

# Could you help lead the NHS in your area?

**The Leeds Teaching Hospitals NHS  
Trust**

**Non-executive Director and  
Associate Non-executive Director**

**Candidate information pack**

**Reference: N3459**

**We value and promote diversity and are committed to equality of opportunity for all and appointments made on merit. We believe that the best boards are those that reflect the communities they serve.**

**We particularly welcome applications from women, people from the local black and minority ethnic communities, and disabled people who we know are under-represented in chair and non-executive roles.**

**Our recruitment processes are conducted in accordance with the Code of Governance to ensure that they are made on merit after a fair and open process so that the best people, from the widest possible pool of candidates, are appointed.**



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## 1. The opportunity

There are vacancies for a Non-executive Director (NED) and an Associate NED at Leeds Teaching Hospitals NHS Trust (LTHT). These are exceptional opportunities to share your talents and expertise to make a positive difference to the lives of people served by the Trust.

The Trust is a values-led organisation, and one of the largest and busiest acute hospital trusts in the country. The Trust is the local hospital for Leeds and provides specialist services for our local communities, the Yorkshire and Humber region and beyond. The Trust plays an important role in the training and education of medical, nursing and dental students, and is a centre for world-class research, innovation and pioneering new treatments.

The Associate NED role is used successfully in the NHS to support Board succession strategy and achieving a balance of Board level skills. Whilst the Associate NEDs cannot participate in any formal vote at Board, they are very much involved with the formal Board discussion.

The successful candidate for the Associate role will be appointed to the Trust and may also be considered for appointment as a NED of the Board in future (**within two years from initial appointment**), should a vacancy arise and they have the appropriate skills.

## 2. The person specification

### Essential criteria – NED (clinical)

This vital board position will play a crucial role in shaping the Trust's strategic vision, reinforcing robust clinical governance frameworks, and ensuring the delivery of outstanding healthcare services that meet world-class standards. Candidates should demonstrate a strong commitment to excellence in patient care and a passion for driving continuous improvement across clinical outcomes.

- The ideal candidate will bring significant experience in clinical governance and patient safety, ideally gained as a senior medical professional such as a doctor or consultant. This experience may have been developed through board-level roles within the NHS, or in related fields such as academia, research, regulation, or clinically focused commercial settings including pharmaceuticals or private healthcare
- Strong independent judgement and analytical skills, with the ability to provide effective challenge and support to the Executive team
- Excellent communication and interpersonal skills, capable of engaging with a diverse range of stakeholders

- A genuine commitment to the NHS and the promotion of excellent healthcare services

### **Essential criteria – Associate NED (audit)**

The Associate Non-Executive Director will serve on the Audit Committee, initially shadowing the current Audit Chair to gain comprehensive insight into the Trust's governance and financial oversight processes. This preparatory period is designed to ensure a seamless transition into the Audit Chair role by January 2027.

- Recent and relevant corporate experience at board level in a large and complex organisation
- Substantial experience in audit, risk management, finance, or governance, ideally within a complex or regulated environment
- Strong independent judgement and analytical skills, with the ability to provide effective challenge and support to the Executive team
- Excellent communication and interpersonal skills, capable of engaging with a diverse range of stakeholders
- A genuine commitment to the NHS and the promotion of excellent healthcare services

### **NHS leadership competency framework for board members**

Leaders in the NHS help deliver better health and care for patients by setting the tone for their organisation, team culture and performance. We have worked with a wide range of leaders from across the NHS to help describe what we do when we operate at our best.

The competency domains reflect the [NHS values](#) and the following diagram shows how they are aligned:





<b>Working together for patients*</b>	<b>Compassion</b>
Building a trusted relationship with partners and communities	Creating a compassionate, just and positive culture
<b>Respect and dignity</b>	<b>Improving lives</b>
Promoting equality and inclusion and reducing health and workforce inequalities	Setting strategy and delivering long term transformation Driving high quality sustainable outcomes
<b>Commitment to quality of care</b>	<b>Everyone counts</b>
Driving high quality and sustainable outcomes Setting strategy and delivering long term transformation	Promoting equality and inclusion and reducing health and workforce inequalities Creating a compassionate, just and positive culture
Providing robust governance and assurance	



The competency domains are aligned to [Our NHS People Promise](#), [Our Leadership Way](#) and the [Seven Principles of Public Life](#) (Nolan Principles).

