

Excellent
Care
Everywhere



Non-Executive Directors

Candidate information pack

February 2026

Welcome from the Chair

Thank you for your interest in becoming a Non-Executive Director at University Hospitals Sussex NHS Foundation Trust (UHSussex).

UH Sussex was created with a bold ambition: to bring together the best of our hospitals, our people and our expertise to deliver consistently excellent care for the communities we serve. We are proud to be one of the largest acute trusts in the country, providing specialist and tertiary services to more than 1.8 million people across Sussex and beyond – through our hospitals in Brighton, Haywards Heath, Worthing and Chichester, and our community and satellite services.

Every day, our colleagues show extraordinary professionalism, compassion and resilience. They continue to deliver care with dedication and skill, while facing significant pressures and change. We are equally clear about where we must improve. We are strengthening our governance and developing our new culture, improving consistency of quality and safety, and completing the journey to One UH Sussex – a single, unified organisation with shared values and purpose.

We have recently launched our new five-year strategy, Excellent Care Everywhere. It sets out our ambition to provide excellent care for our patients, our people, our communities, for our future, and together as One UH Sussex. It is rooted in our values of being Compassionate, Inclusive and Respectful, and will guide how we continue to learn, improve and deliver safe, high-quality care for everyone who depends on us.

That strategy seeks to move our current operational environment to one that meets the performance requirements set out by Government but more importantly, will address the issues our patients and staff tell us are most important to them; reduced waiting times and better “flow” through our beds to relieve pressure.

We also recognise the scale of the challenges we face. The Trust is currently subject to a police investigation, Operation Bramber, which is looking into allegations about historical staff conduct. We are cooperating fully with the investigation and supporting those affected.

In addition, we are one of the organisations included in the national maternity review being led by Baroness Amos. We are working openly with the inquiry team and our partners to ensure that lessons are learned and that improvements are made where they are needed most.

I tell you all of this not to deter or scare but to give you a sense of what you would be walking into as an NED on our Board: there is much for us to do at UHSussex and we want inspirational, resilient and dedicated people to join us on our journey.

Full details are provided further in this pack, but we are looking to appoint two new NEDs and while we are open in terms of professional background, we would be particularly interested in those with a background in innovation and successful transformation.

In addition, I want to take this opportunity to stress that UH Sussex is committed to equality for our staff and our patients. We recognise and value difference in its broadest sense and we are particularly keen to increase the diversity of our Board so that it is more reflective of and informed by the experiences of the many communities we serve.

If you think you can help and are up for the challenge, please contact Jenny Adrian or Rhiannon Smith at our recruitment partners Hunter Healthcare on 07939 250362 or by email: jadrian@hunter-healthcare.com

