



Recruitment Information Pack

Associate Non-Executive Director

October 2025



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Healthcare at its best
with people at our heart

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Section A-Welcome to the Trust



We are seeking to appoint an Associate Non-Executive Director (NED) with financial management experience. To facilitate effective succession planning, it is intended that when the current finance NED concludes their term of office in July 2026, the successful candidate will move into the role. This will be subject to a satisfactory appraisal outcome at month 6 and a recommendation from the Chair to the Nominations Committee, and in turn to the Council of Governors, for appointment as finance NED.

It is an important time for our Trust as we are increasingly working together with Northumbria Healthcare, Gateshead Health and North Cumbria Integrated Care NHS Foundation Trusts as the Great North Healthcare Alliance ('the Alliance') to deliver excellence in healthcare.

We have over 2 million patient contacts each year in our main hospitals, making us one of the biggest providers of specialist care in the UK, and we serve people from across the North East, North Cumbria and beyond. We are continuing our journey towards greater collaboration to develop, enhance, and improve clinical pathways resulting in better patient experience and outcomes.

We are part of one of Europe's leading centres for research and innovation in partnership with Newcastle University and the University of Northumbria in Newcastle, and through our work with the National Institute of Health and Care Research. We are a core member of Health Innovation Northeast and North Cumbria (HI NENC), and the Northern Health Science Alliance (NHSA), and we continue to attract major awards and commercial opportunities to the Northeast.

We acknowledge that these are very challenging times for the NHS both locally and nationally. We are on an improvement journey, and have made good progress since our most recent Care Quality Commission (CQC) inspection and are focussed on re-establishing the Trust as one of the highest performing in the country.

This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people in the North East.

The role of the NEDs is to support the Board of Directors in providing an independent view on the Trust's strategy and performance, and to oversee implementation of national strategies and regulatory compliance. In addition, NEDs chair our Board Committees, therefore if successfully appointed into the finance NED role, the individual will be required to chair the Trust Finance and Performance Committee.

The Associate NED role supports the Board succession strategy and helps us to achieving a balance of skills. Whilst the Associate NEDs cannot participate in any formal vote at Board, they are very much an equal voice in discussion.

Specifically for this post you will need to be a qualified financial accountant with current professional registration. You will also have Board or senior level financial leadership experience gained in a large and complex public facing organisation with experience as a member of a Board Committee.

I hope the chance to join us at a time of change and opportunity encourages you to look at the details in this recruitment pack. I look forward to speaking with you during the process.

Kind regards

A handwritten signature in black ink, appearing to read 'Paul Ennals', with a stylized flourish at the end.

Sir Paul Ennals
Chair

Section B-About The Newcastle upon Tyne Hospitals NHS Foundation Trust (Newcastle Hospitals)

Newcastle Hospitals is one of the busiest and largest NHS foundation trusts in the country, with around 16,000 staff and an annual budget of £1.7 billion.

We have a strong history of providing high quality care, clinical excellence, research and innovation regionally, nationally and internationally.

We're in the top five providers of specialised health services in the country. We support people with a range of rare and complex medical, surgical and neurological conditions, cancers and genetic disorders.

Our service profile

With around 2 million contacts with patients each year, we deliver high standards of healthcare from:

- [Freeman Hospital](#)
- [Royal Victoria Infirmary \(RVI\)](#)
- [Newcastle Dental Hospital](#)
- [Newcastle Fertility Centre](#)
- [Northern Centre for Cancer Care, North Cumbria](#)
- [Northern Genetics Service](#)
- [Cramlington Manor Walks](#)

We are proud to nurture a culture of innovation and pioneering care. This is supported by a strong clinical research programme and state-of-the-art diagnostics in both radiology and pathology.

Leadership for our clinical services is structured and organised through eight clinical boards.

Our eight clinical boards

- Family health
- Medicine and emergency care
- Surgical and specialist services
- Surgical and associated specialties
- Perioperative and critical care
- Cancer and haematology
- Cardiothoracic services
- Clinical and diagnostic services

Leaders in research, development and pioneering treatments

As leaders in healthcare research and development across a wide range of specialisms, we deliver benefits not only for today's patients but for generations to come.

