



Non-Executive Director

CANDIDATE INFORMATION PACK
AUGUST 2025

Welcome

Thank you for your interest in joining Isle of Wight NHS Trust (IWT) and Portsmouth Hospitals University NHS Trust (PHU) as a Non-Executive Director.



This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people served by our organisations.

IWT and PHU Boards have been in a partnership since May 2019. The two trusts moved to a single CEO and executive team in 2023 and established Boards and Committees in-common at the beginning of 2024. Their collaboration has benefitted the wider health and care in Hampshire and the Isle of Wight.

Whilst each trust is a separate statutory organisation, the successful NED will be appointed as the Chair of the Quality & Performance Committee in-common for the two trusts.

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.

You will need to have a genuine commitment to patients and the promotion of excellent health care services.

The successful candidate will Chair the trusts' Quality and Performance Committee, therefore a demonstrable track record of delivering quality improvement at a strategic level will be an advantage.

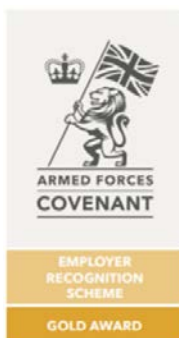
This expertise may have been gained via a background in medicine, nursing, allied health disciplines or social care in an academic, research, regulatory or clinically focused role. However, we are keen to encourage diversity of thought across our board and so we are also open to applicants from other relevant professional backgrounds.

Further information about the two trusts and latest reports are available via our websites www.iow.nhs.uk and www.porthosp.nhs.uk.

To learn more about this exciting role please contact our recruitment partners Hunter Healthcare. For an informal conversation about the post, please contact Lauren Virot or Jenny Adrian at our recruitment partners, Hunter Healthcare by email: jadrian@hunter-healthcare.com or phone: **07939 250362**

Jenni Douglas-Todd

Chair
Isle of Wight NHS Trust and
Portsmouth Hospitals University NHS Trust



About Isle of Wight NHS Trust

The trust employs around 2,700 staff and has a turnover of £280m. Operating as part of the Isle of Wight health and care system, IWT provides both acute and ambulance services with significant opportunities to deliver integrated urgent and emergency care.

Acute Care Services

Based on the heart of the island, with 280 beds and handling 22,685 admissions each year, St Mary's Hospital in Newport is our main base for delivering acute services for the island's population. Services include the Urgent and Emergency Department, medicine, planned surgery, intensive care, comprehensive maternity, Special Care Baby Unit (SCBU) and paediatric services with 1,338 births last year.

Over the last three years we have invested in excess of £50m into our estate as part of our Investing in Our Future programme, including over £12m into our new Community Diagnostic Centre. We have also refurbished our Emergency Department and expanded the ICU.

We have also opened a dedicated ophthalmology theatre and recovery unit to deliver high quality and timely ophthalmic care.

Ambulance Services

The island's ambulance service delivers all emergency and non-emergency ambulance transport for the island's population. With 21,712 emergency calls and 25,292 emergency vehicles dispatched each year the service operates from a single base across the Island.

The service is also responsible for transporting patients to mainland hospitals when required.

A new ambulance station was also officially opened by HRH The Duchess of Gloucester in 2023, providing a significant upgrade of training and welfare facilities to support the growing demand on the island's urgent and emergency care services.

To find out more about Isle of Wight NHS Trust visit the [website](#).



About Portsmouth Hospitals University NHS Trust

With a turnover of £800m, PHU provides comprehensive secondary care and a number of specialist services to a local population of 675,000 people across South-east Hampshire.

