

Chair of Audit & Risk Committee

Candidate Brief

November 2025



Welcome

Thank you for your interest in the role of Non-Executive Director and Chair of Audit & Risk Committee at Oxford Health NHS Foundation Trust.

We are seeking to appoint a Non-Executive Director who will be the designated candidate to become Chair of our Audit & Risk Committee in April 2026 when the current Chair comes to the end of his term. This is a great opportunity for a dedicated leader who has the relevant financial expertise and experience in a large complex organisation.

We are a Trust in good financial standing and have a strong reputation. We are rated Good by the Care Quality Commission and are currently in Segment 1 under the new NHS Oversight Framework, but like most NHS organisations we still face some challenges. A special dimension of this Trust is our deep commitment to advancing knowledge through our partnership with the University of Oxford for the benefit of our patients. We value kindness, respect, innovation and diversity and are seeking an experienced Board member with the financial skills and relevant qualifications to join us in making a sustainable and lasting difference to our populations and the people we provide care for.

The Board of Oxford Health comprises committed executive directors and high-quality non-executives led by an experienced chair. We are active participants in and lead a set of provider collaboratives and seek to play an active role in the two integrated care systems in which we provide services.

Applicants must have a genuine commitment to patients and the promotion of excellent health care services, they must be able to embrace and champion the Trust's values, and they must be able to add value, independence and rigour to strategy development. Beyond these more generic skills, we are specifically looking for an innovative, forward looking, and engaging NED, with the skills and experience to Chair our Audit & Risk Committee and form the partnerships necessary with both internal and external stakeholders who help support the audit function.

The Trust serves the public in Buckinghamshire and Oxfordshire as well as Bath and North East Somerset, Swindon and Wiltshire, within two integrated care systems. The Chair of Oxford Health has special responsibilities in liaising with our close partners in local government, a dynamic voluntary sector and the University of Oxford.

Our strengths include a big commitment to staff learning and development; we have a way to go to realise our own and wider NHS ambitions on equality, diversity and inclusion. If you are interested in the role and you would like to have an initial conversation, please contact Taff Gidi, our Executive Director of Corporate Affairs using the email below.

Please do not apply for this role via the 'apply now' button on Trac. Please submit your CV and covering letter, expressing your interest to:
seniorcareers@oxfordhealth.nhs.uk by midnight on Sunday 4th January 2026

We look forward to hearing from you.



David Walker
Chairman
Oxford Health NHS Foundation Trust



Vicki Power
Lead Governor
Oxford Health NHS Foundation Trust

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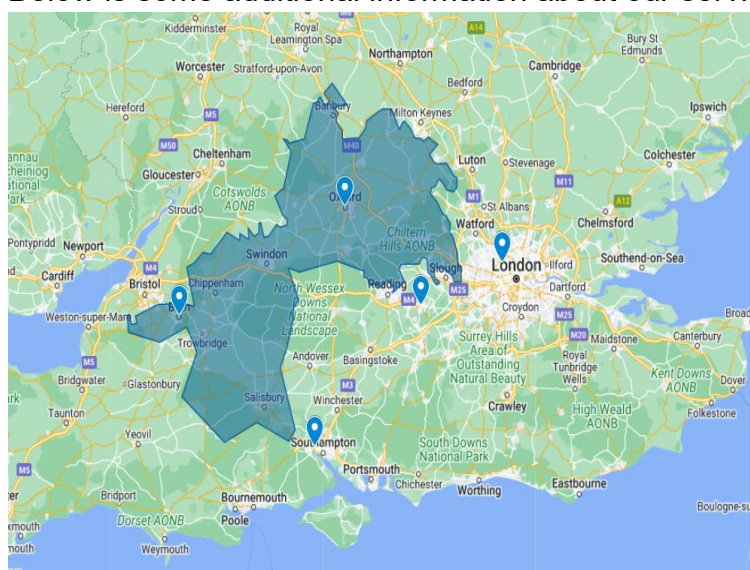
The opportunity

We are looking for an exceptional leader to chair our Audit and Risk Committee at Oxford Health NHS Foundation Trust. This is a unique opportunity to help shape the future of local services by sharing your talents and expertise to help transform the hospital and make a positive difference to your community.

We predominantly provide direct provision services within the following Integrated Care Systems:

- Buckinghamshire, Oxfordshire and Berkshire West
- Bath and North East Somerset, Swindon and Wiltshire

Below is some additional information about our services and geography:



- A full range of **Mental Health Services** across Buckinghamshire and Oxfordshire (and CAMHs and adult eating disorder services across Bath and North East Somerset, Swindon and Wiltshire)
- **Forensics Mental Health Services** across Buckinghamshire, Oxfordshire, Berkshire and Milton Keynes
- **Learning Disabilities Services** across Oxfordshire
- **Community Health Services; Special Care, Paediatric and Urgent Care Dentistry; and Primary Care Services** across Oxfordshire

The person specification

We are looking for candidates who want to use their energy, skills and experience to help drive the delivery of sustainable healthcare services for the people of Buckinghamshire, Oxfordshire and Bath and North East Somerset, Swindon and Wiltshire, and some surrounding areas.