Much of our clinical work and services are underpinned by a world-class programme of research and innovation, which is strengthened through our partnerships with:

- National Institute for Health and Care Research
- Health Innovation North East and North Cumbria
- Northern Health Science Alliance
- Newcastle Health Research Partnership (NHRP) – an Academic Health Science Centre (AHSC) which brings together partners in health and care research, innovation, education and training.

NHRP is made up of:

- Newcastle Hospitals
- Newcastle University
- Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust
- Newcastle City Council
- Northumbria University
- Health Innovation North East and North Cumbria is also a highly-valued key collaborator.

Our partnership working with Newcastle University focuses on key areas which are important to all our futures, including stem cell research, genetics, ageing and vitality.

Much of our research is only possible through the important partnerships we also have with patients, other NHS organisations, universities, the local authority and charitable bodies and in 2024/2025, around 14,000 people took part in clinical trials.

Through our strong focus on clinical research, we are able to stay at the forefront of pioneering treatments, such as transplantation, mitochondrial donation at the Newcastle Fertility Centre – a form of IVF in which the future baby's mitochondrial DNA comes from a donor egg to avoid inherited diseases – and PrEP (Pre-exposure prophylaxis, a drug to prevent HIV).

Newcastle patients, both children and adults, were amongst the first in the world to receive CAR-T cell therapy. This marked a new era of personalised medicine for treating lymphoma and leukaemia.

Diagnostic innovators

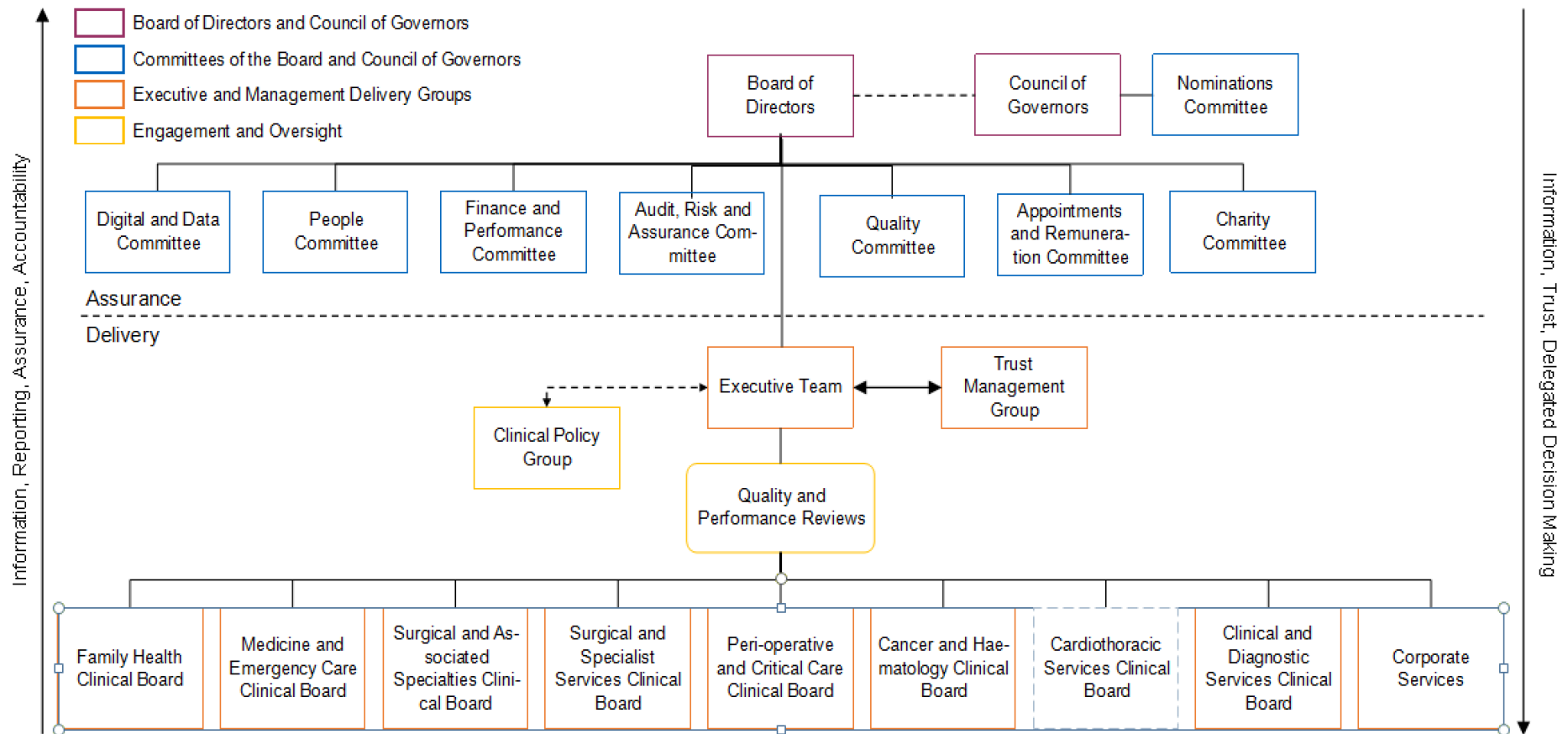
Newcastle Hospitals belongs to the north east's NIHR HealthTech Research Centre (HRCs). We work with Diagnostics North East as part of a strategic partnership bringing together the various components of a unique and innovative infrastructure to aid diagnostic development for industry and academia.

