

Could you help lead the NHS in your area?

**University Hospitals Coventry and
Warwickshire NHS Trust**

2x Non-executive Directors

Candidate information pack

Reference: M3424

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 particularly welcome applications from women, people from the local global majority communities, and disabled people who we know are under-represented in chair and non-executive roles.

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

There are vacancies for two Non-executive Directors (NEDs) at University Hospitals Coventry and Warwickshire NHS Trust (UHCW). 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.

2. The person specification

Essential criteria

You will need to have a genuine commitment to patients and the promotion of excellent health care services. You will have senior level experience in one or more of the following areas:

Role 1 – General/Clinical

- Senior level experience, ideally, but not exclusively, from a clinical background. For example, you may be an allied healthcare professional, or have experience in nursing; or you may have experience in primary care or in local community development. It is anticipated that the successful candidate will sit as a member of the Quality and Safety Committee, or the People and Culture Committee.

Role 2 – Finance

- Recent, relevant finance experience gained within a large and complex organisation and with a financial qualification. It is anticipated that this role will Chair either the Audit and Risk Assurance Committee or the Finance and Performance Committee.

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.

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.

- 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. Non-Executive Directors at UHCW generally sit on two Board committees (including any they may Chair) as well as an expectation that they attend six Board meetings per year and six Board development sessions. There will also be regular forums with Non-Executives across the Coventry and Warwickshire, and Hereford and Worcestershire footprint, as well as monthly internal meetings as a group of UHCW Non-Executives alongside monthly briefings with the Chief Executive Officer and Chair.
- 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 University of Coventry and Warwickshire NHS Trust

UHCW is responsible for two hospitals, University Hospital in Coventry and the Hospital of St Cross in Rugby, as well as running services from the City of Coventry Health Centre. The Trust delivers a range of services across the West Midlands region. The Trust was first established in Coventry in 1992 and expanded to include Rugby in 1998. Between them, their two hospitals serve a population of over a million people.

Every year the trust provides more than 850,000 episodes of care to patients from across Coventry, Warwickshire and beyond. Its Trauma and Emergency departments are amongst the busiest in the UK, while maternity services deliver over 5,000 babies per year with unique services such as a dedicated Centre for Reproductive Medicine. UHCW is proud that year on year their Cancer Services perform strongly in the region and the country. The trust provides both Emergency and Elective Care and specialises in Cardiology, Neurosurgery, stroke, joint replacements, In Vitro Fertilisation (IVF) and maternal health, diabetes and kidney transplants. They are also a designated Major Trauma and Cancer Centre. In July 2024, the Trust also took on responsibility for providing Community Services to people in Coventry, with the transfer in of a further 550 staff

UHCW employs more than 11,000 people, has access to more than 1,700 temporary workers and 350 volunteers. The trust is a major Teaching Trust linked to Warwick Medical School, providing excellent education and training for medical students. They also have strong links to Coventry University, particularly in relation to training and development of nurses and associated health professionals. UHCW is a major research organisation working closely with both universities.

Through its partnership with the Virginia Mason Institute in Seattle, UHCW has developed its leading improvement methodology and management system, named UHCWi. The methodology is central to the Trust's continued focus on improvement. UHCW attracts visits from NHS and non-NHS organisations keen to learn from the Trust's improvement journey.

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:

- **UHCW NHS Trust** - for an informal and confidential discussion with the Chair, Sue Noyes, please contact Emily Williams, Executive Assistant by emailing emily.williams@uhcw.nhs.uk
- **NHS England** – for general process enquiries contact Jane Hundley by emailing jane.hundley@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, and including details of your links to the Coventry and Warwickshire area
- 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 accompanies this pack and is available for download
- tell us about any dates when you will not be available

Appendix 4: Key dates

- **closing date for receipt of applications: 13 January 2026 at 11am.** Please forward your completed application to england.chairsandneds@nhs.net quoting reference **M3424**
- **Interview date: w/c 26 January 2026**
- **Proposed start date: 1 April 2026**, although we would welcome availability in advance of this to ensure an effective induction including opportunity for a handover where relevant.



NHS England

E: england.chairsandneds@nhs.net

W: england.nhs.uk