Essential Requirements

- Relevant professional qualification e.g. CCAB qualification or equivalent. You will have current membership of a recognised professional body which requires up-to-date continuous professional development.
- Relevant audit, financial, corporate governance or commercial experience in a large complex organisation.

- Meets the independence requirement set out in *Section B, 2.6* of the [Code of governance for NHS provider trusts](#).
- Essential experience and attributes are described in the NHS Leadership Competency Framework for Board Members and our values as set out below.
- In addition, individuals must meet the requirements of the Fit and Proper Persons Test found [here](#).

Desirable experience

- Prior experience as a non-executive director (any sector)
- Prior experience on an NHS board (executive, non-executive or associate role)
- Preference will be given to people able to demonstrate strong local knowledge or have strong connections with the areas served by the Trust.
- Understanding of NHS finance systems and reporting
- Experience of estates management and development including major projects would be an added advantage
- Experience of digital transformation and cybersecurity in large complex organisations would be an added 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. 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 Driving high quality sustainable outcomes
Commitment to quality of care	Everyone counts
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

1. 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. Candidates will have:

- A demonstrable interest in health and social care and a strong desire to achieve the best sustainable outcomes for all patients and service users through encouraging continuous improvement, clinical excellence and value for money
- Strong understanding of financial management, with the ability to balance the competing objectives of quality, operational performance and finance
- An appreciation of constitutional and regulatory NHS standards

2. 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. Candidates will have:

- Experience of leading and delivering against long-term vision and strategy
- Experience leading transformational change, managing complex organisations, budgets and people

3. 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. Candidates will have:

- A clear commitment towards issues of equality, diversity and inclusion
- Significant experience of engaging with the diverse social, economic and cultural groups served by the organisation

4. 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. Candidates will have:

- Prior board experience (any sector, executive or non-executive role)
- Evidence of successfully demonstrating the NHS Leadership competencies in other leadership roles
- An ability to identify and address issues, including underperformance, and to scrutinise and challenge information effectively for assurance

5. 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. Candidates will have:

- A clear commitment to the NHS and the trust's values and principles
- Experience of building effective teams, encouraging change and innovation and shaping an open, inclusive and compassionate culture through setting the right tone at the top and championing diversity at, and across, all levels
- Strongly focused on the experience of all staff and patients
- Experience managing conflict, finding compromise and building consensus across varied stakeholder groups with potentially conflicting priorities

6. 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. Candidates will have:

- A desire to engage with the local population and to collaborate with senior stakeholders across the health and care system
- Strong interpersonal, communication and leadership skills

Applications will be assessed on merit, as part of a fair and open process, from the widest possible pool of candidates. The information provided by applicants will be relied on to assess whether sufficient personal responsibility and achievement have been demonstrated in previous/other roles, to satisfy the experience being sought.

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.

Role of an NHS Board

NHS 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 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 composed of a mixture of both executive and independent non-executive members, the board has a collective responsibility for the performance of the organisation.

The purpose of NHS boards is to govern effectively, and in so doing build patient, public and stakeholder confidence that their health and healthcare is in safe hands. This fundamental accountability to the public and stakeholders is delivered by building confidence:

- in the quality and safety of health services
- that resources are invested in a way that delivers optimal health outcomes
- in the accessibility and responsiveness of health services
- that patients and the public can help to shape health services to meet their needs
- that public money is spent in a way that is fair, efficient, effective and economic.

Role of the Audit & Risk Committee Chair

The Chair of the Audit & Risk Committee is an independent Non-Executive Director and a member of the Trust Board. Together with other Board members, they are responsible for the strategic leadership, direction, and development of the Trust. Board members share a corporate responsibility for the governance and performance of the Trust in meeting both strategic and operational objectives.

The Chair of the Audit & Risk Committee will bring objective judgement to their role, basing their conclusions on the facts and evidence presented to them, avoiding any bias or undue weighting of opinions. The judgement that they bring should be in the best interests of the stakeholders of the organisation as a whole; primarily that of the patients and taxpayers.

They will work with other committee chairs to ensure that the oversight of the individual and collective committees is most effective; avoiding duplication and omission - this is particularly so in areas around risk assurance.

The Chair of the Audit & Risk Committee also has a key role in supporting and developing strong working relationships with the Chief Finance Officer and the Executive Director of Corporate Affairs.

