



Non-Executive Director

Candidate information pack

November 2025



WELCOME FROM THE CHAIR

Thank you for your interest in joining our Board as a Non-Executive Director.

We are looking for a visionary, innovative and driven individual who possesses exceptional energy and determination to help us to create a meaningful and sustainable impact for the people and communities we serve.



The successful candidate will have a demonstrable track record of setting up businesses, managing large commercial contracts and harnessing private partnerships, bringing significant experience of leveraging commercial innovation to improve healthcare delivery while managing the associated risks.

As a Trust, we are committed to addressing issues of inequality for staff and for the communities who use our services, and we continue to build on our pledge to become an anti-racist organisation.

Our commitment to delivering a truly inclusive culture starts at the top, with a commitment to increasing the diversity of our Board. We would therefore particularly welcome applicants from the Global Majority.

This year we launched our new Trust Strategy, which was co-produced with our staff, users of service and local communities. The strategy sets out our ambition to improve the health and wellbeing of our communities; improve the quality of services we provide; and use our resources wisely.

The Trust is actively investing in multidisciplinary clinical leadership and the use of quality improvement methodology to empower staff at the point of care to coproduce improvements with service users, carers and local communities.

The Trust is also committed to strengthening patient and carer leadership and the organisational governance structure now includes a Patient Leadership Board Committee providing assurance of patient and carer involvement in key work programmes and in decision-making across the Trust.

We are keen to hear from individuals with a passion for improving outcomes for the communities we serve; and those who share our culture and values: **we are kind, we are respectful, we work together with our communities.**

You will bring a strong personal commitment to the role, providing balance, challenge, support, and focus in navigating complex decision-making within our Trust and across the broader systems in which we operate. We encourage people with NED experience to apply.

Eileen Taylor
Chair
NELFT NHS Foundation Trust



ABOUT US

NELFT is an organisation that provides an extensive range of integrated community and mental health services for people living in the London boroughs of Barking & Dagenham, Havering, Redbridge and Waltham Forest and community health services for people living in the south west Essex areas of Basildon, Brentwood and Thurrock. Our teams also provide mental health services for children and young people across the counties of Essex and Kent and Kent's all-age eating disorder services.

With an annual income of £666million, we provide care and treatment for a population of circa 4.9 million. We employ more than 8,000 staff who work across more than 210 locations in London, Essex, Kent and Medway. The Trust is rated 'good' by the Care Quality Commission.

We work across several Integrated Care Systems, collaborative partnerships and networks, all with the aim of improving the health and wellbeing of local populations and the quality of their care. Key to helping us take forward this work is our relationship with our patients and carers, and we are proud to be one of the first NHS Trusts to have created a Patient Leadership Board Committee that is co-chaired by a patient leader and our Trust Chair. In support of our work, we have recently refreshed our strategic priorities and objectives for the future.

We deliver our services with pride in areas with significant social and economic deprivation, working with our communities to improve access for all. To achieve this goal, we endeavour continuously to improve the wellbeing of our staff, ensuring we have an inclusive and empowered workforce at all levels, providing compassionate and effective care.



Who we are and what we do

Striving to provide the best care by the best people



We are kind.



We are respectful.



We work together with our communities.

About our patients



40%

of patients are 65 and older

30%

of patients are under 18

25%

of patients are from a global majority background

Essex

Kent & Medway

North East London

We provide care and treatment for a population of about 5 million people.

Every month we supply 14,000 items of medication across our services.

We employ over 7,000 staff who work across more than 200 locations in London, Essex, Kent, and Medway.

Almost 3 out of 4 of our staff live in the communities we serve.

Adult mental health



Our adult mental health services carry out more than **6,600** appointments a week.

We support over **950** people living with a severe mental health illness have a physical check once a week.

We provide talking therapy to over **400** people a month who live with a range of conditions including depression and anxiety.



Children and young people

Every week we visit more than **250** families after the birth of a child.

Every week we check over **750** babies and toddlers to see if they are reaching their developmental milestones.

We are present in over **550** schools, supporting with mental health in children and young people during primary and secondary education.

Community



Every day our community nurses support with over **2000** people in their own homes every day.

Our therapy services support over **500** people every day.

Every week we deliver more than **700** injections.

Every day we support over **200** people in their own home who would otherwise require a hospital admission.

Would you like to get involved to help us shape services?

