continue to be, our guiding star. To continue to deliver the outstanding care that our patients rightly expect we need real and meaningful change. Working together in a Group Model gives us the best possible opportunity to address our challenges and achieve these transformations - we can learn from each other, share resources, remove wasteful duplication and ensure that all patients, no matter who they are, where they live, or where they are treated, get access to the same high-quality care. Whilst the full document can be downloaded [here](#) or from our website, we have provided an overview here as well.

The Group Benefits Case is built around five key themes:

- Delivering outstanding care for everyone who needs it
- Supporting our people to thrive and excel
- Getting the most out of our resources for the communities we serve
- Excelling in groundbreaking Innovation, Research & Development
- Working with our partners as one team

Group Models are increasingly common in the NHS – they provide a way for separate legal entities (Trusts) to collaborate without needing to merge, although we have now agreed to work towards a merger. The word ‘Group’ does not have a strict definition and is used to refer to a range of shared leadership and governance arrangements that support organisations to collaborate. Forming a Group is an enabler for the delivery of our Joint Clinical Strategy.

The Group Model will allow us to break down organisational barriers and set out a new future for NBT and UHBW which is one of ever closer alignment and collaboration. We have already had many successes collaborating as two separate organisations – but it has been harder than it needs to be and progress has been slower than we would have liked. The Group Model will allow us to change to address this. Many of the challenges we face are shared. By working together, we stand the best possible chance of meeting these challenges.

Group Benefits Case

For the benefit of: our patients, our population, our people and the public purse.

Our benefits are described around our Four Ps – our patients, our population, our people, and the public purse.

Our patients



- Will receive more consistent, high-quality care across their lifetime.
- Will face less unwarranted variation in their care experiences and outcomes; wherever they are treated in Bristol and Weston.
- Will have improved access to services and receive more care closer to their homes, decreasing waiting times and improving outcomes.
- Will have better care experiences through optimised clinical pathways.
- Will have expanded access to pioneering, modern healthcare and treatment options through expansion in our Research & Development and innovation activities as a Group.

Our population



- Will receive greater support for prevention and population health, as we work more closely than ever with our external partners on these programmes.
- Will have greater access to innovations that are in the best interests of our population, as we develop further partnerships across health, care and life sciences.
- Will experience improvements in the health and wellbeing of their communities, local economic growth and advances in sustainability in all of its forms, as we expand our role as anchor institutions.



Group Benefits Case

For the benefit of: our patients, our population, our people and the public purse.

Our benefits are described around our Four Ps – our patients, our population, our people, and the public purse.

Our people



- Will be effectively supported to thrive at work and will have a more equitable experience.
- Will have access to new and exciting roles and career prospects, with opportunities no longer limited to a single organisation.
- Will have expanded opportunities – both clinical and non-clinical colleagues – to lead and participate in the delivery of research, innovation and education.
- Will be part of a more sustainable and resilient workforce, able to meet future demands for our clinical services.
- Will be part of a Group with a more prominent profile; celebrating the successes of our people to ensure that they receive the recognition they deserve.

The public purse



- There will be reduced duplication and more standardised processes to make the best possible use of our resources and free-up additional capacity to invest in front-line care.
- There will be reduced areas of fragility across our clinical and corporate services, and increased financial sustainability within the BNSSG system.
- Greater value and quality will be achieved through our combined scale.
- More cost-effective investments will be made based on need, value and risk levels, and we will increase our purchasing power by doing this as one.
- There will be new and expanded opportunities to generate income, which can then be reinvested into patient services.

Job Description

Accountable to: Joint Chair and Council of Governors

Background

University Hospitals Bristol and Weston NHS Foundation Trust (UHBW) and North Bristol NHS Trust (NBT) have come together and formed the Bristol NHS Group. The Group has been created to deliver a range of benefits aligned arounds 4P's – Our patients, our people, our population and the public purse. In support of the delivery of these benefits, it is proposed to make joint appointments into all non-executive positions across the Board, which will mirror the same arrangement for the majority of Executive Directors.

The Group Non-Executive Directors will therefore be appointed to the Boards of both Trusts, initially as a non-voting designate position. The appointments will be made by both the Council of Governors for UHBW and by NHS England for NBT.

Role of the NHS Board

NHS Trust and NHS Foundation Trust 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 public 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 comprised of both Executive and independent Non-Executive members, the Board has a collective responsibility for the performance of the organisation.

The key responsibilities of an NHS Non-Executive Director are:

- helping to plan for the future to improve healthcare services;
- making sure that the management team meets its performance targets;
- making sure that the finances of the organisation are managed properly with accurate information;
- helping the Board to be sure that it is working in the public interest and keeps its patients and the public properly informed;
- serving on Committees of the Board.





Role description | continued

Roles and responsibilities of the Non-Executive Director

- Non-Executive Directors will work alongside other Non-Executives and Executive Directors as an equal member of the Boards. They share responsibility with the other Directors for the decisions made by the Board and for the success of the organisation in leading the local improvement of healthcare services. Non-Executive Directors use their skills and experience to:
- Commit to working to, and encouraging within the Trusts, the highest standards of probity, integrity and governance. This includes meeting the requirements of the Fit and Proper Person Regulations and the Nolan Principles.
- Provide independent judgement and advice on issues of strategy, vision, performance, resources and standards of conduct.
- Constructively challenge, influence and help the Executive Directors to develop strategic proposals, to enable the organisations to fulfil their leadership responsibilities for healthcare of the local community.
- Ensure that patients are treated with dignity and respect at all times, and that the patient is central to Trust decision making.
- Ensure that the Boards set challenging objectives for improving its quality and performance across the range of its functions.
- In accordance with agreed Board procedures, monitor the performance and conduct of management in meeting agreed goals and objectives and statutory responsibilities, including the preparation of annual reports and annual accounts and other statutory duties.
- Contribute to ensuring that the Trusts internal governance arrangements conform with best practice and statutory requirements.
- Ensure that financial information is accurate, and that financial controls and risk management systems are robust and defensible and that the Boards are kept fully informed through timely and relevant information.

