



Kindness, Respect, Teamwork  
Everyone, Everyday



**Somerset**  
NHS Foundation Trust



# Non-Executive Director

Candidate information pack

February 2026



# WELCOME

## Hello and thank you for your interest in our non-executive director role.

Somerset NHS Foundation Trust is uniquely placed to work with partners to improve the health and wellbeing of people in Somerset, to provide the best care and support, reduce inequalities and strengthen care and support in local communities.

Our Trust provides a very broad range of services – community, mental health and learning disability services throughout the county, acute services from Yeovil District Hospital and Musgrove Park Hospital and a quarter of Somerset's GP practices via our wholly owned subsidiary Symphony Healthcare Services.

This range of services provides us with a wonderful opportunity to work across traditional sector boundaries, integrate mental and physical health services where appropriate, move care and support into community settings, and deliver the awaited NHS 10-year plan.

We touch the lives of hundreds of thousands of people every year in different settings across the county. We are privileged to work with just under 15,000 motivated and talented colleagues. They are the key to meeting the challenges of the future and we focus on supporting them to deliver the best care for our patients through a compassionate, inclusive and learning culture.

As Chair of Somerset NHS Foundation Trust, I lead a dynamic and open Board of executive and non-executive directors.

Together, we review the performance of the Trust and set strategic direction to push the frontiers of healthcare delivery innovation.

We believe there is strength in diversity, and we are looking for one new team member.

The ideal candidate will bring a strong commercial finance background and enhance our thinking by bringing us different insights, perspectives and challenges. We welcome applications from candidates with a broad range of senior level experience which could have been gained in the commercial, public or not-for-profit sectors.

Candidates should demonstrate compassionate leadership and the highest standards of personal conduct.

If you would like to join us on our exciting and ongoing journey please look through this pack which includes a full person specification.

You can contact our recruitment partners Rhiannon Smith and Jenny Adrian on 07939 250362 or by email at [jadrian@hunter-healthcare.com](mailto:jadrian@hunter-healthcare.com). We look forward to hearing from you.

Best wishes

**Dr Rima Makarem**  
Chair  
Somerset NHS  
Foundation Trust



# ABOUT US

**Somerset NHS Foundation Trust runs acute hospital services, community services, mental health and learning disability services and a quarter of Somerset's GP practices.**

Our Trust is the result of two mergers. The first merger in April 2020, between Taunton and Somerset NHS Foundation Trust and Somerset Partnership NHS Foundation Trust, brought together acute services, community service and mental health and learning disability services. The second merger brought together acute services from both acute hospitals in the county and a large proportion of the county's GP practices.

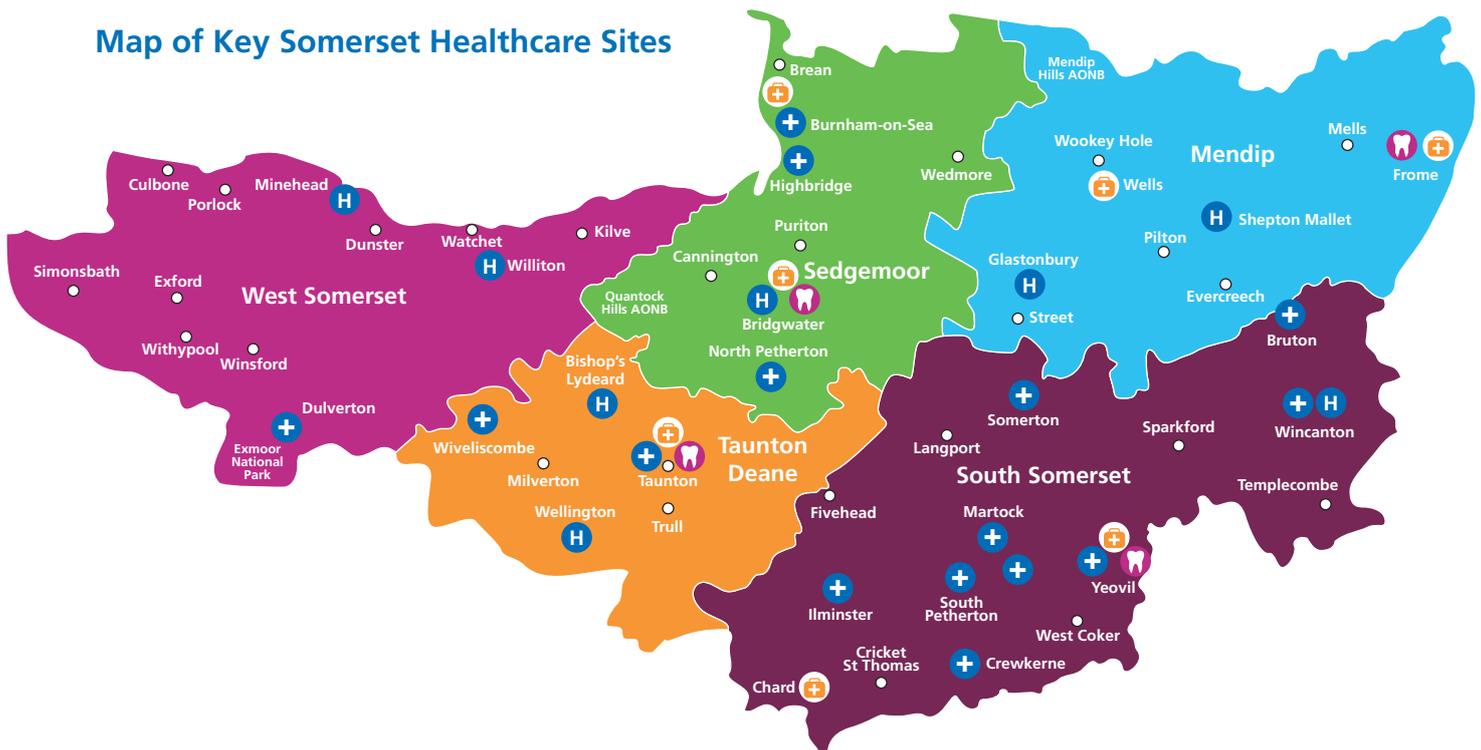
We believe that the broad range of services that we offer within one organisation puts us in a unique position to provide mental and physical health services for our population, helping people to enjoy healthier lives with improved equitable access to the specialist care and treatment they need, when they need it.