Visit: www.nelft.nhs.uk
or call us: 0300 555 1200



DELIVERING OUR NELFT STRATEGY 2025-2030

We will improve the health and wellbeing of our communities by

- Empowering individuals to take care of their health and wellbeing
- Working with our communities to encourage healthy lifestyles
- Offering supportive and inclusive environments for safe open communication
- Recognising inequalities and continually addressing them
- Ensuring service collaboration for timely effective community support



We will improve the quality of services we provide by

- Delivering the right care at the right time
- Co-producing with patient carers and staff, adapting to feedback and our community needs
- Offering safe effective and up to date services for the best results
- Provide compassionate care with dignity in a supportive environment
- Equipping staff with expertise



We will use our resources wisely by

- Use time effectively to meet community needs
- Co-ordinate with organisations to reduce duplication
- Ensure we get value for money
- Minimise wasted resources (people time space)
- Using new technologies and innovations



Our communities are the residents in the places we provide services: our service users and carers, our staff and our patient representatives.

We will deliver our strategy by working with our communities.

We have co-designed this strategy with patient and carer involvement representatives and our staff, and we will continue to prioritise co-production and involvement.

We based this strategy on the NHS triple aims.





THE ROLE

Non-Executive Directors play a crucial role in bringing an independent perspective to the Board of Directors in addition to any specific knowledge and skills they may have.

A Non-Executive Director will work alongside other Non-Executive Directors, the Chair of the Trust, and the Executive Directors as equal members of the Board. They share responsibility with the other Directors for the decisions made by the Board and for the success of the Trust in leading the local improvement of healthcare for our service users and residents.

Non-Executive Directors are responsible for providing appropriate oversight, governance and leadership to the Trust in the pursuit of its strategy to improve the quality of life for all we serve through the use of their skills, knowledge and expertise. Through independent and objective judgement, they play an important role in monitoring strategy, performance, risk, people management and local accountability, and that an inclusive culture aligned with the strategic direction of the Trust is being achieved.

All Board Directors must role model our behaviours and values and demonstrate high standards of corporate and personal conduct. Non-Executive Directors have a duty to uphold the highest standards of integrity and probity, and to foster good relationships with the Board as well as forging strong links with the Council of Governors as the Council is responsible for holding the Non-Executive Directors to account both individually and collectively for the performance of the Board.



JOB DESCRIPTION

STRATEGY

- Provide strategic vision to the Trust, leading in the discussions on the strategic development of the organisation
- Assist fellow Directors in setting the Trust's strategy and priorities, ensuring that the necessary financial and people resources are in place for the Trust to meet its objectives, and that performance is effectively monitored and reviewed
- Constructively challenge, influence and help the Executive Directors develop proposals on such strategies to enable the Trust to fulfil its leadership responsibilities to our service users and the healthcare of the local communities taking account of the Trust's contribution to system working and collaboration as well as its triple aim duty
- Commit to ensuring the quality and safety of healthcare services delivered by the Trust and apply the principles and standards of quality governance set out by NHS England, the Care Quality Commission and other relevant NHS bodies
- Provide independent judgement and advice on issues of strategy, vision, performance, resources and standards of conduct In accordance with agreed Board procedures, help and monitor the performance and conduct of management meeting agreed goals and objectives and statutory responsibilities, including the preparation of annual reports and annual accounts and other statutory duties
- Accept accountability for the delivery of the Trust's objectives and ensure that the Board acts in the best interests of our staff, service users, carers, families, and local communities
- Ensure the long-term sustainability of the Trust

- Ensure maintenance of the Trust's financial viability, using resources effectively, controlling and reporting on financial affairs in accordance with the requirements set out by NHS England while working closely with our partners across the systems (including ICSs)
- Bring independent judgement and experience based on a range of expertise including but not limited to carer, clinical, commercial, financial, housing, legal or governance expertise from outside the Trust and apply this to the benefit of the Trust, its stakeholders and its wider community.

LEADERSHIP

- Assist fellow Directors in providing innovative leadership to the Trust within a framework of prudent and effective controls, which enable risk to be assessed and managed effectively
- Assist fellow Directors in setting the Trust's values and standards and ensure that its obligations to its stakeholders and the wider community are understood and fairly balanced at all times
- Uphold the Trust's values by example and ensuring the Trust promotes equity, diversity and inclusion for all its staff, service users and other stakeholders
- Ensure that service users are treated with dignity and respect at all times and that they are central to Trust decision-making.



