

# Could you help lead the NHS in your area?

**The Leeds Teaching Hospitals NHS  
Trust**

**Non-executive Director  
Candidate information pack**

**Reference: N3515**

**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 underrepresented groups and people living with disabilities.**

**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

There is a vacancy for a Non-executive Director (NED) at Leeds Teaching Hospitals NHS Trust (LTHT). 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.

The Trust is a values-led organisation, and one of the largest and busiest acute hospital trusts in the country. The Trust is the local hospital for Leeds and provides specialist services for our local communities, the Yorkshire and Humber region and beyond. The Trust plays an important role in the training and education of medical, nursing and dental students, and is a centre for world-class research, innovation and pioneering new treatments.

## 2. The person specification

### Essential criteria

The Trust is seeking a Non-executive Director who can represent and advocate for the diverse local communities the Trust serves. Candidates should bring senior-level experience gained within the public, voluntary, community, or charity sectors, combined with a strong understanding of the challenges and opportunities facing health and social care.

Essential experience should also include one or more of the following areas:

- **Workforce development** – shaping strategies to attract, retain, and develop talent.
- **Strategic planning** – contributing to long-term vision and organisational priorities.
- **Finance and risk management** – ensuring robust governance and financial sustainability.
- **Performance management** – driving improvement and accountability across services.
- **Service development** – supporting innovation and transformation to meet community needs.

Candidates will need to have a genuine commitment to patients and the promotion of excellent health care services. The successful candidate will demonstrate a commitment to equality, diversity, and inclusion, and have the ability to engage effectively with local stakeholders to ensure the Trust's decisions reflect the voices of the communities it serves.

## 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:



<b>Working together for patients*</b>	<b>Compassion</b>
Building a trusted relationship with partners and communities	Creating a compassionate, just and positive culture
<b>Respect and dignity</b>	<b>Improving lives</b>
Promoting equality and inclusion and reducing health and workforce inequalities	Setting strategy and delivering long term transformation  Driving high quality sustainable outcomes
<b>Commitment to quality of care</b>	<b>Everyone counts</b>
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 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 The Leeds Teaching Hospitals NHS Trust

Leeds Teaching Hospitals NHS Trust is one of the largest and busiest acute hospital trusts in the country. They are the local hospital for Leeds and provide specialist services for our local communities, the Yorkshire and Humber region and beyond.

Their specialist services are commissioned by NHS England and we are one of the largest providers of these services in this country. These fall into five key groups:

- Neurosciences and major trauma
- Cardiac services
- Specialised transplantation and other specialised surgery
- Specialist children's services
- Cancer, blood and genetics

This means that people in Leeds have access to some of the very best care in the country and benefit from a seamless provision of all services.

They play an important role in the training and education of medical, nursing and dental students, and are a centre for world-class research, innovation and pioneering new treatments.

Leeds Teaching Hospitals has a budget of more than £1.9 billion and a 22,000-strong staff. Last year, they delivered more than 1.6 million episodes of care, including 97,000 inpatient admissions, 1.2 million outpatient attendances and 344,000 attendances in our Emergency Departments.

Their care and clinical expertise are delivered from seven hospitals on five sites, and they are all joined by their vision to be the best for specialist and integrated care. The Trust is currently rated as good by the CQC.

Find out more on their website: [www.leedsth.nhs.uk](http://www.leedsth.nhs.uk)

- [About the Trust](#)
- [Trust Board \(leedsth.nhs.uk\)](#)
- [Building the Leeds Way \(leedsth.nhs.uk\)](#)
- [https://www.leedsth.nhs.uk/documents/annual-report-and-accounts-2022-23/LTHT Annual Report 2023-2024 \(leedsth.nhs.uk\)](https://www.leedsth.nhs.uk/documents/annual-report-and-accounts-2022-23/LTHT%20Annual%20Report%202023-2024.pdf)
- [Our Strategy \(leedsth.nhs.uk\)](#)
- [CQC inspections of maternity and neonatal services 2025](#)
- [Board Meeting - 31 July 2025 - Leeds Teaching Hospitals NHS Trust](#)