In addition, we believe that our unique organisational structure puts us in a good position to respond to the shifts that will be addressed in the NHS 10-year plan, namely improving population health and moving care into community settings.

We are an integral part of the Somerset Integrated Care Board and work with NHS, social care and voluntary sector partners in Somerset to plan and deliver services. We care for patients predominantly from Somerset but also from North Somerset, the west of Dorset and north of Devon. In addition to providing a wide range of patient services, we also contribute to training the next generation of nurses, doctors and therapists and conduct research that will help to advance clinical practice and treatments in the future.

We are privileged to work with just under 15,000 colleagues who deliver or support our patient services. From therapists to nurses, doctors, researchers, scientists, porters, cleaners, kitchen staff, accountants, those who teach and the receptionists who welcome our patients, the contribution of all of our colleagues is invaluable.

## Map of Key Somerset Healthcare Sites



# OUR STRATEGY

The Trust has four clinical strategic aims:

## ONE:

Contribute to improving the physical health and wellbeing of the population and reducing health inequalities, enabling people to live socially-connected, healthy, independent lives, promote early intervention and prevent avoidable illness, valuing all people alike, targeting resources and attention where it is most needed, giving equal priority to physical and mental health.

## TWO:

Provide the best care and support to people ensuring safe, sustainable, effective, high quality, person-centred support in the most appropriate setting.

## THREE:

Strengthen care and support in local communities developing and enhancing support in local neighbourhood areas and bringing care closer to home.

## FOUR:

Respond well to complex needs. Improving outcomes for children and adults with complex needs through personalised, co-ordinated support.