Through our North East Innovation Lab, we work with developers from across the world to evaluate and validate new diagnostic products. This includes assessing their performance using our extensive biobank of clinical samples, on their journey to mainstream use.

The NIHR Biomedical Research Centre brings together world-leading researchers and clinicians to turn early scientific breakthroughs into potential new treatments, diagnostics and health technologies for patients.

For further information on the Trust please visit: <https://www.newcastle-hospitals.nhs.uk/>

Our Governance System



Section C-Our Vision, Values and Interim Strategy For 2025/26

Our vision is: Achieving local excellence and global reach through compassionate and innovative healthcare, education and research.

Our values are:



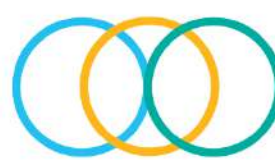
We care and are kind

We care for our patients and their families, and we care for each other as colleagues.



We have high standards

We work hard to make sure that we deliver the very best standards of care in the NHS. We are constantly seeking to improve.



We are inclusive

Everyone is welcome here. We value and celebrate diversity, challenge discrimination and support equality. We actively listen to different voices.



We are innovative

We value research. We seek to learn and to create and apply new knowledge.



We are proud

We take huge pride in working here and we all contribute to our ongoing success.

To support our values we have our:

BEHAVIOUR AND CIVILITY CHARTER



The Newcastle upon Tyne Hospitals
NHS Foundation Trust



How we treat each other matters - feeling supported, valued and heard helps us to deliver better care and services.

This charter has been developed to help shape a more inclusive workplace, where everyone feels safe and where we treat each other with kindness and respect.

Making the charter real involves a commitment from everyone at all levels to:

- Listen and act when things go wrong.
- Take ownership for the things we need to change.
- Learn from our mistakes.
- Be transparent about actions taken, wherever we can.

Our promise to each other

Be Kind 	What this looks like - We prioritise kindness and compassion. - We treat each other with respect. - We are aware of the effect of stressful and pressurised situations on how we behave and take steps to manage this. - We role-model empathy, compassion, care and kindness in everyday routines. - We are person-centred and take a flexible approach to problem solving. - We recognise we can all be good and bad role models and how we behave can impact others.
Speak Up / Speak Out 	- We speak up when we see behaviours that make us or others feel uncomfortable. - We constructively challenge behaviour or language that doesn't feel or sound right. - We use reporting mechanisms to help us learn how to do better. - We normalise talking about behaviour and welcome feedback. Only by acknowledging when something is not right can we fix it. - We understand and reflect on the impact of our own behaviours on others and their behaviours.
Listen and Act 	- We actively listen to different perspectives, taking the time to really understand before jumping to solutions. - We are open to new ideas and ways of thinking and working. - We ensure everyone's voice is heard and their contribution valued. - We encourage suggestions for improvement, co-producing solutions to problems with others. - We recognise others may need different support for their voice to be heard.
Promote Inclusion 	- We become allies and promote the voices of those around us who are not heard as often. - We actively promote inclusivity and involve others in decision making. - We recognise how our own experiences and beliefs play into decision-making and think about how this can affect others. - We support each other by demonstrating flexibility and fairness to ensure people can be their best. - We value everyone for the different contributions they bring. - We look to learn from each other.
Support 	- We look after one another and do what we can to help others have a good day. - We recognise that change and innovation are more likely to succeed when everyone is given an opportunity to contribute. - We empower and trust others to do their job. - We are compassionate and help others when they need it. - We show patience when things are tough.
Recognition 	- We take the time to say thank you. - We value the contribution others make. - We give others the tools they need to do their role in a way that works for them - this looks different for everyone. - We acknowledge what we each bring to our work often under challenging circumstances. - We give people the autonomy to make a difference. - We celebrate success.