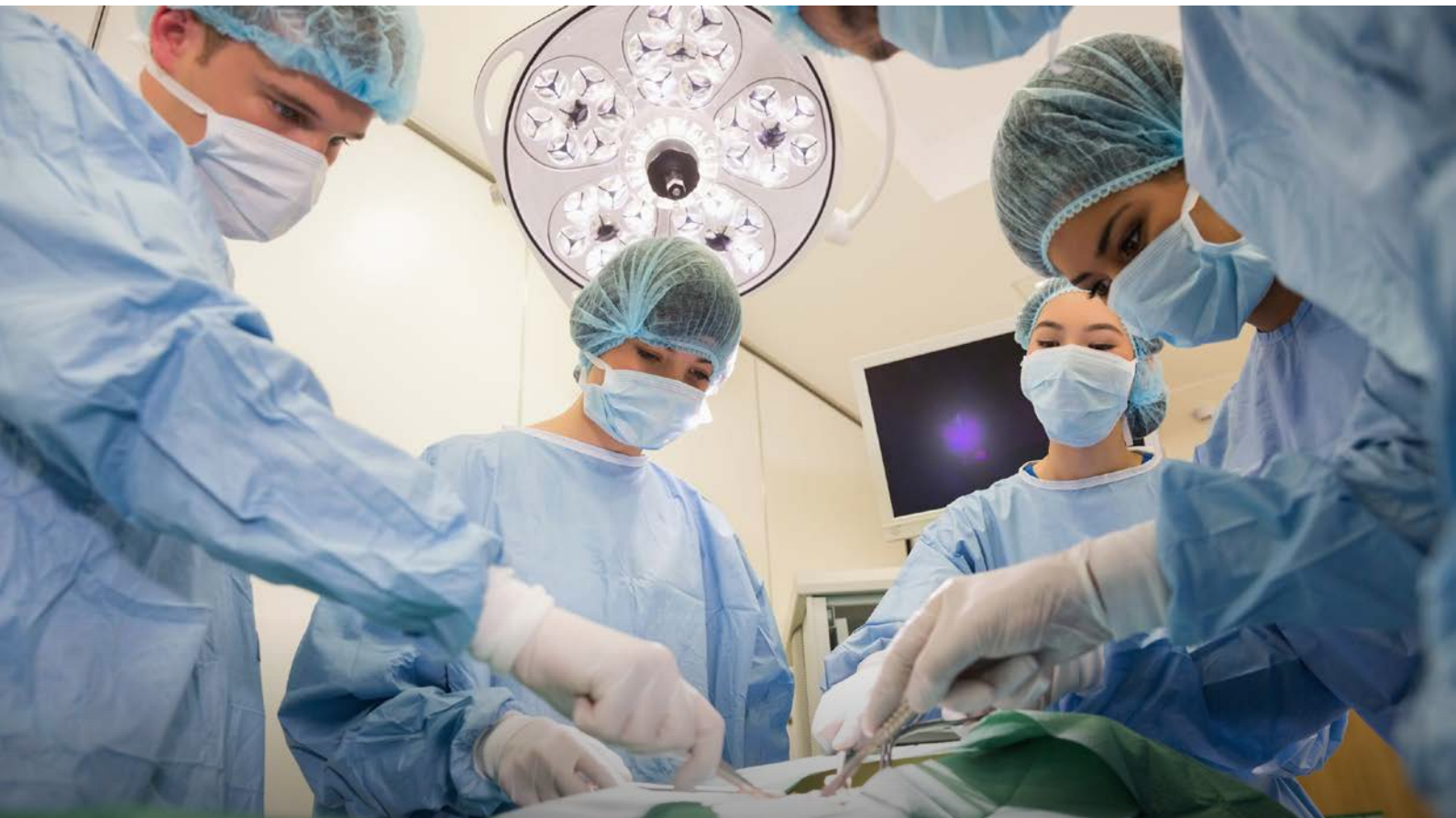
The trust also offers some tertiary services (including the Wessex Renal and Transplant Unit) to a wider catchment in excess of two million people. The trust employs over 8,700 staff and is the largest employer in Portsmouth.

Our busy Emergency Department treats in excess of 166,500 patients each year. We also undertake 65,000 day cases and carry out over 9,600 inpatient operations.