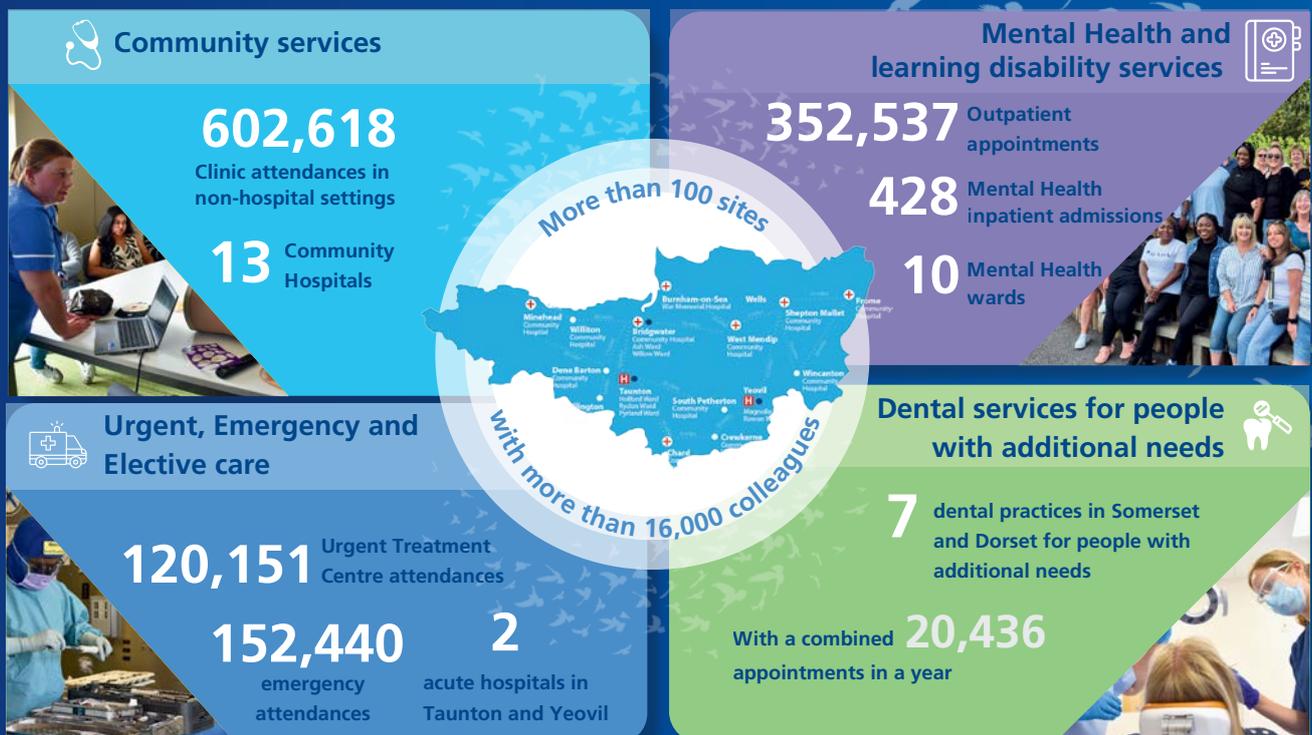
Additionally the Trust has three non-clinical strategic aims:

- Support our colleagues to deliver the best care and support through a compassionate, inclusive and learning culture
- Live within our means and use our resources wisely
- Transforming our services through innovation, research and digital transformation

## Somerset NHS Foundation Trust: Key Facts

All figures from 2024/25

CQC Rated as Good



# MISSION, VISION & VALUES

**At Somerset NHS Foundation Trust** we share a mission to improve the health and well-being of everyone in Somerset and to deliver outstanding integrated care by supporting our colleagues and nurturing an inclusive culture.

Our **vision** is: thriving colleagues, integrated care, healthier people.

Our vision is supported by shared values that were developed by our colleagues across our range of services. They are kindness, respect and teamwork. We strive to use them in our work every day, to develop a compassionate, inclusive and learning culture and put our values at the heart of our service planning, recruitment and the operational running of services for patients.

Our priority is ensure that Somerset NHS Foundation Trust is designed with inclusion at its heart. This means taking bold and innovative action to remove barriers to equality and inclusion.

By promoting equality of opportunity, we're building a culture and a community that actively celebrates and practices dignity, respect and inclusion towards patients and colleagues alike. This is supported by a number of groups representing and supporting different staff groups.

For us, inclusion is an ever developing and organic space and we will continue to look ahead and to celebrate the diverse insights, perspectives and ideas that bring benefits for everyone: staff, patients and the Trusts as a whole.

We will also continue to listen to and learn from our colleagues lived experiences, helping us to shape a culture that truly embraces diversity and inclusion.



Rydon Ward, Taunton

# LEADERSHIP & GOVERNANCE

**Somerset NHS Foundation Trust** is led by the Trust Board, under the guidance of the Chair. It is a unitary board, comprising executive directors including the chief executive and non-executive directors. The Trust Board is supported by a number of sub-committees each of which is chaired by a non-executive director.

The main committees are:

- People Committee
- Audit Committee
- Finance Committee
- Quality and Governance Assurance Committee
- Mental Health Act Committee
- Charitable Committee
- Nomination and Remuneration Committee.

The Trust is organised into six clinical service groups. They are:

- Children, young people and families services group, including child and adolescent mental health services (CAMHS) and maternity services

- Clinical support and cancer services group
- Medical services group, including A&E services
- Mental health and learning disabilities service group
- Neighbourhood services group, including minor injuries services
- Surgical services group

We are a Foundation Trust which enables greater local accountability and greater financial freedom. The Council of Governors is part of our governance structure and holds the Trust Board to account. This means it has a number of duties which include the appointment of the non-executive directors and external auditors and the ability to scrutinise the performance of the Trust Board. Some of our governors are elected by the Trust's public and colleague membership, while others are appointed by partner organisations.