## **The six NHS leadership competency domains:**

### **Driving high-quality and sustainable outcomes**

The skills, knowledge and behaviours needed to deliver and bring about high quality and safe care and lasting change and improvement – from ensuring all staff are trained and well led, to fostering improvement and innovation which leads to better health and care outcomes.

### **Setting strategy and delivering long-term transformation**

The skills that need to be employed in strategy development and planning, and ensuring a system wide view, along with using intelligence from quality, performance, finance and workforce measures to feed into strategy development.

### **Promoting equality and inclusion, and reducing health and workforce inequalities**

The importance of continually reviewing plans and strategies to ensure their delivery leads to improved services and outcomes for all communities, narrows health and workforce inequalities, and promotes inclusion.

### **Providing robust governance and assurance**

The system of leadership accountability and the behaviours, values and standards that underpin our work as leaders. This domain also covers the principles of evaluation, the significance of evidence and assurance in decision making and ensuring patient safety, and the vital importance of collaboration on the board to drive delivery and improvement.

### **Creating a compassionate, just and positive culture**

The skills and behaviours needed to develop great team and organisation cultures. This includes ensuring all staff and service users are listened to and heard, being respectful and challenging inappropriate behaviours.

### **Building a trusted relationship with partners and communities**

The need to collaborate, consult and co-produce with colleagues in neighbouring teams, providers and systems, people using services, our communities, and our workforce. Strengthening relationships and developing collaborative behaviours are key to the integrated care environment.

The best boards are those that reflect the workforce and communities they serve. We particularly welcome applications from women, people from local black, Asian and minority ethnic communities, and people with disabilities, who we know are all under-represented in these important roles.

- Applicants should have strong connections with Leeds or the wider region areas.
- 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](#).





### 3. About The Leeds Teaching Hospitals NHS Trust

Leeds Teaching Hospitals NHS Trust is one of the largest and busiest acute hospital trusts in the country. They are the local hospital for Leeds and provide specialist services for our local communities, the Yorkshire and Humber region and beyond.

Their specialist services are commissioned by NHS England and we are one of the largest providers of these services in this country. These fall into five key groups:

- Neurosciences and major trauma
- Cardiac services
- Specialised transplantation and other specialised surgery
- Specialist children's services
- Cancer, blood and genetics

This means that people in Leeds have access to some of the very best care in the country and benefit from a seamless provision of all services.

They play an important role in the training and education of medical, nursing and dental students, and are a centre for world-class research, innovation and pioneering new treatments.

Leeds Teaching Hospitals has a budget of more than £1.9 billion and a 22,000-strong staff. Last year, they delivered more than 1.6 million episodes of care, including 97,000 inpatient admissions, 1.2 million outpatient attendances and 344,000 attendances in our Emergency Departments.

Their care and clinical expertise are delivered from seven hospitals on five sites, and they are all joined by their vision to be the best for specialist and integrated care. The Trust is currently rated as good by the CQC.

Find out more on their website: [www.leedsth.nhs.uk](http://www.leedsth.nhs.uk)

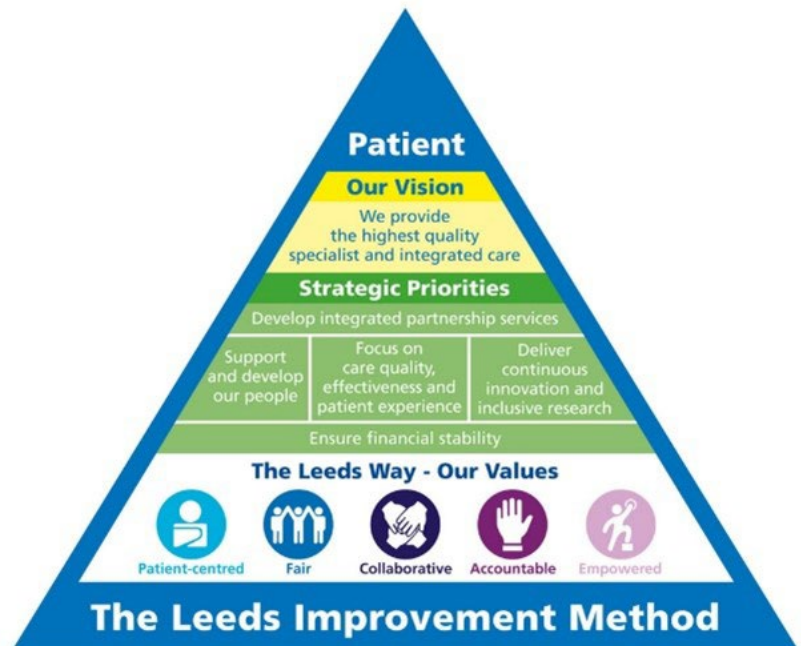
- [About the Trust](#)
- [Trust Board \(leedsth.nhs.uk\)](#)
- [Building the Leeds Way \(leedsth.nhs.uk\)](#)
- [https://www.leedsth.nhs.uk/documents/annual-report-and-accounts-2022-23/LTHT Annual Report 2023-2024 \(leedsth.nhs.uk\)](https://www.leedsth.nhs.uk/documents/annual-report-and-accounts-2022-23/LTHT%20Annual%20Report%202023-2024)
- [Our Strategy \(leedsth.nhs.uk\)](#)
- [CQC inspections of maternity and neonatal services 2025](#)
- [Board Meeting - 31 July 2025 - Leeds Teaching Hospitals NHS Trust](#)