Our maternity services deliver around 5,300 babies per year, making it one of the largest maternity services on the South Coast. In July 2022 we were rated Good by the Care Quality Commission for the second time.

Most services are provided at Queen Alexandra Hospital in Cosham. Included within the modern buildings are:

- Over 30 theatres – with a dedicated endoscopy centre.
- State-of-the-art linear accelerators.
- Purpose built interventional radiology suites, MRI scanners, CT scanners and a PET scanner.
- State of the art pathology laboratory.
- Neonatal Unit, Level 3.
- Hyper Acute Stroke Unit supporting the third largest stroke service in the country.
- Superb critical care facilities.
- Second generation surgical robots – one of the largest robotic-assisted surgical programmes in the UK.



We also offer a range of outpatient and diagnostic facilities closer to patients' homes in community hospital sites and at local treatment centres throughout Southeast Hampshire: St Mary's Portsmouth – midwifery and dermatology services; Gosport War Memorial Hospital – including the Blake Maternity Unit, Urgent Care Centre, rehabilitation services and diagnostics; Petersfield Community Hospital – we manage the Cedar Rehabilitation Ward and run the Grange Maternity Unit; Fareham Community Hospital – rehabilitation services and outpatient clinics; Havant Community Services – diagnostics and outpatient clinics.

In 2020 PHU was awarded university hospital status. The move has helped to bring significant benefits to patients, students and colleagues in the local community. This trust has also become a major provider of undergraduate and postgraduate education, working with three universities (Southampton, Portsmouth and Bournemouth).

Our hospital also hosts the largest of five Joint Hospital Groups in England. Personnel from all three-Armed Services are fully integrated within the Trust, working alongside their civilian counterparts, helping to treat and care for patients from the local and surrounding communities.

Recruiting and maintaining a high-quality workforce is a major priority. This includes the workforce associated with the Joint Hospital Group, South. Attracting and retaining a high-calibre workforce remains a strategic priority. The implementation of the Single Corporate Service, alongside improvements in our operational practices, is critical to ensuring the continued delivery of safe and effective healthcare services.

In tandem, we are investing considerable effort into strengthening staff retention, recognising its essential role in maintaining service continuity and safeguarding the quality of care. The trust has been highly successful in apprenticeship schemes and has achieved national recognition. This is proving to be a great source for future recruitment and the vast majority of apprentices that have been trained have gone on to full time employment. This is an area of increasing focus as we aim to grow a local workforce for the future.

Research and innovation thrives within the trust which plays a key role in developing multi-disciplinary research and strengthening nursing research ambitions. There are 150 research staff across clinical specialties, increased participation in clinical trials and we receive £8 million in major grants for our research activity.

To find out more about Portsmouth Hospitals University NHS Trust visit the [website](#).



Our shared vision

Isle of Wight NHS Trust (IWT) and Portsmouth Hospitals University NHS Trust (PHU) have a shared vision which sets the ambition for both trusts:

“WORKING TOGETHER TO DELIVER EXCELLENCE IN CARE FOR OUR PATIENTS AND COMMUNITIES”



Working together...

We are ambitious for what we can deliver for our communities and people. We work together – within teams, across teams in each hospital, across our two hospitals and with partners in the wider health and care system – to deliver our vision.

to deliver excellence in care...

We will always pursue excellence. Delivering excellence in care means providing the best possible outcomes and experience, with services that are efficient and sustainable.

for our patients & communities

Listening and learning, we serve alongside families, carers, our people and our partners to meet the needs of our patients and communities.



Our values

Each Trust has four core values that were developed through extensive engagement with staff and that describe how we expect each of us to work together and provide care for our patients. All of us who work at IWT and PHU, whatever our role, commit to upholding these values.

We seek to create a culture that enables us to take prompt action when we observe behaviours that are not in line with our values and support each other to do that. To help us live our values, we have described the behaviours that we expect of each other in each Trust.