Please note this charter does not replace our policies and procedures and any issues of concern about behaviours and inappropriate behaviours should be dealt with via our policies.

Policy First (SIC), Oct 2022
 This document has been Co-Developed by Policy First (SIC) and World Level Trust.

Our Interim Strategy

The previous 5-year Trust Strategy expired at the end of 2024. In response to this the Board of Directors approved the development of an interim strategy for the duration of 2025/26, being a deliberately concise document focussing on smaller number of immediate goals and ambitions to be achieved in 2025/26. The rationale for this approach was to then allow time for developing a meaningful longer term 5 year strategy for the organisation, in collaboration with staff, patients and other stakeholders. The published strategy is available at: [Our interim strategy - Newcastle Hospitals NHS Foundation Trust: https://www.newcastle-hospitals.nhs.uk/about/our-interim-strategy/](https://www.newcastle-hospitals.nhs.uk/about/our-interim-strategy/)

This year we are focussing on 3 priorities as we address our Big Signals



 Quality of care will be our main priority.	Focus on Fundamentals	• Deliver high quality, safe and compassionate patient care, meet our clinical board and trust quality priorities. • Improve performance – cancer, diagnostics and emergency care. • Manage our money – saving £9m per month.
 We will be a great place to work where everyone feels supported.		
 We will focus on excellence in all that we do.		
 Our technology will support our work and patients' care.	Make it better for colleagues	• Improve IT kit, digital systems and correspondence with patients. • Support colleagues through our People Plan with better psychology support and greater equality, diversity and inclusion. • Improve the estate for colleagues and patients, including opening the urgent treatment centre.
 Our buildings will be fit for purpose.		
 We will take our responsibilities as a public service seriously, carefully managing our money and performance.	Look to the Future	• Work with partners to create Neighbourhood teams caring for people closer to home. • Focus on the Great North Children's Hospital as the regional specialist centre providing world class paediatric care. • Develop our Clinical and Trust strategy, as a member of Great North Healthcare Alliance.
 We will make sure we deliver our commitments to the communities who depend on us.		
 We will be honest, open and transparent about our challenges and our progress.		

Section D-NHS Leadership Competency Framework

Leaders in the NHS help deliver better health and care for patients by setting the tone for their organisation, team culture and performance. NHS England 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:



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

*Where the word 'patient' is used above, this refers to patients, service users and carers.

The six NHS Leadership Competency Domains

All Board members of NHS organisations are required to demonstrate, and over time develop proficiency in, the six leadership domains of the NHS England Leadership Competency Framework, published in February 2024, and these will be used as part of our recruitment process. The six domains are detailed below:

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 competency domains reflect the NHS values and full details of the NHS Leadership Competency Framework can be found here - [NHS England » NHS leadership competency framework for board members](#).

Values and concepts from key documents which form an anchor for this framework:

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

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

Section E-About The Area

Newcastle upon Tyne is the city and regional capital for a population of circa 2.5 million people across Northeast England.

Newcastle is a great city, once in the forefront of 19th century industrial innovation and now at the forefront of technical innovation, leisure and culture. It has a deserved reputation for being one of the friendliest and liveliest cities in Europe. In recent years Newcastle has been transformed into one of the most cosmopolitan cities in the country. You can see the evidence everywhere from the restored buildings in Grainger Town to the regenerated Quayside area. With 2,000 years of fascinating history, the city has fabulous classical Georgian architecture in sweeping streets, wonderful restaurants and cafes, traditional pubs and contemporary bars, along with live music and theatre.

National surveys often suggest that people in the Northeast enjoy a better quality of life than anywhere else in England. The region has beautiful countryside, friendly people and a low cost of living. Accommodation varies from central city and riverside, through suburban to the urban periphery, stretching into the counties of Northumberland and Durham. Newcastle lies on the East Coast Mainline rail service, with regular services through to London. In addition, the Metro light-rail service connects to stations throughout Tyne and Wear. The A1(M) runs close by, with links to the national motorway network. Newcastle is also well connected for air travel via Newcastle International Airport, and for sea travel to Europe via the International Ferry Terminal.

