

Role Description: Non-Executive Director (Finance/Commercial Expertise)

Purpose of the Role

Non-Executive Directors are voting members of the Trust Board and share collective responsibility for the performance, governance, and strategic direction of the organisation. They provide independent oversight, constructive challenge, and bring external perspectives to ensure the Trust delivers safe, effective, and financially sustainable healthcare services.

Key Responsibilities

- **Strategic Leadership:** Contribute to setting the Trust's vision, values, and strategic objectives, ensuring alignment with NHS priorities and local health needs.
- **Governance & Assurance:**
 - Scrutinise the performance of the Executive team against agreed goals.
 - Ensure robust financial controls, risk management, and governance systems are in place.
 - Satisfy yourself on the integrity of financial, clinical, and operational information.
- **Committee Leadership:** Chair or actively participate in key committees (e.g., Audit Committee).
- **Stakeholder Engagement:** Act as an ambassador for the Trust, engaging with the Council of Governors, patients, staff, and external partners.
- **Compliance:** Ensure adherence to statutory obligations, NHS Provider Licence, and Care Quality Commission standards.
- **Culture & Values:** Promote openness, transparency, and the highest standards of probity and integrity.

Time Commitment: Typically 2.5–3 days per month, including Board meetings, committee work, and stakeholder engagement.

Person Specification

Essential Criteria

- **Financial/Commercial Expertise:**
 - Professional qualification or significant experience in finance, audit, or commercial management.
 - Strong understanding of financial strategy, risk management, and value-for-money principles.
- **Board-Level Experience:**
 - Proven track record of operating at Board or equivalent senior level in a complex organisation (public, private, or voluntary sector).
- **Governance Knowledge:**
 - Familiarity with corporate governance, audit, and assurance frameworks.
- **Strategic Thinking:**

- Ability to analyse complex information, think strategically, and make sound decisions.
- **Independence & Integrity:**
 - Demonstrates objectivity, accountability, and commitment to NHS values.
- **Communication & Influence:**
 - Excellent interpersonal skills to engage with diverse stakeholders and provide constructive challenge.

Desirable

- Experience in healthcare or regulated sectors.
- Knowledge of sustainability, or digital transformation.
- Committee Chair experience (Audit or Finance).

Other Requirements

- Commitment to NHS principles and the Trust's values.
- Ability to devote sufficient time (approx. 2.5 - 3 days/month).

Fit and Proper Persons

Candidates will also need to demonstrate that they meet the requirements for the 'fit and proper person' test which came into effect at the end of November 2014. The criteria are that a director must:

- Be of good character
- Have the qualifications, skills and experience necessary for the relevant position
- Be capable of undertaking the relevant position, after any reasonable adjustments under the Equality Act 2010
- Not have been responsible for any misconduct or mismanagement in the course of any employment with a CQC registered provider
- Not be prohibited from holding the relevant position under any other law. e.g. under the Companies Act or the Charities Act.

A director will be deemed unfit if they:

- Have been sentenced to imprisonment for three months or more within the last five years, although CQC could remove this bar on application
- Are an undischarged bankrupt
- Are the subject of a bankruptcy order or an interim bankruptcy order
- Have an undischarged arrangement with creditors
- Are included on any barring list preventing them from working with children or vulnerable adults.

A director will fail the 'good character' test, if they:

- Have been convicted in the United Kingdom of any offence or been convicted elsewhere of any offence which, if committed in any part of the United Kingdom, would constitute an offence
 - Have been erased, removed or struck off a register of professionals maintained by a regulator of health care or social.
-

Appointment Details

- **Position:** Non-executive director
- **Term of Appointment:** 3 years
- **Remuneration:** £14,500 per annum, payable in accordance with the Trust's standard arrangements.
- **Other Conditions:** subject to annual performance review, compliance with governance standards, this post is a public appointment / statutory office rather than a job and is therefore not subject to the provisions of employment law.