



Non – Executive Director- Chair of Audit committee

Candidate information pack. Ref: L3584



Promoting hope & wellbeing **together**

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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Welcome

Dear Candidate

Thank you for your interest in the Non-Executive Director (NED) leadership role and the Chair of Audit committee in particular. This pack provides you with all the information you may need to apply for this vacancy.

We are proud of our journey of improvement and growth over the last four years which has included the expansion of our service portfolio in to encompass the leadership of community services in the Boroughs of Ealing, Hounslow and beyond. Navigation of this journey and realisation of change has only been made possible with the dedication, commitment and engagement of our 6000 staff, more of whom than ever would recommend us a place of work. Our values underpin all that we do and shape our approach to driving transformation through greater partnership working within North West London partners and wider system partners.

The mental health and community services Trusts in North West London – Central and North West London Foundation Trust, Central London Community NHS Trust, West London NHS Trust — have come together as a provider collaborative and formed a Board-in-Common to take forward their shared strategic agenda. Each of the Trusts has retained their individual Boards that will continue to play a vital role in leading their organisations.

We want a Trust Board that reflects the diversity of the populations we serve and we are open to people with the relevant financial background. We want talented, passionate and committed Non-Executives who are eager to contribute to raising the quality and efficiency of the care that we provide to our patients and communities. We are looking for someone that has proven track record of driving improvements in a complex environment at senior level, experience of partnership working, a good understanding of the strategic landscape in the NHS and a sound understanding of corporate governance.

As a group, our non-executive Directors bring their experience, values and perspectives to support and challenge our high-performing executive team and seek to balance the focus on day to day operational complexity and pressure with the long-range view and ambition.

Please apply by submitting your CV with a covering letter of support detailing why you are interested in this role and how your skills and experience meet the person specification. Please submit your CV and covering letter to raginipatel@nhs.net

Thank you for your interest in this role and I wish you every success with your application.

Yours sincerely

Maria O'Brien
Chief Executive

1. The opportunity

There is a vacancy for a Non-executive Director (NED) at West London NHS Trust. 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

- Senior level recent, relevant finance experience in a large and complex organisation with the capacity to Chair the Audit Committee, preferably, with a financial qualification

You will need to have a genuine commitment to patients and the promotion of excellent health care services.

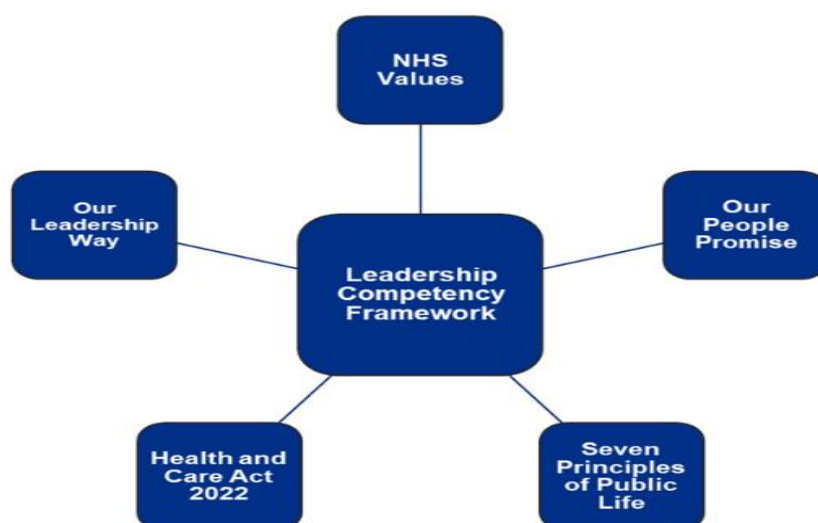
You will need to be able to demonstrate you can use your experience to:

- work alongside other non-executives and executive colleagues as an equal member of the board, bringing independence and an external perspective, skills and challenge to strategy development hold the executive to account by providing purposeful, constructive scrutiny and challenge to help shape and actively support a healthy culture for the trust.

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 to the local community, which includes the London boroughs of Ealing, Hammersmith & Fulham and Hounslow.
- 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](#).