A vibrant city

Newcastle upon Tyne is a vibrant and dynamic city brimming with energy. You are spoilt for choice whatever you enjoy – shopping, dining out or enjoying an evening of entertainment at one of the many theatres, cinemas and music venues across the region.



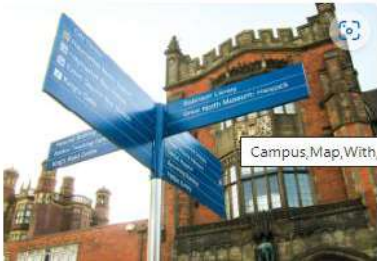
Central location

Our main sites are in the perfect central location, making that work life balance even easier to maintain. Whether that be nipping straight into the city centre after work to do some much-needed shopping or heading to Jesmond for dinner with friends. The possibilities are endless.

Near to coast and countryside

Rolling hills and the forest of the Northumberland National Park reach north to the Scottish Border. England's finest sand dune beaches and interesting fishing villages line the coast. Historic Hadrian's Wall starts in Newcastle and runs to Carlisle and the Lake District.





Excellent schools

With a number of excellent state and independent schools, the Northeast can provide any child with a solid foundation for future career development. The city of Newcastle itself is home to two nationally recognised universities, Newcastle & Northumbria.

A great nightlife

Known for its great nightlife, all within easy walking distance, the bars, clubs and pubs in Newcastle cater for any and all of our nightlife needs. From classy cocktail offerings to craft beer hangouts, cheesy student clubs to decadent gin bars; the bars, clubs and pubs in Newcastle cater for any and all.



Short commutes and great transport

The city itself is just minutes away from unspoilt countryside and miles of stunning Northumbrian coast – the Lake District is just a two-hour drive across the A69. Easy travelling all lead to an enviable lifestyle in the Northeast of England.

Living in Newcastle

Newcastle and the surrounding area offer a mixture of housing with something for every taste. House prices in the Northeast of England are much lower than most of the rest of the country, but housing in the area still offers quality, prestigious homes. There are a range of housing types, from modern contemporary riverside apartments on Newcastle's vibrant quayside, to executive homes at Wynyard Village about 30 miles drive south of Newcastle. In surrounding Northumbria, you can find many rural retreats, and the coastal areas provide substantial older character properties – from terraced houses to unique 'Tyneside' flats from the Victorian and Edwardian era.

Further information:

<http://www.visitnortheastengland.com/>

<http://www.newcastle.gov.uk/>

http://www.bbc.co.uk/news/england/tyne_and_wear/

<http://www.itv.com/tynetees/>

Section F | Advert

We are seeking to appoint an Associate Non-Executive Director (NED) with financial management experience. To facilitate effective succession planning, it is intended that when the current finance NED concludes their term of office in July 2026, the successful candidate will move into the role. This will be subject to a satisfactory appraisal outcome at month 6 and a recommendation from the Chair to the Nominations Committee, and in turn to the Council of Governors, for appointment as finance NED.

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The role of the NEDs is to support the Board of Directors in providing an independent view on the Trust's strategy and performance, and to oversee implementation of national strategies and regulatory compliance. In addition, NEDs chair our Board Committees, therefore if successfully appointed into the finance NED role, the individual will be required to chair the Trust Finance and Performance Committee.

The Associate NED role supports the Board succession strategy and helps us to achieving a balance of skills. Whilst the Associate NEDs cannot participate in any formal vote at Board, they are very much an equal voice in discussion.

Specifically for this post you will need to be a qualified financial accountant with current professional registration. You will also have Board or senior level financial leadership experience gained in a large and complex public facing organisation with experience as a member of a Board Committee.

The remuneration for the Associate NEDs is £13,000 per annum with a time commitment of around 4-5 days per month.

For an informal conversation about the post with the Chair, a NED/Associate NED or the Chief Executive, please contact Kelly Jupp, Trust Secretary on k.jupp@nhs.net or 0191 223 1702.

This post is subject to the rehabilitation of the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Services (formerly known as the Criminal Records Bureau) to check for any previous criminal convictions. Due to the seniority of post, appropriate checks relevant to the Fit and Proper Persons Requirement will also be undertaken.