Our Trust constitution sets out the fundamental principles and processes by which our organisation is governed. The constitution and standing orders are posted on the publications page of our website.

# OUR INCLUSIVE TRUST

We work hard to make sure that inclusion is part of everything we do. We know that true inclusion means we are able to provide the best care for our patients and provide a fulfilling career for all our colleagues. Our aim is to create a workplace where everyone is enabled to thrive, and to know that their voice is valued and heard.

Our priority is ensure that Somerset NHS Foundation Trust is designed with inclusion at its heart. This means taking bold and innovative action to remove barriers to equality and inclusion.

## Everyone belongs

We have six active and impactful colleague networks. These networks provide a safe space for colleagues to share their experiences and learn from one another, but also influence change across our Trust. All colleagues are welcome to join our networks which include:

- Multicultural network
- Women's network
- Armed Forces network
- LGBTQ+ network
- Lived experience network, for colleagues living with disabilities
- Neurodiversity network
- Men's network

## Leading the way

Our approach will set us apart, and while it will not be an easy journey, our leaders are fully committed to making our vision for inclusion a reality.

## ONE TEAM... MANY NATIONALITIES



**We are a globally diverse Trust, working together to provide the very best care for every patient, every day.**

# THE ROLE

## ROLE SUMMARY

- Uphold the values of the Trust and ensure that the Trust promotes equality and diversity for all its patients, services users and other stakeholders.
- Ensure the Trust complies with the constitution and any other applicable legislation and regulations at all times.
- Oversee Trust financial information to ensure its accuracy and that financial controls and risk management systems are robust and defensible, in accordance with the requirements set out by NHS England.
- Ensure the Trust operates within the highest standards of probity, value for money and governance at all times.
- Provide independent judgement and advice on issues of strategy, vision, performance, resources and standards of conduct and constructively challenge, influence and support the Board.
- Support, and challenge where appropriate, the Chief Executive and other directors to ensure the Board conforms to the highest standards of corporate governance.

Candidates should also demonstrate:

- A record of significant change management, including embedding cultural change, gained at board or senior executive level in an organisation of similar size and complexity.
- A good understanding of governance and accountability; of the importance of using data to drive effective decision making; and of the role of the non-executive director within a unitary board.
- The ability to question intelligently; debate and challenge constructively, thoughtfully and sensitively; and to determine outcomes fairly.
- Excellent interpersonal skills, including the ability to remain calm under pressure, develop creative solutions, manage a variety of situations and ensure that outcomes are in the best interest of the population we serve rather than self.
- The ability to respond to and reconcile the differing needs and perspectives of multiple stakeholders whilst driving for the best possible outcomes for staff, service users and carers.
- Courage when listening, bravery when challenging and calculated risk taking in decision making to help drive up performance and contribute to the creation of an engaged workforce.
- Commitment to the vision and strategic aims of Somerset NHS Foundation Trust and to the population we serve.
- The ability to think clearly and creatively, remain calm under pressure and at all times to act with integrity and candour, in accordance with the Nolan principles.
- A commitment to the principles of the NHS and public benefit.

# PERSON SPECIFICATION

**We are looking for a new non-executive director to join our Board with expertise in commercial finance.**

**Applications need to meet the competencies outlined below:**

## MAIN DUTIES & RESPONSIBILITIES

### Background and experience

- A record of achievement at board/senior executive level in an organisation of at least similar size and complexity whether private, public or voluntary sector.
- Commercially and financially astute with experience of the overview of complex budgets.
- Evidence of providing effective strategic direction supported by knowledge of governance and how boards should add value.
- Experience of building successful alliances and working relationships with a capability to influence a complex range of stakeholders.
- Evidence of exercising independence of judgement.
- Experience of holding senior management teams to account and, in turn, accustomed to a high level of accountability.
- Experience of leading or managing significant change.

### Skills and attributes

- Politically astute, able to grasp relevant issues and understand the relationships between interested parties.
- Appreciation of the difference between governance and management.
- Excellent engagement and communication skills with a wide range of audiences: staff, public, the media and other stakeholders.
- Sound knowledge of corporate governance.
- Ability to demonstrate an appreciation of service user issues and to maintain a balanced perspective across the organisation.
- Strong interpersonal and influencing skills.

### Personal attributes

- Impartial, fair and objective.
- Able to engender respect from others and ensure board member views are listened to and considered. A good listener and disciplined speaker, able to weigh up arguments and summarise for others.
- Effective team member.
- Intellectual calibre to grasp complexity.
- Able to demonstrate a high level of commitment to patients, carers, service users and the community.
- Evidence of commitment to Somerset NHS Foundation Trust values.

