

Person Specification

Criteria	Essential	Desirable
Trust Values	We will expect your values and behaviours to reflect the Values of the organisation: Person Centred and Safe Professional Responsive Friendly Progressive	
Education, Qualifications and Training	- Educated to master's degree level or equivalent, with demonstrable evidence of continuous professional and personal development. - For one role, a financial qualification is required.	
Experience	- A track record of achievement as a strategic leader, whether at executive or non-executive level. - Experience of board membership in an organisation of similar size and complexity whether in the private, public or voluntary sectors. - Experience in one or more of the following: - Finance - Digital - Strong business acumen supported by knowledge of finance, audit, corporate governance, strategic planning, risk and performance management. - Understand the sustainability of service provision. - Evidence of strategic thinking with a breadth of vision beyond organisational boundaries. - Evidence of exercising independence of judgement. - Experience of holding senior management teams to account and, in turn, accustomed to a high level of accountability. - Demonstrate a clear understanding on executive and non- executive roles and their boundaries.	- Committee Chair experience - Demonstrating a good understanding of the current challenges across the NHS



Knowledge and Skills	• Evidence of financial, audit and commercial, third sector competence gained in a challenging financial environment. • Ability to think strategically, understand complex issues and make decisions pragmatically. • Have knowledge, or ability to quickly gain knowledge, of health services and operational management in the NHS. • Commitment to understanding the current challenges and opportunities for the health and care system in Bath, Swindon and Wiltshire and the communities served by the Trust. • Politically astute, able to grasp relevant issues and understand the relationships between interested parties. • Excellent engagement and communication skills with a wide range of audiences: staff, patients and carers, the media and other stakeholders. • Sound knowledge of corporate governance and an appreciation of the principles of accountability within a Foundation Trust. • Willing to work in partnership with Council of Governors, Executive and Non-Executive colleagues, with a collaborative approach which also appreciates the lines of accountability. • Able to demonstrate an interest in healthcare issues and a high level of commitment to patients, carers and the community. • Strong interpersonal skills. • Work with Board directors and Governors as a team to meet common goals.	
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Other Job-Related Requirements	• Time commitment of a minimum of 4 days per month. • Qualifying Criteria /Eligibility • The appointee must become a member of the Foundation Trust • Candidate must on appointment be independent of the Trust in character and judgement – Code of Governance A.2.2 and A.3.1. & 2 refer. In practice, factors can include any past service as an employee or director of the Trust, close family ties or business relationships with the Trust or its directors/senior employees. • The appointee must at all times be outside of the disqualification criteria for directors set out in the Trust's constitution – this includes bankruptcy, or being disqualified as a company director	
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