

Could you help lead the NHS in your area?

Devon Partnership NHS Trust

2 x Non-executive Directors

Candidate information pack

Reference: S3381

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 actively encourage applications from individuals of all backgrounds, including those from under-represented and minority groups.

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

We value the unique perspectives that come from different life experiences, cultures, and identities. Whether you bring lived experience of using health services, professional expertise, or community insight, your voice matters.

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

Thank you for your interest in Devon Partnership NHS Trust.

There are currently vacancies for two Non-Executive Directors (NED) at Devon Partnership NHS Trust (DPT). This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people served by the Trust. We are passionate about promoting good mental health and wellbeing and we are looking for new Non-Executive Directors to support our work.

2. The person specification

Essential criteria

You will need to have a genuine commitment to patients and the promotion of excellent health care services. For both roles you will have excellent demonstratable senior level experience as follows:

- Previous NED experience with an organisation of similar size and complexity of Devon Partnership NHS Trust (DPT)
- Strong strategic capabilities
- Experience of operating in a highly regulated environment
- Must be capable of chairing sub-board meetings with credibility and effectiveness
- Must be able to demonstrate strong inter-personal skills/relationships
- Must have a demonstrable passion for mental health and learning disability services would be an advantage.

In addition, for the first role a specialism in digital and AI at a senior level ideally combining practical business experience as well as an academic/research background in digital and AI.

For the second role, extensive experience of delivering transformational change at scale and pace in organisation of similar size and complexity as DPT where workforce “buy in” to change was a key factor in successful delivery.

For both roles, we will particularly keen to hear from applicants with an interest and experience in inclusion and diversity and lived experience of mental health/learning disabilities 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:



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:

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.

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 individuals of all backgrounds, including those from underrepresented groups and people living with disabilities, who we know are all under-represented in these important roles.

- Applicants should live in or have strong connections with the area served by the trust.
- On average this role will require the equivalent to 2 to 5 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 Devon Partnership NHS Trust

We provide mental health, learning disability and neurodiversity services across Devon, the South West, and nationally. We're dedicated to improving mental health and wellbeing, working with our partners to provide high-quality, safe and recovery-focused care.

We serve a population of approximately 894,000 residents covering an area of 2600 square miles. DPT covers an area that is predominantly rural with areas of urban development along its north and south coastlines. Life expectancy for both men and women is higher than the England average. There is a significantly higher rate of people aged 65 and over in Devon compared to the England average.

DPT is commissioned to provide services by NHS Devon Clinical Commissioning Group (CCG) and Bristol CCG. Our partnerships with local authorities, primary care networks, voluntary, charity, community and social enterprise sector organisations, acute hospitals, social care providers, the police, criminal justice system and commercial providers of healthcare are critical as we work to develop and improve our offer. Together we can ensure that the people who need our help are able to access our services quickly, get the care and treatment they need and are discharged safely.

We provide the following services:

Community based services for adults	Community based services for older people
Ocean View, Cypress and Russell Clinic long stay/ rehabilitation wards for adults	Langdon Hospital - forensic inpatient and secure wards and community forensic and criminal justice services
Five acute wards for adults of working age (Moorland View, Delderfield, Coombehaven, Haytor and Salus)	The Junipers Psychiatric Intensive Care Unit
The Brook - our new 10-bed inpatient unit at Langdon, supporting people with mental health needs and a learning disability and people with autism	Mental health crisis services and health-based place of safety
Three acute wards for older people (Beech, Rougemont and Meadow View)	Community based services for adults with a learning disability or autism
Children and Family Health Devon - child and adolescent community mental health services	Perinatal Mental Health Community services and Jasmine Lodge Mother and Baby Unit
The Haldon Unit eating disorder service	The Laurels specialist gender identity clinic
Iris Centre Personality Disorder Service	



We have an income of over £403m a year and employ around 4,500 staff. Each year we receive around 85,000 referrals and support about 28,000 people every month.

We also have more than 50 peer support workers, 70 volunteers and 112 experts by experience with lived experience - who make a unique and valuable contribution to our work. Our *Together* approach and ethos are an integral part of the way we do things and we strive to involve the people who use our services, families, carers, peer support workers and staff in every aspect of our work.

Collaboration and co-production are at the heart of everything we do. From recruitment interviews to the design of new services and pathways, we take every opportunity to seek people's views in helping to shape and improve our work.

We're an equal opportunities employer, working to challenge discrimination and stigma, and promoting recovery, inclusion, and wellbeing. We want mental health, learning disability and neurodiversity to be seen as equally important as physical health services. We are proud to be the organisation behind Mindful Employer, established in 2004, with a long history of empowering employers across the nation to achieve better mental health at work. As a part of Devon Partnership NHS Trust, [Mindful Employer](#) and its services are administered by a team of mental health and employment professionals. Combining our expertise across these sectors, it is our mission to provide employers with easy access to the information and support necessary to help them lead from the front on matters of workplace mental health and wellbeing.

At the heart of our strategy are people, inclusion and partnerships. Our mission is 'to achieve excellent health outcomes and address health inequalities, championing mental health, learning disabilities and neurodiversity'. This is so that we can improve the quality of life for the people we serve and create a great place to work.

DPT is currently rated 'Good' overall by the Care Quality Commission. We strive to use the expertise that sits within our own organisation and the resources and skills of our partners across the health and care economy to enable us to deliver high quality services that are safe, focused on people's experience and outcomes, and driven by the voices of the people who use them.