# HOW TO APPLY

The closing date for applications is **23 March 2026**.

Applications should be made by submitting a full and updated CV, with a covering letter of no more than two sides of A4. Your supporting statement should give evidence of how you meet the requirements of the person specification relating to the role.

Along with your application, please include:

- Contact details for up to three referees (who will not be contacted without your permission)
- A contact email address and telephone number
- A completed **Diversity Monitoring Form** and **Fit and Proper Person Monitoring Form**.

All applications should be sent to:  
**[applications@hunter-healthcare.com](mailto:applications@hunter-healthcare.com)**.  
All applications will be acknowledged.

For an informal conversation about the post, please contact Rhiannon Smith or Jenny Adrian at our recruitment partners, Hunter Healthcare by email: **[jadrian@hunter-healthcare.com](mailto:jadrian@hunter-healthcare.com)** or phone: **07939 250362**

## KEY DATES:

<b>Application Deadline</b>	23 March 2026
<b>Longlisting</b>	w/c 30 March 2026
<b>Shortlisting</b>	9/10 April 2026
<b>Interviews and stakeholders</b>	w/c 20 April 2026



Bridgwater Community Hospital

# ANNEX 1

## ELIGIBILITY FOR APPOINTMENT

To be eligible for appointment as a non-executive director you must be a member of the Public Constituency and must not be disqualified from holding office as a director of the Trust. The grounds for disqualification are listed below.

## CRITERIA FOR DISQUALIFICATION

The following may not become or continue as a member of the Board of Directors:

- A person who has been adjudged bankrupt or whose estate has been sequestrated and (in either case) has not been discharged
- The person is the subject of a bankruptcy restrictions order or an interim bankruptcy restrictions order or an order to like effect made in Scotland or Northern Ireland
- The person is a person to whom a moratorium period under a debt relief order applies under Part VIIA (debt relief orders) of the Insolvency Act 1986
- A person who has made a composition or arrangement with, or granted a trust deed for, his creditors and has not been discharged in respect of it
- The person is included in the children's barred list or the adults' barred list maintained under section 2 of the Safeguarding Vulnerable Groups Act 2006, or in any corresponding list maintained under an equivalent enactment in force in Scotland or Northern Ireland
- The person is prohibited from holding the relevant office or position, or in the case of an individual from carrying on the regulated activity, by or under any enactment
- A person who within the preceding five years has been convicted in the British Islands of any offence if a sentence of imprisonment (whether suspended or not) for a period of not less than three months (without the option of a fine) was imposed on him
- A person has 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
- A person has been erased, removed or struck off a register of professionals maintained by a regulator of health care or social work professionals
- The person has been responsible for, been privy to, contributed to or facilitated any serious misconduct or mismanagement (whether unlawful or not) in the course of carrying on a regulated activity, or discharging any functions relating to any office or employment with a service provider
- A person whose tenure of office as a chair or member or director of a Health Service Body has been terminated on the grounds that their appointment is not in the interests of the health service
- A person who has had their name removed from a list maintained under regulations pursuant to sections 91, 106, 123, or 146 of the 2006 Act, or the equivalent lists maintained by Local Health Boards in Wales under the National Health Service (Wales) Act 2006, and they have not subsequently had their name included in such a list
- A person who has within the preceding (2) two years been dismissed, otherwise than by reason of redundancy or ill health, from any paid employment with a Health Service Body

- A person who is a governor of another NHS foundation trust (unless they are appointed by a Partnership Organisation which is a Health Service Body). Any executive or non-executive director who has a pecuniary or other interest in another health or social care related organisation must make this known to the chair and must excuse themselves from Board discussion and proceedings if they believe that a conflict of interest exists at any time during the business of the Board
- A person who holds an office or paid or unpaid work with HealthWatch
- A person who is a member of a local authority Health Overview and Scrutiny Committee
- A person who is a subject of a disqualification order made under the Company Directors' Disqualification Act 1986
- A person who has failed to sign and deliver to the Secretary a statement in the form required by the Board of Directors confirming acceptance of the Directors' Code of Conduct
- A person who is the subject of a Sex Offenders Order and/or their name is included in the Sex Offenders Register
- A person who by reference to information revealed by a Disclosure and Barring Service check is considered by the Trust to be inappropriate on the grounds that their appointment may adversely affect public confidence in the Trust or otherwise bring the Trust into disrepute
- A person who is unable or unwilling to sign an annual declaration that they continue to meet the Care Quality Commission's Fit and Proper Person regulations.





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