#### **Vision, Values and Strategic Priorities**

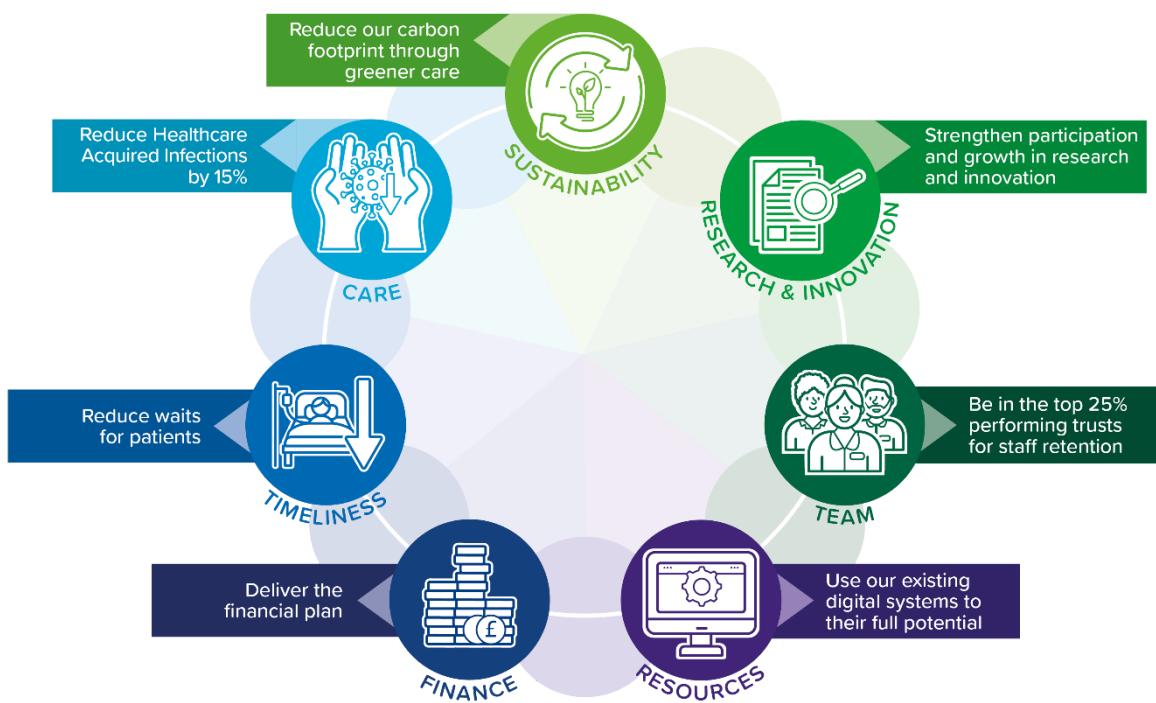
Leeds Teaching Hospitals  
provides patients with access to



some of the very best care in the country across a wide range of services. They are committed to delivering the highest quality compassionate care for all of their patients all of the time

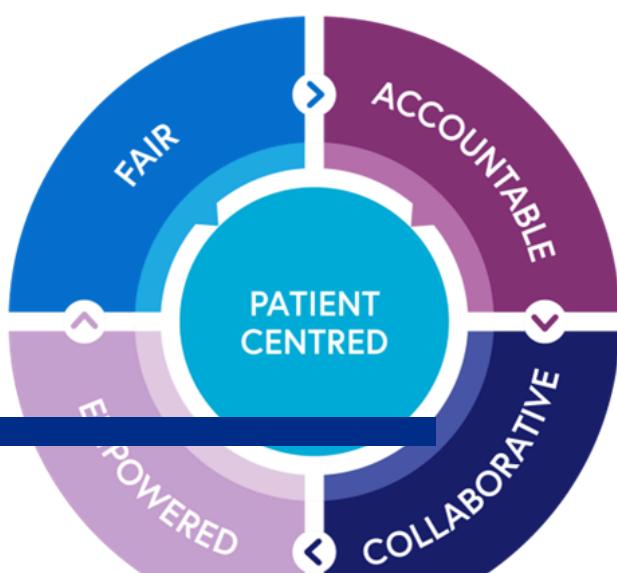
The Trust is committed to delivering the highest quality and safest treatment and care to every patient, every time.

To support delivery of their vision, they have seven multi-year goals. These provide the direction for their organisation and are upheld by their 7 Commitments. The 7 Commitments refresh every year, and align with their multi-year goals – by delivering these they will be able to realise their strategic priorities and ultimately their Trust's vision to provide the highest quality specialist and integrated care.



### The Leeds Way Values

The Trust values were designed by staff in 2014, and they are still relevant to how the Trust works today. The Leeds Way continues to be central to who they are. Being patient centred, fair, collaborative, accountable and



empowered runs through everything they do.

### **The Leeds Improvement Method**

Underpinning all their work around the vision, goals and the Leeds Way values, is the Leeds Improvement Method. Bringing together Quality Improvement with daily management methods, The Leeds Improvement Method aims to reduce variation and waste, empowering staff to use small-scale tests of change to continuously improve the quality of care they provide to their patients and their careers.

Find out more about this here:

<https://www.leedsth.nhs.uk/about/the-leeds-way/values/>

## **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

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:

- If you would like a confidential discussion about the roles, please contact our recruitment advisers at Nurole: **Mark Bate**, Head of Healthcare, 07535 678656 [mark.bate@nurole.com](mailto:mark.bate@nurole.com)
- We strongly recommend an informal and confidential discussion with Antony Kildare, the Chair of the Trust. Please contact Marie Pearson on 0113 206 4326 or email [marie.pearson7@nhs.net](mailto:marie.pearson7@nhs.net)
- **NHS England** – for general process enquiries contact Miriam Walker by emailing [miriam.walker@nhs.net](mailto:miriam.walker@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 Director, Chair or Non-executive Director position in an NHS funded organisation or a regulated services organisation (see list below), a Board Member Reference (BMR) will also be requested from your former organisation(s), for posts ending after September 2023:
  - NHS Trusts and Foundation Trusts
  - Integrated Care Boards
  - NHS England (national and regional teams)
  - Arm's Length Bodies if they deliver regulated services
  - Independent providers commissioned by the NHS (e.g. private hospitals, social enterprises)
  - Community Interest Companies (CICs) delivering NHS-funded care
  - Joint ventures or partnerships involving NHS statutory bodies
- 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: 9 February 2026 at 11am.** Please forward your completed application to Nurole as follows:
- **Interview date: 26th February 2026**
- **proposed start date: 1 April 2026**

**NHS England**

E: [england.chairsandneds@nhs.net](mailto:england.chairsandneds@nhs.net)

W: [england.nhs.uk](http://england.nhs.uk)