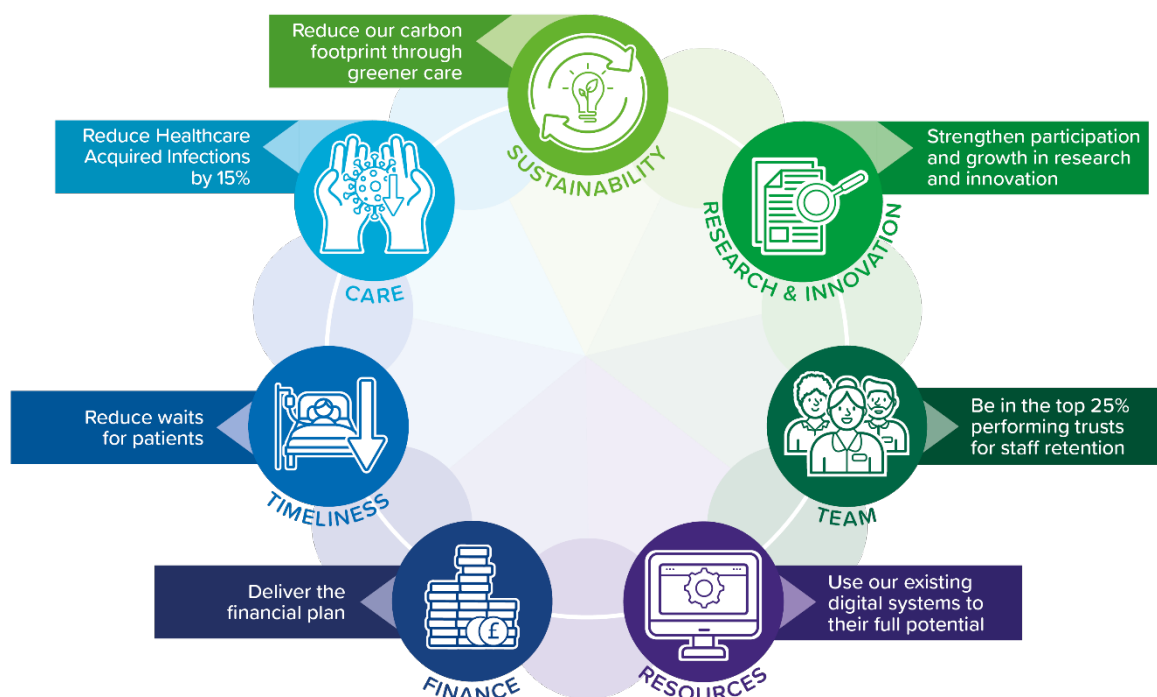
## Vision, Values and Strategic Priorities

Leeds Teaching Hospitals provides patients with access to some of the very best care in the country across a wide range of services. They are committed to delivering the highest quality compassionate care for all of their patients all of the time

The Trust is committed to delivering the highest quality and safest treatment and care to every patient, every time.