The key responsibilities of the role include:

- Leadership and Oversight: The chair leads the audit committee's work, setting the agenda, guiding discussions and ensuring the committee provides robust, impartial advice to senior leadership and the Board.
- Financial Accountability: They ensure that the organisation meets its financial responsibilities and has strong controls in place. They ensure that the committee seeks assurance that financial information is accurate and that financial control systems are robust and fit for purpose.
- Risk and Assurance: The chair will have a strong understanding of the Trust and its inherent risks. They will ensure the Audit & Risk Committee helps oversee the management of significant risks and reviews the effectiveness of internal audit and assurance processes.
- Stakeholder Engagement: They engage with the Internal and External Auditors, Local Counter Fraud Service as well as other internal and external stakeholders to support the independence and effectiveness of the audit function.
- Governance: They contribute to ensuring strong organisational governance including seeking assurance of the effectiveness of internal control systems and overseeing the preparation of the Annual Governance Statement.

About Oxford Health NHS Foundation Trust

Oxford Health NHS Foundation Trust is a community-focused organisation that provides physical and mental health services and social care with the aim of improving the health and wellbeing of all our patients and their families.

Our Trust provides community health, mental health and specialised health services. We operate across: Oxfordshire, Buckinghamshire, Berkshire, Wiltshire, Swindon, Bath and North East Somerset (BaNES).

We work in partnership with a range of other organisations in Oxfordshire, Buckinghamshire, Wiltshire, Swindon and BaNES. These include:

- The [University of Oxford](#) to promote innovation in healthcare, support research and to train doctors and psychologists
- [Oxford Brookes University](#) and the [University of Bedfordshire](#) to train nurses and allied health professionals
- Local authorities and voluntary organisations
- GPs across all the locations we serve in order to provide joined-up care.