NO AGENCIES PLEASE

Closing Date for applications: Sunday 16 November 2025

Selection Date: Thursday 11 December 2025

Section G | Role Description

The Associate NED role is used successfully in the NHS to support Board succession strategy, diversity and achieving a balance of Board level skills.

As an Associate NED you will play an important role in monitoring the strategy, performance, risk, people management, and local accountability of the Trust. You will share responsibility with other Board Directors for the success of our organisation and the duties of the Board, providing an informed independent and objective challenge to the work of the Executive Team, operating within our governance system.

The Board will support the successful candidate to build their personal and professional capability and bridge knowledge gaps through, for example:

- Operating at board level in an organisation of large size and complexity.
- Transitioning from an Executive to a Non-Executive role.
- Understanding NHS structures and accountability, including the flow of money, key partners, regulators and the board's role in quality and safety.

Associate NEDs cannot participate in any formal vote at Board but will have full exposure to all Board level discussions and decisions making a contribution to Board work. They will have an opportunity to learn first-hand about the challenges and opportunities associated with being a NED in the NHS today, as well as providing an excellent opportunity to progress into NED roles should vacancies arise and may have the appropriate skills.

To facilitate effective succession planning, it is intended that when the current finance NED concludes their term of office in July 2026, the successful candidate will move into the role. This will be subject to a satisfactory appraisal outcome at month 6 and a recommendation from the Chair to the Nominations Committee, and in turn to the Council of Governors, for appointment as finance NED.

For the avoidance of doubt, Associate NEDs are not Directors of the Trust or voting Board members and do not have the associated rights or liabilities, instead what they have is the ability to learn and influence as they do so that they operate as full members of the Board but without the same degree of accountability.

The competency criteria set out within the Leadership Competency Framework will be applied to appraisal discussions.

The role and responsibilities of Associate Non-Executive Directors include the following:

- Participate in the work of the Board of Directors and contribute to the development of the Trust's strategy.
- Constructively challenge the performance of the Trust, with a specific focus on finance.
- Engage regularly with the Council of Governors and ensure the Trust is accountable to its membership via the Council of Governors.
- Prepare for, attend, and contribute to Board of Directors' meetings, Committees of the Board as agreed with the Chair, Council of Governors' meetings, and Board development activities.
- Attend the Annual Members' Meeting, formal and informal governor meetings.
- Participate in visits and occasional external stakeholder meetings.

- Participate in an annual review and appraisal of own performance with the Chair.
- Support the unitary Board in the governance and stewardship of the Trust.
- Be a visible presence at Trust sites and, where appropriate, within specific community settings.
- Maintain absolute confidentiality about all sensitive/confidential information received.
- Act and behave in accordance with the Trust Policies/Procedures and standards of business conduct and comply with the Fit and Proper Persons Regulations.
- Act in accordance with the Trust's Constitution and ensure the Trust complies with legal and regulatory requirements.

The time commitment for Associate Non-Executive Directors is broadly in the range 4 to 5 days per month. The actual commitment will require some flexibility to fit in with the business cycle.

On Appointment

The successful candidate will be expected to demonstrate high standards of corporate governance and personal conduct; and adhere to the requirements of the Fit and Proper Persons Regulation. The successful candidate will be asked to subscribe to the appropriate Codes of Conduct and Accountability for NHS Boards.

Candidates should note particularly the requirement to declare any conflict of interest that arises in the course of Board business and the need to declare any relevant business interests, positions of authority or other connections with commercial, public or voluntary bodies. These will be published in the Trust's Annual Report with details of Board members' remuneration.

The appointment will adhere to the provisions specified within the NHS England Code of Governance for NHS Provider Trusts.

Personal Development

All new Associate Non-Executive Directors are offered comprehensive induction training. Other training opportunities, including an annual performance review system, are also provided.

Remuneration

Significant liabilities attach to the role of the Non-Executive Director, primarily the risks of prosecution for gross negligence or criminal intent (although cases of either have never been brought in the NHS to date). In this regard, the Trust has Directors' and Officers' Liability cover in place, via NHS Resolution.

Remuneration at the level of £13,000 per annum is offered. This is subject to review by the Nominations Committee, who in turn make recommendations on any changes in remuneration to the Council of Governors.