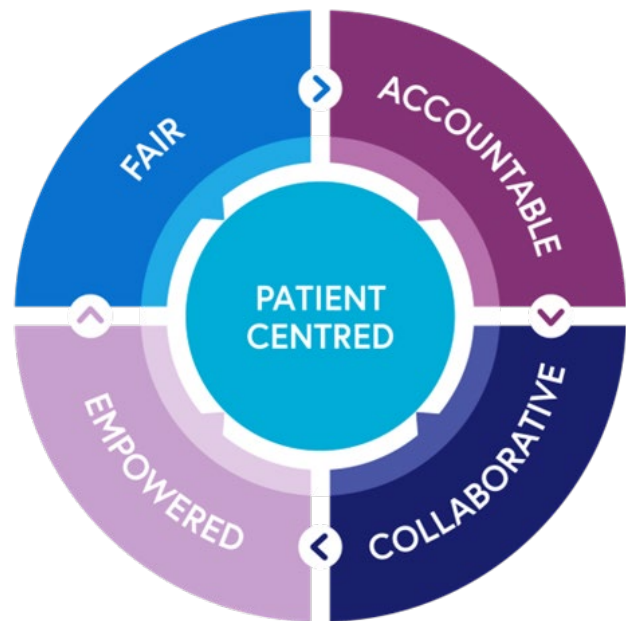


To support delivery of their vision, they have seven multi-year goals. These provide the direction for their organisation and are upheld by their 7 Commitments. The 7 Commitments refresh every year, and align with their multi-year goals – by delivering these they will be able to realise their strategic priorities and ultimately their Trust’s vision to provide the highest quality specialist and integrated care.



## The Leeds Way Values

The Trust values were designed by staff in 2014, and they are still relevant to how the Trust works today. The Leeds Way continues to be central to who they are. Being patient centred, fair, collaborative, accountable and empowered runs through everything they do.



## The Leeds Improvement Method

Underpinning all their work around the vision, goals and the Leeds Way values, is the Leeds Improvement Method. Bringing together Quality Improvement with daily management methods, The Leeds Improvement Method aims to reduce variation and waste, empowering staff to use small-scale tests of change to continuously improve the quality of care they provide to their patients and their careers.

Find out more about this here: <https://www.leedsth.nhs.uk/about/the-leeds-way/values/>

## Appendix 1: Values and concepts from NHS Leadership Competency Framework

### Our people promise:

- We are compassionate and inclusive
- We are recognised and rewarded
- We each have a voice that counts
- We are safe and healthy
- We are always learning
- We work flexibly
- We are a team

### NHS values

- Working together for patients
- Respect and dignity
- Commitment to quality of care
- Compassion
- Improving lives
- Everyone counts

### Our leadership way

We are compassionate

- We are inclusive, promote equality and diversity, and challenge discrimination
- We are kind and treat people with compassion, courtesy and respect.

We are curious

- We aim for the highest standards and seek to continually improve, harnessing our ingenuity
- We can be trusted to do what we promise

We are collaborative

- We collaborate, forming effective partnerships to achieve our common goals
- We celebrate success and support our people to be the best they can be

### Health and Care Act 2022

- Collaborate with partners to address our shared priorities and have the core aim and duty to improve the health and wellbeing of the people of England.



- Improve the quality, including safety, of services provided.
- Ensure the sustainable, efficient use of resources for the wider system and communities

### Seven principles of public life

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

### Appendix 2: More information

Follow the links for more information about:

- **Support to prepare candidates to apply for a non-executive vacancy including:**
  - Building your application
  - Sources of information and useful reading
  - Eligibility and disqualification criteria
  - Terms and conditions of chair and non-executive director appointments
  - How we will handle your application and information
- **View all current chair and non-executive vacancies**
- **Sign up to receive email alerts on the latest vacancies**
- **Contact details for the Senior Appointments and Assessment Team**

*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: Making an application

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

#### Appendix 4: Key dates

- **closing date for receipt of applications: 22 September 2025 at midnight.** Please forward your completed application to Nurole as follows:
  - Clinical NED
  - Audit Associate NED
- **interview dates: mid-October TBC**
- **proposed start dates: TBC**

#### Getting in touch

- If you would like a confidential discussion about the roles, please contact our recruitment advisers at Nurole: **Mark Bate**, Head of Healthcare, 07535 678656 [mark.bate@nurole.com](mailto:mark.bate@nurole.com) or Madeleine Schieber, 07570042087, [madeleine.schieber@nurole.com](mailto:madeleine.schieber@nurole.com)
- We strongly recommend an informal and confidential discussion with Antony Kildare, the Chair of the Trust. Please contact Marie Pearson on 0113 206 4326 or email [marie.pearson7@nhs.net](mailto:marie.pearson7@nhs.net)
- **NHS England** – for general process enquiries contact Miriam Walker by emailing [miriam.walker@nhs.net](mailto:miriam.walker@nhs.net)



**NHS England**

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