About West London NHS Trust

West London NHS Trust is one of the most diverse healthcare providers in the UK, delivering a range of mental health and physical healthcare and community services which are commissioned locally and nationally. The Trust runs Broadmoor Hospital, one of three high secure hospitals in the country, with an international reputation.

Our high secure services care for patients from across the South of England and we provide low and medium secure services across eight London boroughs. The Trust also provides mental and physical healthcare in three London boroughs – Ealing, Hammersmith & Fulham and Hounslow.

The Trust employs nearly 6000 substantive staff, of whom 59% are from a Black and Minority Ethnic (BME) background. We operate from over 80 sites and our turnover for 2025-26 is estimated to be over £541m.

The Trust is rated as 'Good' overall by the Care Quality Commission, and the rating for our Forensic services has improved from 'Requires improvement' to 'Outstanding'. Rigorous financial management and clinical engagement has been central to our ability to deliver service improvements and a strong financial position. Our staff rate us highly and in the 2024 staff survey, the Trust was above average in six out of the nine themes.

We are on a significant journey of transformation in the quality of services provided, through greater co-production with service users and carers, and addressing long-standing inequalities. Increasingly, we are leading and collaborating closely with Integrated Care Board, as a strong voice for integrated services and the most vulnerable in society.

Collaboration has been the key to our success in recent years. In 2019, the Trust expanded its portfolio to include community services in Ealing and in 2024, Hounslow Community Services also transferred to West London. We are part of a community and mental health Collaborative with CLCH and CNWL. This reflects a change in the improvement philosophy in the NHS from competition to cooperation. This provides an exciting opportunity to align pathways, address inequalities and drive integration for the local population within each of the place-based collaboratives where West London operates.

The Trust is an established key partner and contributor in the development of the West and North Integrated Care system (ICS) and the Integrated Care Board (ICB). The Trust leads the North West London CAMHS (Children and Adolescent Mental Health) provider collaborative. This involves managing the delegated specialist-commissioning budget with a commitment to a recurrent investment of £1.8m a year for community services. The forensic services are part of the North London Forensic Consortium.

Our Trust Strategy

We are West London

Our purpose



Promoting hope & wellbeing **together**

Our values



Togetherness



Responsibility



Excellence



Caring

Our strategic objectives

We put people first

We prioritise the health, wellbeing and delivery of high-quality care for our patients and together we will create a great place to work, where people feel that they can thrive and are united by a culture of fairness and inclusion.

We work closely with our patients and communities

We are deeply rooted in our communities, working alongside patients, carers, and partners to tackle inequities and coproduce high quality services that improve experiences to get the best possible outcomes.

We excel from strong foundations

We are ambitious, building from a position of strength - relentlessly focusing on quality, value and getting our basics right - driving improvements through innovation and digital transformation

The full strategy can be found at www.westlondon.nhs.uk/trust_strategy

How we are organised – Trust Board

Our board

The board is responsible for the services we offer, our performance and how we deliver care.



Executive Directors



Maria O'Brien
Chief Executive



Paul Stefanoski
Chief Financial Officer and Deputy CEO



Gillian Kelly
Chief Nurse



Ragini Patel
Chief People Officer



Dr Claire Dillon
Chief Medical Officer



Dr Christopher Hilton
Chief Operating Officer (Local Services)



Leeanne McGee
Chief Operating Officer (High Secure & Forensics)



Meera Mistry
Chief Strategy Officer

Non-Executive Directors



Mark Friend
Chair



Dr Mohini Parmar
Vice Chair



Chiew Yin Jones
Non-Executive Director



Hassaan Majid
Non-Executive Director



Harry Quilter-Pinner
Non-Executive Director



David Stout
Non-Executive Director



Stephen Marston
Non-Executive Director



Jennifer Quint
Non-Executive Director

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 Mark Friend, the Chair of the Trust. Please contact PA Samantha Leathers, e-mail: s.leathers@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 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:** 4th March 2026 at 11am. Please forward your completed application to england.chairsandneds@nhs.net quoting reference **L3584**
- **Interview date:** W/C 6th April 2026
- **proposed start date:** End May/June 2026

NHS England

E: england.chairsandneds@nhs.net

W: england.nhs.uk

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