

Group Chair

South Central and South East Ambulance Group

Role Description and Person Specification

The role of the Group Chair

The Group Chair has a unique role in leading the Boards of the two Trusts, working together with the Group Chief Executive to harness each Trusts strengths, share innovation and open up opportunities for delivering our clinical and support services in the most effective and responsive way for the benefit of the populations served. The Group Chair will be integral to the delivery of the Group aims, developing the Group itself as it comes together, and have a clear impact on the ability to enhance patient care, outcomes and experience.

The role combines the duty to lead effective governance, consistent with the Nolan principles and NHS values, with securing a complementary long-term vision and strategy for each organisation in line with the NHS 10 year plan.

The Group Chair will provide highly effective, visible and authentic leadership of the Boards and Councils of Governors of the two Trusts. They will play a full role in the determination and development of strategies; to provide oversight and scrutiny of plans to achieve those strategies. They will support, encourage and enable the Executive Teams of the Trusts to deliver, whilst also holding them to account for that delivery, whilst building a good relationship with the Chief Executive, allowing for challenge.

The Group Chair must ensure that communication into and out of the Boardrooms is clear, consistent and honest, maintaining strong and effective working relationships with members, Governors, and other internal stakeholders, as well as with partner organisations in the area, the region and nationally.

Working in partnership with colleagues, the Group Chair will set the tone for partnership and collaborative working. They will act as a role model for a culture that is inclusive and respectful and reflects the vision and values of the Trusts, as individual organisations, and collectively.

Externally, the Group Chair will be a public voice, exemplifying the values and representing the best interests of our patients and local population. They will also build effective relationships with the partner organisations of both Trusts, engaging with ICBs, NHS England, local NHS Trusts and Foundation Trusts, regulators, and the voluntary and community sector.

They will use their energy, skills and experience to help drive the delivery of sustainable healthcare services for the populations served.

Effective management of potential or perceived conflicts of interest and the maintenance of confidentiality within individual organisations where required will be of paramount importance to the delivery and integrity of the role.

The role of the Group Chair – key competencies

The role has been aligned to the six leadership competency areas outlined in the NHS England Leadership Competency Framework.

Driving high-quality and sustainable outcomes

This competency relates to 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.

The Group Chair will be expected to:

- Ensure that the patient voice informs, as appropriate, the work of the Boards, and the Councils of Governors
- Seek assurance that the Trusts deliver the best possible care for patients.
- Show a commitment to ensuring excellence in the delivery of high quality and safe care within the resource allocation.
- Seek assurance that the Trusts demonstrate continual improvement and collectively strive to meet the standards expected by our patients and communities, as well as commissioners and regulators.
- Model behaviours that demonstrate and champion the importance of learning and improvement.
- Assure that the Trusts are making the best use of financial and other resources in order to maximise effective treatment for patients.

Setting strategy and delivering long-term transformation

This competency relates to 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.

The Group Chair will be expected to:

- Develop strategies as part of each unitary Board which deliver against the needs of the people using our services, as well as statutory duties and national and local system priorities.
- Ensure that there is a long-term strategic focus while delivering short-term objectives to develop joined-up strategies and shared goals and outcomes across the two Trusts.
- Seek assurance that strategies reflect an appropriate prioritisation and use of resources across the two Trusts. This includes ensuring that strategies reflect best practice and are informed by the political, social and technological environments in which the Trusts operate.
- Establish clear objectives to deliver the agreed plans and strategy and regularly seek assurance over performance against those objectives

- Hold the respective Trusts' Chief Executives and other Board Leadership Teams to account for the effective management and delivery of each organisation's strategic aims and objectives.
- Act as an ambassador for the Trusts and the Group in engagement with key partners and stakeholders, representing the Trusts' views with national, regional or local bodies and / or individuals. Seek assurance that strategic plans have due regard to the views of these key stakeholders.

Promoting equality and inclusion, and reducing health and workforce inequalities

This competency relates to 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.

The Group Chair will be expected to:

- Ensure there is an understanding and commitment within each unitary Board to address variation and inequalities in the quality of care and outcomes to ensure that there are improved services and outcomes for all patients and communities, including our workforce.
- Demonstrate social and cultural awareness and work professionally and thoughtfully with people from all backgrounds.
- Work in partnership with other boards and organisations across systems to ensure decision-making improves population health and reduces health inequalities across the geographical footprint and wider services of the two Trusts.

Providing robust governance and assurance

This competency relates to 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.

The Group Chair will be expected to:

- Embrace the principles of a unitary Board and work with Board colleagues to reach collective agreement on decisions and approaches.
- Use a variety of information sources and data to seek assurance over quality, financial, operational and people performance.
- Be a visible leader, taking part in Board walkabouts and other engagement opportunities, triangulating the observations from direct engagement with the information presented at Board and committee levels.
- Uphold the values of the Trusts through their own behaviours.
- Promote the highest standards of governance.
- Use personal and professional knowledge and experience to constructively contribute at the Board meetings and support continuous improvement.