Our aligned behaviours were developed with staff, to create the culture required to deliver our vision, in each trust and together.

IWT Values



Compassion



Accountable



Respect



Everyone counts

PHU Values



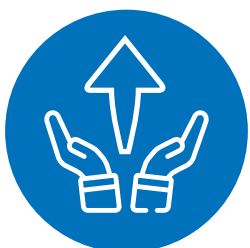
For patients



With compassion



As one team



Always improving

Our strategic aims and true norths

Our shared strategic aims are the key priorities enabling us to deliver our vision, tailored to the next five years, describing what we are committing to do. They define our focus and give clarity to our people, partners and communities about what matters most and how we will do this. Associated with each strategic aim we have a True North, which guides us in assessing the impact and success of our actions in the delivery of our strategy.

Strategic Aim 1: We will meet the needs of the communities we serve

 True North: No avoidable delays for our patients



Strategic Aim 2: We will support safe, high-quality patient-focused care

 True North: Provide the best possible patient experience and eliminate avoidable harm



Strategic Aim 3 We will ensure our services are sustainable

 True North: Live within our means and eliminate waste



Strategic Aim 4: We will support our people to deliver on our vision

 True North: Be the best place to work



Strategic Aim 5: We will enable teams to deliver the best care

 True North: All of us able to improve



Delivering Excellence is how we deliver our vision. It translates our vision and ambitions into a clear set of actions making it easy for our people and teams to see the part they play and the contribution they make. First introduced in PHU, the improvement approach helps us to ensure the problems to be solved and the challenges to be overcome are being addressed in

a consistent way by those people best able to solve them. It breaks down our ambitions into smaller, meaningful improvements and directs our expertise and efforts into those things that are demonstrably going to make the biggest difference. It gives us confidence the actions each of us take every day are contributing directly to achieving our vision.

Working in partnership

Although the populations served by our organisations have distinct needs, we both face similar challenges which can be addressed by working together.

We have developed the Group model to reflect our commitment to working at scale, reducing duplication and sharing learning across our organisations, where it benefits patients, staff, and system partners, while retaining our strong local identities as providers of NHS services to our local communities.

As well as unifying our Trust Strategies 'Working Together, Improving Together' and developing our five shared ambitious aims, our joint Clinical Strategy underpins our commitment to putting patients at the centre of everything we do.

The strategy provides a blueprint for us to drive change in the way we think about, plan and deliver our clinical services, driving innovation and excellence to develop care models that prioritise the patient experience.

Our clinical services are supported by single corporate services that work across both organisations to ensure we provide clinically and financially sustainable services for all our patients and communities.

To help us achieve our shared vision and aims, we have several cross-cutting programmes of work that will further release the benefits of our Group model and focus our transformation approach. These are shown below:

Enabling programme	Description
Our clinical model and supporting workforce redesign	The design and implementation of a new clinical model and a redesigned workforce at QAH & SMH which leads to Isle of Wight services no longer being fragile (they have sustainable staffing levels and rotas that can be routinely filled) and, for both trusts, lower risks held in services, lower use of temporary staffing and reduced vacancy rates.
Developing our shared leadership, governance and reporting systems	Creating the leadership and supporting governance arrangements at Board, executive, hospital, division and service levels, with the consistent reporting and control systems to enable the two trusts to work as one.
Our digital systems	Creating the digital and data systems that streamlines processes, reduces duplication, enables clinical teams to provide high quality care for patients from either trust and enables corporate services to work as one across the two sites.
Strategy deployment and improvement	Establishing and embedding a consistent improvement methodology across the two trusts that translates our vision and ambitions into clear measurable actions that make it easy for our people and teams to see the part they play to improve care for our patients.
System strategic plans to rebalance demand and capacity	Working with system partners in the Isle of Wight and Portsmouth & SE Hampshire to develop, agree and implement system strategic plans that ensure patients receive the right care in the right place, leading to capacity and demand in balance and improved patient flow.