All remuneration is taxable under Schedule E and subject to Class 1 NI contributions. It is not pensionable. Non-Executive Directors are eligible to claim allowances for travel and subsistence costs incurred necessarily on NHS business in accordance with the Trust Non-Executive Director expenses guidance.

Section H | Person Specification

Attributes	Essential
Experience and Qualifications	• Board or senior level financial leadership experience gained in a large and complex public facing organisation with experience as a member of a Board Committee. • Financial management expertise. • A qualified financial accountant with current professional registration. • Able to demonstrate through experience to be able to: ○ work alongside other Non-executives and Executive colleagues and add value. ○ have an ongoing dialogue with Council of Governors on progress in delivery of the Trusts performance. ○ work in conjunction with the Council of Governors to promote public sector values and the interests of Foundation Trust members through good corporate governance. ○ bring independence, external perspectives, skills and challenge to strategy development. ○ hold the Executive Team to account by providing purposeful, constructive scrutiny and challenge. ○ demonstrate a genuine commitment to patients and the promotion of excellent health care services. ○ balance organisational governance priorities with system collaboration. ○ uphold the highest standards of conduct and display the principles of selflessness, integrity, objectivity, accountability, openness, honesty and leadership through demonstrating the Trusts values and the NHS values and principles.
Knowledge, Skills and Behaviours	• Effective communication and listening skills displaying curiosity and an interest in learning and personal development. • Sound independent judgement, common sense and diplomacy. • Creative and diverse thinker. • The ability to develop knowledge and understanding to learn about the Trust and the wider health and care sector at pace. • Clear understanding of the communities we serve. • An understanding of and a commitment to equality, diversity and inclusion. • Sincere interest in and ability to gain credibility with patients, staff, senior leaders, stakeholders across the healthcare economy, clinicians and local communities. • Robust understanding of the principles and practice of good governance. • A clear commitment to the NHS and the Trusts values and principles and to role model them at all times.

Attributes	Essential
NHS Leadership Competency Framework	Be able to demonstrate the six NHS Leadership Competency Domains: • 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.
Other Requirements	• Has the necessary time and flexibility to be able to fully commit to the role.

Section I | How To Apply

The closing date for applications is Sunday 16 November 2025. Applications should be made by:

1. Submitting an up-to-date copy of your CV, highlighting and explaining any gaps in your employment history which includes your contact details and email address along with a Supporting Statement that addresses the criteria set out in the person specification, using examples to demonstrate how you meet the requirements.
2. Contact details for referees that cover a period of 6 years from the date of your application (who will be contacted for the appointed candidate). Your referees should be individuals in a line management responsibility capacity.
3. A completed monitoring information form (the form can be found as an attachment on the advert under the recruitment pack).

Please note you should not apply by completing the Trac application form online.

All applications should be sent via email to: nuth.NED.Recruitment@nhs.net

For an informal conversation about the post with the Chair, a NED/Associate NED or the Chief Executive, please contact Kelly Jupp, Trust Secretary on k.jupp@nhs.net or 0191 223 1702.

Timeline:

Closing date -	Sunday 16 November 2025 at midnight
Shortlisting -	Friday 28 November 2025
Selection Day -	Thursday 11 December 2025, Royal Victoria Infirmary

Recommendation for appointment to be considered at the Council of Governors meeting on Wednesday 17 December 2025.

Related content

- [Support to prepare candidates to apply for a non-executive vacancy](#)

Section J | Main Terms and Conditions of Service

Pre-Employment Checks	The post is subject to the NHS Pre Employment Checks , including Fit and Proper Persons , Occupational Health clearance and an enhanced Disclosure and Barring Service check.
Remuneration	£13,000 per annum
Time Commitment	4-5 days per month
Appraisal:	You will be required to participate in a formal appraisal discussion, on a minimum annual basis, which will be completed in the Summer each year. This appraisal will review performance against agreed performance objectives and the NHS Leadership Competency Framework .

Section K | Additional Information

Interview Guarantee

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment, we use the Disability Symbol that is awarded by the Employment Service. As a symbol user, we guarantee an interview to anyone with a disability whose application meets the minimum criteria for the post.

To be eligible for the Interview Guarantee Scheme you must have a disability or long term health condition that puts you at a significant disadvantage in either obtaining or keeping a job. The disability could be physical, sensory or mental and must have lasted, or be expected to last for at least twelve months. You do not have to be registered as a disabled person to apply under this scheme.