Role description | continued

- Take an active part in Committees established by the Boards of Directors to support the delivery of the Board's responsibilities and function.
- Assist fellow Board members in providing entrepreneurial leadership to the Trusts within a framework of prudent and effective controls, which enable risk to be assessed and managed.
- As a member of the Remuneration and Appointments Committees, to appoint, remove, support, encourage and where appropriate "mentor" Executive Directors.
- Contribute to the determination of appropriate levels of remuneration for Executive Directors.
- Assist fellow Directors in setting the Trusts' values and standards and in demonstrating a commitment to NHS values.
- Ensure that the organisations value diversity in its workforce and demonstrates equality of opportunity in its treatment of staff and patients and in all aspects of its business.
- 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, dealing with the media when appropriate.
- Liaise and co-operate with the Council of Governors and have due regard for their opinions, as appropriate.
- Be accountable to the Council of Governors for carrying out their role as Non-Executive Directors for UHBW, effectively and appropriately.
- Bring independent judgement and experience from outside the Trust, and in some cases the health sector, and apply this to the benefit of the Trusts, its stakeholders and its wider community.
- Lead discussions regarding the strategic development of the Trusts and any other material and significant issues facing the organisation.
- Analyse and contribute positively to the strategic development of long-term healthcare plans for the community.



Person specification

Essential Criteria:

- Future focused with a strategic mentality and ability to undertake big scale thinking.
- The motivation and enthusiasm to put the patient, our people and service users first, to make a real difference to their wellbeing and social inclusion.
- Ability to think outside of organisational boundaries, for example from a system, region, national, and international perspective.
- Diversity of thinking to help challenge the Boards.
- Knowledge of the current challenges and opportunities for the health and care system in Bristol, North Somerset and South Gloucestershire and in the wider NHS.

Desirable Criteria

The Board requires a range of skills and experience which will include, but is not limited to:

- Clinical
- Finance and audit
- People and communities
- Digital
- Estates





Person specification

Candidates should also be able to demonstrate the necessary qualities to meet the requirements of the NHS leadership competency framework and its 6 domains, which are as follows:

- Driving high-quality and sustainable outcomes
- Setting strategy and delivering long-term transformation
- Promoting equality and inclusion, and reducing health and workforce inequalities
- Providing robust governance and assurance
- Creating a compassionate, just and positive culture
- Building a trusted relationship with partners and communities

Time requirements:

- A minimum of 3-4 days per month comprising of attendance at and preparation for Board meetings, committees, meetings of the Council of Governors and occasional evening events, as well as participation in/preparation for other events or work strands where appropriate and agreed with the Chair.
- The capacity and flexibility to commit time to the role, to best support the effectiveness of the Board and the Trust's achievement of its strategy, is strongly preferred.

Remuneration:

- £13,000 plus additional £5,000 complexity (£18k total).
- Length of appointment: Up to 3 years (with potential for further reappointment).



Eligibility

To be eligible for appointment as a Group Non-Executive you will need to be a member of University Hospitals Bristol and Weston NHS Foundation Trust. You can complete the membership form on-line at: <https://www.uhbw.nhs.uk/p/working-with-us/become-a-member-of-our-trust>

You must also satisfy the NHSE eligibility criteria for Non-Executive Directors, which can be found here: <https://www.england.nhs.uk/non-executive-opportunities/wp-content/uploads/sites/54/2023/03/Eligibility-and-disqualification-criteria.pdf>

The successful candidate must be resident within England or Wales, and will ideally be resident within one of the following areas:

- Bristol
- North Somerset
- South Gloucestershire

However, applications from individuals who live outside of this area are also welcome to apply, provided they maintain strong visibility in the Group and fulfil the expected time commitment for the role.

Recruitment Timetable

Closing Date	9am Monday 15th September
Stakeholder panels and final panel interview	w/c 29 th September

How to apply

Apply for the role via the **GatenbySanderson** website.

Please submit an up to date copy of your CV, along with a supporting statement that addresses the criteria set out in the person specification, using examples to demonstrate how you meet the essential requirements.

- A completed fit and proper person form – the template can be downloaded
- from the same place as the job description.
- Detail any employment or education gaps.

You should provide the names, positions, organisations, and contact details for your referees, which must be your line managers and include your current and most recent employer. The referees should cover at least two roles as the minimum. Please note, should you be appointed, you will be required to provide references covering your last 6 years of employment. Where there have been gaps in employment, this six year period will be extended accordingly. Referees will only be contacted for those proceeding to the final stage - we will always gain your permission before we contact referees.

Let us know any difficulty you may have with the indicative timetable, or require any reasonable adjustments at any stage of the recruitment process.

Please note that this is initially a designate Non-Executive Director position with no voting rights. The role is being recruited to for succession planning and it is intended to become a fully voting position when a vacancy arises.

For a confidential discussion, please contact:

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