Person specification

ESSENTIAL CRITERIA

You will need to have a genuine commitment to patients and the promotion of excellent health care services.

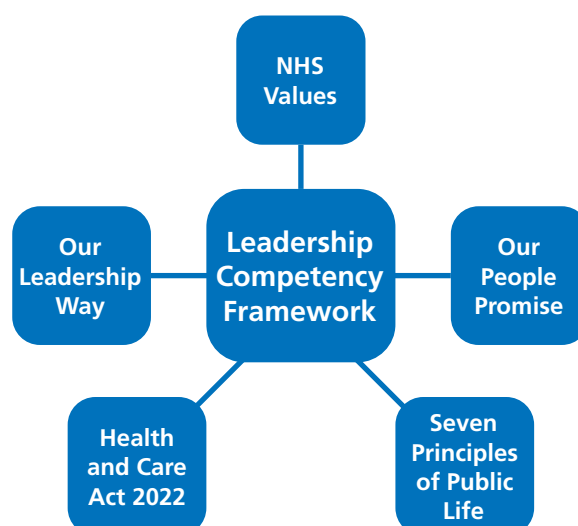
The successful candidate will Chair the Trust's Quality and Performance Committee, therefore a demonstrable track record of delivering quality improvement at a strategic level will be an advantage.

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).



Working together for patients*	Compassion
<ul style="list-style-type: none"> Building a trusted relationship with partners and communities 	<ul style="list-style-type: none"> Creating a compassionate, just and positive culture
Respect and dignity	Improving lives
<ul style="list-style-type: none"> Promoting equality and inclusion and reducing health and workforce inequalities 	<ul style="list-style-type: none"> Setting strategy and delivering long term transformation Driving high quality sustainable outcomes
Commitment to quality of care	Everyone counts
<ul style="list-style-type: none"> Driving high quality and sustainable outcomes Setting strategy and delivering long term transformation 	<ul style="list-style-type: none"> Promoting equality and inclusion and reducing health and workforce inequalities Creating a compassionate, just and positive culture
Providing robust governance and assurance	

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 at the same time as tackling discrimination in the pursuit to be an anti-racist organisation..

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, people with disabilities and people from the LGBTQIA+ community who we know are all under-represented in these important roles.

- Applicants should live in or have strong connections with the area served by the trust.
- On average this role will require the equivalent to 2 to 3 days a month, however the time commitment may vary and a flexible approach should be taken.
- The remuneration payable for this role is £13,000 (standard rate for all NEDs) per annum.

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](#).

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

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

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

SEVEN PRINCIPLES OF PUBLIC LIFE

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

Appendix 2: More information

Follow the links for more information about:

- **Support to prepare candidates to apply for a non-executive vacancy** including:
 - Role and responsibilities
 - 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 Non-executive Appointments Team**

NHS England respects your privacy and is committed to protecting your personal data. We will only use personal data where we have your consent or where we need to comply with a legal or statutory obligation.

It is important that you read [this information](#) together with our [privacy notice](#) so that you are fully aware of how and why we are using your data.

Appendix 3: How to apply

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 Trust
- 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

Hunter Healthcare are helping us to identify potential candidates. For an informal conversation about the post, please contact Lauren Virod or Jenny Adrian at our recruitment partners, Hunter Healthcare by email: jadrian@hunter-healthcare.com or phone: **07939 250362**

- NHS England – for general enquiries contact Miriam Walker by email miriam.walker@nhs.net
- Please forward your completed application to england.chairsandneds@nhs.net quoting reference number **S3375/S3387**
- Long-listed candidates may be invited for a preliminary interview with Hunter Healthcare. To facilitate this, we will share your application with them. Feedback from these interviews will be given to the panel

KEY DATES:

Application Deadline	9 September 2025
Shortlisting	19 September 2025
Interviews	3 October 2025



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