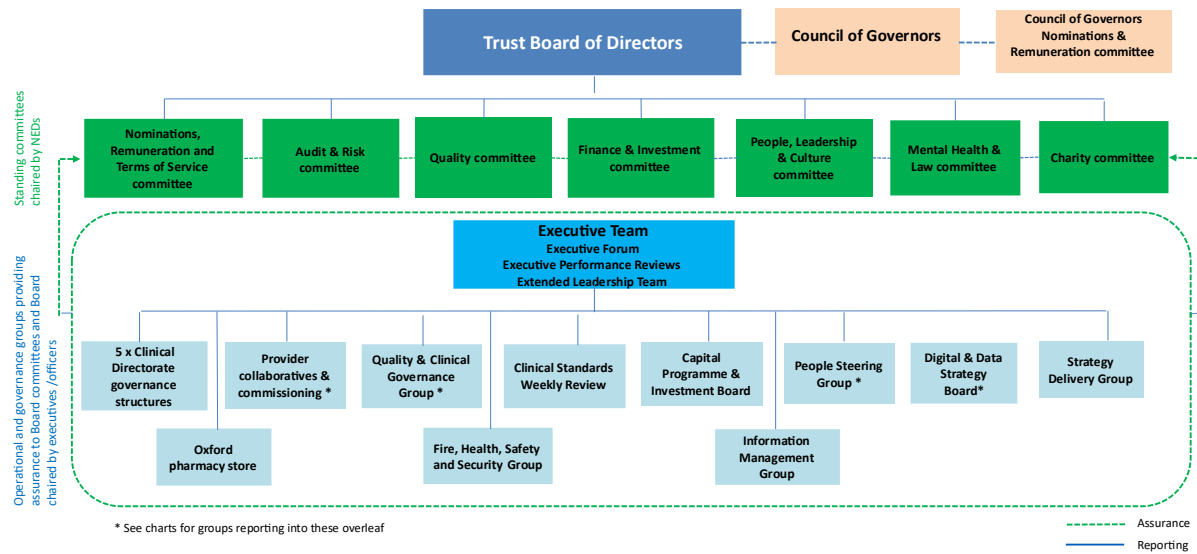
Overall rating: good

13 December 2019

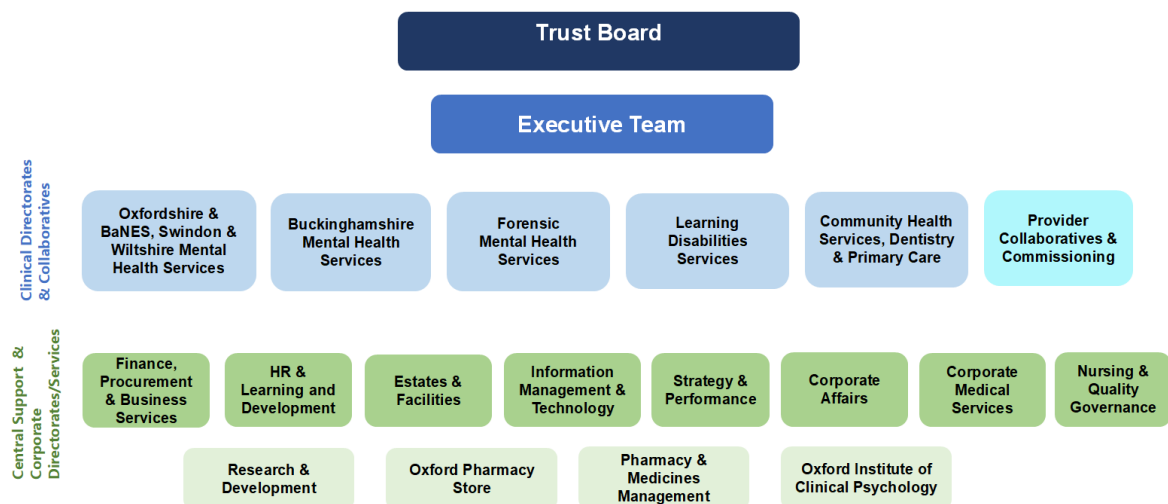
The Care Quality Commission, the body that assesses the quality of NHS services in England, has rated Oxford Health NHS Foundation Trust as good overall.

The Trust has a good rating in in four out of five quality measurements – effective caring, responsive and well-led, and as requiring improvement in safe. See full report [here](#).

Governance structure – high level assurance framework



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Mission

To be the **best Trust of our kind** in the country



Vision

Outstanding care delivered by an **outstanding** team



Values

Caring • Safe • Excellent



Caring

- Privacy and dignity is at the heart of our care.
- We treat people with respect and compassion.
- We listen to what people tell us and act upon what they say.

Safe

- Our services will be delivered to the highest standards of safety.
- All services will be provided within a safe environment for patients and staff.
- We will support our patients and staff with effective systems and processes.

Excellent

- We aspire to be excellent and innovative in all we do.
- We aim to provide the best services and continually improve.
- We will recognise and reward those who deliver excellence.

Our four strategic objectives:



Our vision

Oxford Health Charity exists to support those receiving and giving care at Oxford Health NHS Foundation Trust. We enhance patient, carer and staff experience through supporting projects, activities and training over and above that provided through the NHS.

Our mission

We make a difference across the Oxford Health NHS Foundation Trust services by:

- Listening to what our wards and teams need, and supporting them to introduce those projects
- Engaging with partners who help people before and after they engage with Trust services
- Supporting innovation and service improvement

What we do to deliver our mission

We are receptive to requests for funding and support throughout the year, encouraging teams to get involved and fundraise as well as access funding for projects.

In addition, our Charity Committee meets every quarter to review requests for funding over £10,000 and develop appeals for future innovative projects.

Our values

These are the values that ensure we never lose sight of what we are trying to achieve:

- Making a Difference to patient experience
- Supporting but not replacing NHS funding

Our impact

Visit our website to find out more about the difference Oxford Health Charity makes:

<https://www.oxfordhealth.charity/Pages/Category/the-difference-we-make>

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: Terms of Appointment

- A competitive remuneration will be agreed with the right candidate for this role.
- You will have considerable flexibility to decide how you manage the time needed to undertake this role. On average, it will require approximately 3 days a month, including:
 - Attendance at Board, committee and Council of Governors meetings
 - Board member visits to services
 - Engagements and events with service users, staff and the community;
 - preparation time away from the Trust;
 - the occasional evening engagement; and
 - events designed to support your continuous professional development.
- Preference will be given to people able to demonstrate strong local knowledge or have strong connections with the areas served by the Trust.

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. The Trust makes 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 the NHS England [website](#).

Appendix 3: More information

For information about the Trust, such as business plans, annual reports, and services, visit their [website](#).

Other sources of information include:

- Our Annual Reports and Oxford Health in Numbers [website](#)
- Care Quality Commission [website](#).
- Buckinghamshire, Oxfordshire and Berkshire West ICB [website](#)
- Oxford Health Charity [website](#)
- [LinkedIn](#)

Appendix 4: Making an application

For more information, you can get in touch with:

- For general process enquiries or to arrange informal and confidential discussions with the Chairman, Chief Executive and other Board members, please contact **Taff Gidi, Executive Director of Corporate Affairs** by emailing charlotte.evans1@oxfordhealth.nhs.uk
- **Please do not apply for this role via the 'apply now' button on Trac. Please submit your CV and covering letter, expressing your interest to: seniorcareers@oxfordhealth.nhs.uk by midnight on Sunday 4th January 2026**

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 will be emailed to you on receipt of your CV

Appendix 5: Key dates

Closing date – Midnight, Sunday 4th January 2026

Online Focus Group Assessment – Thursday 29th January 2026

Panel Interview and Focus Group Assessment – Friday 30th January 2026 in person at Unipart House, Garsington Road, Cowley, Oxford OX4 2PG