GOVERNANCE

- Commit to working to, and encouraging within the Trust, the highest standards of probity, integrity and corporate governance, and contribute to ensuring that the Trust's internal governance arrangements conform with best practice and statutory/regulatory requirements where appropriate
- Ensure the Trust complies with its provider licence, its constitution and any other applicable legislation and regulations
- Help to ensure that financial information is accurate and that financial controls and risk management systems are robust
- Chair committees and/or take an active part in other committees established by the Board to exercise delegated responsibility
- Where appropriate, 'buddy' senior executives in areas in line with their expertise
- As a member of Board committees, appoint, remove, support and encourage senior executives
- Contribute to the determination of appropriate levels of Executive Directors' remuneration.

COMMUNICATIONS AND ENGAGEMENT

- Engage positively and collaboratively in Board discussion of agenda items
- Contribute to building and maintaining positive and good working relationships with the Council, ensuring the Board has regard to their views
- Working with Governors to build relationships with our local communities
- Act as an ambassador for the Trust in engagement with our internal and external stakeholders including Governors and the local community
- Contribute to building and maintaining an effective working relationship between members of the local health and social care community such that all agencies work in harmony for the benefit of the local communities
- Represent the Board at official occasions or, as required, in dealing with the local media.



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 in North East London, Essex and Kent.

ESSENTIAL EXPERTISE

- Board or senior management level experience in a large and/or complex organisation
- Demonstrable track record of setting up businesses, managing large commercial contracts and harnessing private partnerships, bringing significant experience of leveraging commercial innovation to improve healthcare delivery while managing the associated risks

- Robust understanding of the principles and practice of good governance
- Ability to develop and form strategy and to monitor the effectiveness of strategy
- Interest in, or experience of, mental health or community health services
- Sincere interest in and ability to gain credibility with service users, staff, senior leaders, clinicians, Governors and local communities
- A personal commitment to equality, inclusion and diversity.

DESIRABLE EXPERIENCE

- Experience in enabling the active participation of local communities in the development of commercial contracts and in attracting sources of significant new investment, delivering enhanced community value.
- Strong connections with the communities we serve
- Knowledge of diverse local communities
- Lived and/or personal experience as a carer or service user
- Experience of working in or with the public sector
- Previous Non-Executive Director experience
- Keen interest and/or experience in quality improvement methodology and/or transformation
- Sound understanding of the NHS, social care and/or third sector.



PERSONAL QUALITIES

If you are invited to interview you will also need to demonstrate a range of competencies required to be effective in a Board level role, as well as adhering to the Nolan Principles.

Patient and community focus	Ability to think and plan ahead, developing a clear vision and balancing needs and constraints
Strategic direction	Ability to accept accountability, and to probe and challenge constructively
Holding to account	Ability to gain support, influence and persuade a range of key stakeholders; have political acumen strong team player with a collaborative and engaging working style
Effective influencing and communication	Motivation to improve performance and confidence to take on challenges
Team working	Strong team player with a collaborative and engaging working style
Self-belief and drive	Motivation to improve performance and confidence to take on challenges
Intellectual flexibility	Ability to think clearly and creatively, and make sense of complexity and clarify for others



HOW TO APPLY

The closing date for applications is **23 December 2025**.

Applications should include:

- A covering letter – of no more than two pages – explaining why the appointment interests you, how you meet the appointment criteria and what you specifically would bring to the post.
- A Curriculum Vitae (CV) with education and professional qualifications and full employment history. Please include daytime and evening telephone contact numbers and email addresses. The CV should include names and contact details of three referees. References will not be taken without your permission.
- A completed **Diversity Monitoring Form** and **Fit and Proper Person Monitoring Form**. Please note that the information you provide will be treated as confidential, and is for monitoring purposes only. It will not form part of the application process.

All applications should be sent to: applications@hunter-healthcare.com. All applications will be acknowledged.

If you would like to have an initial conversation, please contact our recruitment partners, Rhiannon Smith and Jenny Adrian at Hunter Healthcare on 07939 250362 or by email at jadrian@hunter-healthcare.com.

KEY DATES:

APPLICATION DEADLINE	23 December 2025
LOGLISTING	w/c 19 January 2026
SHORTLISTING	w/c 26 January 2026
STAKEHOLDER EVENTS	12 February 2026
INTERVIEWS	19 February 2026





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