DPT also has commissioning responsibilities as the Lead Provider of the South West Provider Collaborative (SWPC). SWPC is an award-winning partnership which includes NHS trusts, independent sector organisations and a community interest company, with Devon Partnership NHS Trust in its lead provider role. The organisations involved are:

- Devon Partnership NHS Trust
- Avon and Wiltshire Mental Health Partnership NHS Trust
- Cornwall Partnership NHS Foundation Trust
- Dorset Healthcare University NHS Foundation Trust

- Gloucestershire Health and Care NHS Foundation Trust
- Somerset NHS Foundation Trust
- Livewell Southwest
- Elysium Healthcare
- Priory

Together, we are transforming the mental healthcare landscape in the South West, covering a vast geography that spans almost 24,000 square kilometres, impacting many integrated care systems and a population of around 5.8 million.

As an organisation we endeavour to be open, responsive and inclusive in our attitude and our practices, engaging internally and externally to ensure we learn from others. As a Board, we are clear that truly outstanding clinical services can only be delivered by an empowered workforce, supported by an innovative digitalisation strategy that ensures care is delivered to people in a personalised, accessible and responsive way – supported by evolving technological solutions.

However, the NHS operating environment is also facing significant challenges, financially and structurally, so we need to look at how we deliver this expansion of services in different ways, working within the envelope of our workforce and focusing on how we up-skill and re-skill our workforce to deal with these changes.

To ensure the Board can support the organisation in delivering outstanding care for the people that use our services, we need to have the strongest skills around the Board table and have the most effective Board governance - so there has never been a more meaningful time to join us as a Non-Executive Director and bring your support, challenge and insight. We are encouraging applications from colleagues from a broad range of professional backgrounds including, but not limited to digitalisation, education, public health and commissioning.

We are committed to increasing the diversity of our Board and wider organisation and so we would also particularly welcome applications from people from under-represented groups.

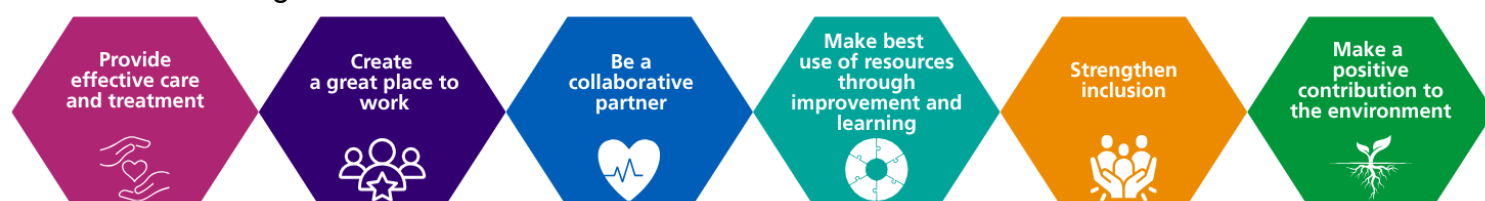
Our Vision, Mission and Values

DPT is about to launch its refreshed Corporate Strategy, which we have coproduced with our staff and people using our services. The Corporate Strategy for the period 2026–2030, builds on the achievements and lessons learned from our 2022–2025 strategy and is in alignment with national and regional healthcare reforms and priorities.

Our mission is to ‘Achieve excellent health outcomes and address health inequalities, championing mental health, learning disabilities and neurodiversity.’

Our values are directly reflective of the NHS values; important recognition that staff commit to being part of one NHS.

Our strategic aims are:



Underpinning our Corporate Strategy are both DPT’s Clinical Strategy, our Together Strategy and our Carers Strategy.

Our [Clinical Strategy](#) sets out our commitments to those people and their families and carers; the people we employ; the communities we serve and our partner organisations. It also sets out our priorities and the principles which underpin our approach to delivering care and support. It is a key driver in our desire to commission and deliver safe, high-quality services for people with mental health, learning disability and neurodiversity needs.



We are rightly proud of the Together approach. As an organisation, we cannot improve mental health, learning disability and neurodiversity services on our own. Working constructively with others is essential. The [Together Strategy](#) is a useful reminder that the key partnership is between our staff and experts by experience (both service users and their supporters, especially carers). Our strategy makes clear that this partnership can take many shapes and forms: from consultation to co-production. Each has a role to play but it's important that we aim for coproduction, as much of the time as possible. That equal partnership should be our gold standard and be our default.

Our [Carers Strategy](#) is to ensure that carers are at the heart of everything we do. We recognise the invaluable contribution and the essential role that carers, including those under the age of 18 and those working within our organisation, take on supporting people with mental health challenges, learning disabilities and diverse neurological needs. We will work collaboratively with carers and families, recognising them as experts and equal partners in care as much as possible.



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

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

- **Support to prepare candidates to apply for a non-executive vacancy including:**
 - About the NED role
 - 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

For more information, you can get in touch with:

- We strongly recommend an informal and confidential discussion with Andy Willis, the Chair of the Trust. Please contact the Chair and Chief Executive's Office on 01392 208662 or by emailing dpt.chairandchiefexecoffice@nhs.net
- **NHS England** – for general process enquiries contact Helen Barlow by emailing helen.barlow2@nhs.net
- 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 as well as previous employer(s) from the past six consecutive years. They should also cover 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
- If you have previously held a Chair or Non-executive Director position in the NHS, a Board Member Reference will also be requested from your former organisation(s) post September 2023
- 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
- tell us about any dates when you will not be available



Appendix 4: Key dates

- **closing date for receipt of applications: 5 January 2026 at 11am.** Please forward your completed application to england.chairsandneds@nhs.net quoting reference **S3381**
- **Interview date: tbc - January 2026**
- **Proposed start date: tbc**

NHS England

E: england.chairsandneds@nhs.net

W: england.nhs.uk