- Attend specific committees and ensure effective Non-Executive Director representation and membership across the committees of the two Trusts.
- Ensure that constructive relationships based on candour, trust and mutual respect exist between Executive and Non-Executive Directors,
- Ensure the Boards have the right balance and diversity of skills, knowledge and perspectives, and the confidence to challenge on all aspects of clinical and organisational planning,
- Chair the Councils of Governors, and having due regard of their opinions, as appropriate and supporting the Councils in their role of holding Non-Executive Directors to account for the performance of the Boards.
- Ensure effective and productive relationships between the Council of Governors and Boards at each Trust, and also between the Councils of Governors across the two organisations.
- Participate in any Board induction, training and evaluation identified as an individual and as part of the Boards or committees
- Deliver the annual performance appraisals of the Non-Executive Directors, in line with the process agreed by the Councils of Governors and reporting back to the Councils of Governors appropriately
- Undergo an individual and Board performance appraisal, and attending any additional training highlighted as a result of the evaluation process

Creating a compassionate, just and positive culture

This competency relates to 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.

The Group Chair will be expected to:

- Lead by example, encouraging diversity, change and innovation, and shaping an inclusive, compassionate, patient-centred culture in accordance with the individual Trusts' vision and values.
- Promote visible, inclusive and compassionate leadership across all staff groups.
- Contribute towards the development of a supportive, just and positive culture across the Trusts.
- Seek assurance that appropriate arrangements are in place to engage with and listen to staff and support staff wellbeing.
- Ensure that there is a safe culture of speaking up in the Trusts and seek assurance over this.

Building trusted relationships with partners and communities

This competency relates to 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.

The Group Chair will be expected to:

- Actively promote collaboration, consultation and co-production with the people using our services, our communities, our workforce, and key partners such as ICB's, NHS England, local NHS Trusts, community and VCSE partners, and other organisations.
- Foster productive relationships and harness opportunities to strengthen collaborative working.
- Maintain transparent and productive relationships with the Councils of Governors.
- Maintain and continue to develop knowledge about the local health systems.

Person Specification

Education

- Professional qualification or equivalent experience.

Experience

- Significant Board-level leadership, ideally across sectors.
- Ideally proven Chair experience in the NHS or a similar complex, highly regulated organisation.
- Track record in setting strategy, delivering transformation, and managing complexity.
- Skilled in engaging diverse communities and shaping inclusive, innovative cultures.
- Experienced working across boundaries, navigating ambiguity and consensus building.

Personal Attributes

- Builds trusted relationships with partners, communities, and stakeholders.
- Politically astute with strong interpersonal, communication, and leadership skills.
- Committed to NHS values, equality, diversity, and inclusion.
- Passionate about health and social care, driving continuous improvement and tackling inequalities.
- Visible, compassionate leader focused on staff and patient experience.

Skills & Knowledge

- Strong financial acumen; balances quality, performance, and finance.
- Deep understanding, governance, and assurance.
- Ability to challenge, scrutinise, and hold to account.
- Influential across senior leadership and multi-disciplinary teams.

Other

- Meets fit and proper person requirements.
- Able to commit sufficient time and energy to the role.

Time commitment

The Chair role requires a time commitment of 3 days a week. The post holder would be expected to personally:

- Chair the meetings of the two Trust Boards and the two Council of Governors;
- Chair the Annual General Meetings and the Board Development sessions for the two Trusts;
- Conduct the appraisals of Non-Executive Directors across the two Trusts;
- Attend regular meetings with the Chief Executives of each Trust;
- Hold regular informal meetings with the Non-Executive Directors, Deputy Chair and Senior Independent Directors of each Trust

- Represent the two Trusts strategically with national, regional and local stakeholders, including local authorities, universities, regulators.

Terms of Appointment

This is a single role, chairing two Trusts, including their Boards and Councils of Governors, appointed by the Councils of Governors of both Trusts.

The initial appointment will be for a period of three years, after which the Chair may be considered for further terms of office, subject to the needs of the organisations and effective performance in the role. The initial appointment and re-appointment decisions will rest with the Councils of Governors.

The estimated expected time commitment for this role will be **two to three days per week**. This post may require a greater time commitment in the initial period as the postholder fully embeds this new role.

The remuneration for this position is **£58,000 per annum, with a further £10,000** per annum complexity allowance, in line with national pay guidance and frameworks.

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 require 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.

Appointments are conditional on the satisfactory completion of fit and proper person checks in accordance with the local and national requirements.

For further information, please do visit our recruitment website <https://join-scseamb.co.uk/>

For a discussion in confidence, please contact our retained recruitment partners at **GatenbySanderson:**

Will McAlpine, Principal Researcher
E: will.mcalpine@gatenbysanderson.com
T: +44 (0) 7554 050 236

Julia St Clare, Senior Consultant
E: julia.stclare@gatenbysanderson.com
T: +44 (0) 7807 631 564

Melanie Shearer, Partner
E: melanie.shearer@gatenbysanderson.com
T: +44 (0) 7785 616 548

Closing date: 9am Friday 9th January 2026