Philippa Slinger

Chair, University Hospitals Sussex
NHS Foundation Trust



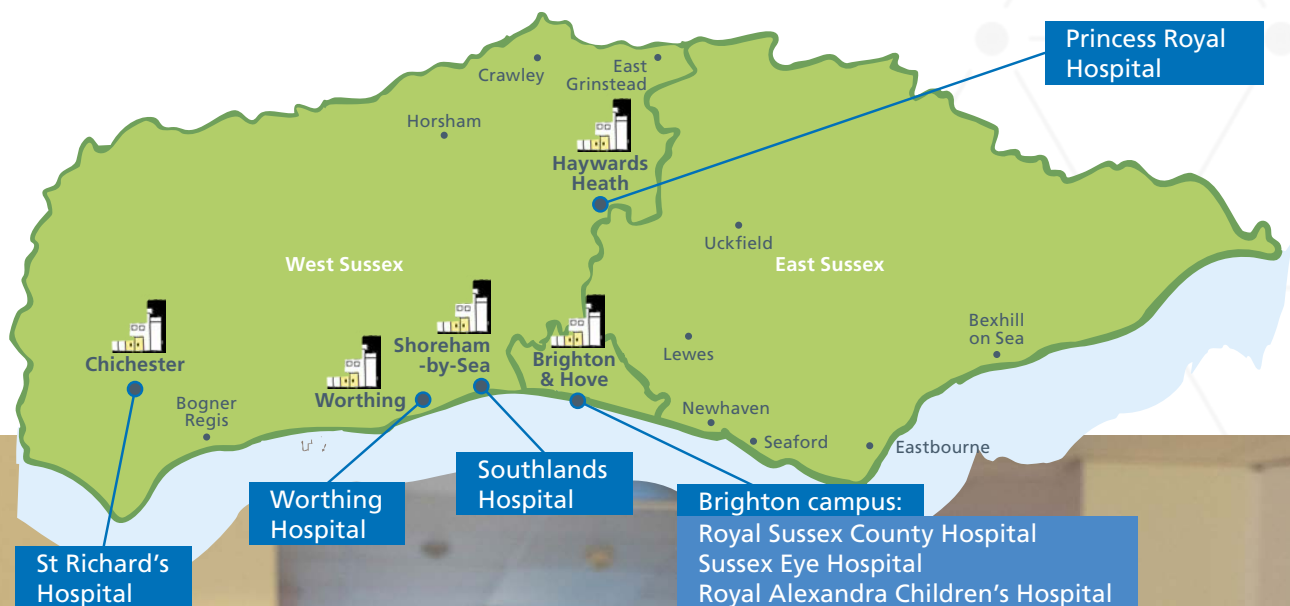
About the Trust

University Hospitals Sussex NHS Foundation Trust (UH Sussex) is one of the largest acute provider organisations in the NHS.

We care for more than 1.8 million people across Sussex and beyond and employ almost 20,000 colleagues working across our hospitals, community services and support teams.

Alongside outpatient, diagnostic and community services across the county, our hospitals include:

- Royal Sussex County Hospital, Brighton – a major teaching and trauma centre providing specialist and tertiary care;
- Princess Royal Hospital, Haywards Heath;
- Worthing Hospital; and
- St Richard's Hospital, Chichester



The Trust at a glance



1.7m

people served by
District, general or
tertiary hospital



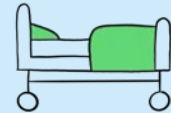
17.8k+

people work
for UHSussex



650+

community
volunteers



1,800

general & acute
hospital beds
(approx)



50+

operating
theatres



8,500

babies born
each year



6,400

Cancer treatments
each year



124

research studies with
7,500 participants
(2023/24)

Every day:

1,300+

people visit our emergency
departments

3,500+

attend outpatient
appointments

400

daycase and inpatient
procedures completed
(approx)

Our population:

8,000

fewer people aged
25-64 by 2030

55,000

85 years and older in
Sussex, one of the 20 oldest
populations in England

3rd

lowest general
fertility rate nationally
(Brighton and Hove)

Staff:

29%

staff have worked for us
(including legacy trusts)
for 10 years or more

68%

of staff live within 3 miles
of one of our hospitals

144

different nationalities
represented across
our teams

Our context

We are a young organisation, established in 2021 through the merger of two hospital trusts. We have already achieved much, but there is more to do to realise our ambition of One UH Sussex – a single, coherent organisation where every colleague feels connected and every patient experiences the same high standard of care.

Like the rest of the NHS, we face real challenges: increasing demand, workforce pressures, financial constraint and ageing infrastructure. We are addressing these with honesty and focus, building stability while supporting our people to deliver improvement and innovation.

We are proud of our many strengths:

- Skilled and compassionate colleagues who care deeply about their patients;
- Strong clinical leadership and specialist expertise;
- Research and education partnerships with local universities; and
- Communities who value and support their local NHS.

Our Partnerships and System Role

UH Sussex is a key partner within the Surrey & Sussex Integrated Care System, working with NHS, local authority, academic and voluntary sector partners to improve health outcomes and reduce inequalities. We are also an anchor institution, supporting local employment, education and sustainability across Sussex.



Our vision and values

Our vision

Our vision is *Excellent Care Everywhere*.

We are here to deliver excellent care for our patients, for our people, for our communities, for our future, and together as One UH Sussex.

Our **2025–2030 Strategy** sets out how we will strengthen quality and safety, support and empower our people, tackle inequalities, and modernise how we work so every patient receives the best possible care, wherever they are treated.

Our Values

Our values are more than just words – they guide how we work together and care for patients. We are:

- **Compassionate** – we communicate and act kindly;
- **Inclusive** – we work together and value every voice;
- **Respectful** – we behave professionally and with integrity.

These values shape the culture we are building – one based on kindness, openness, and shared purpose.

Excellent Care Everywhere

UHSussex Strategy 2025-2030

NHS

University Hospitals Sussex
NHS Foundation Trust

Our people

Being supported to be our best

- Looking after our colleagues
- Improving and innovating
- Always learning
- Strengthening the staff voice

One UHSussex

United for success

- One culture
- One way of doing things
- One team
- One infrastructure

Patients

Fast, fair, high-quality care

- Faster access to planned treatment and cancer care
- Better urgent and emergency care
- Centres of excellence
- Everyone treated fairly

Communities

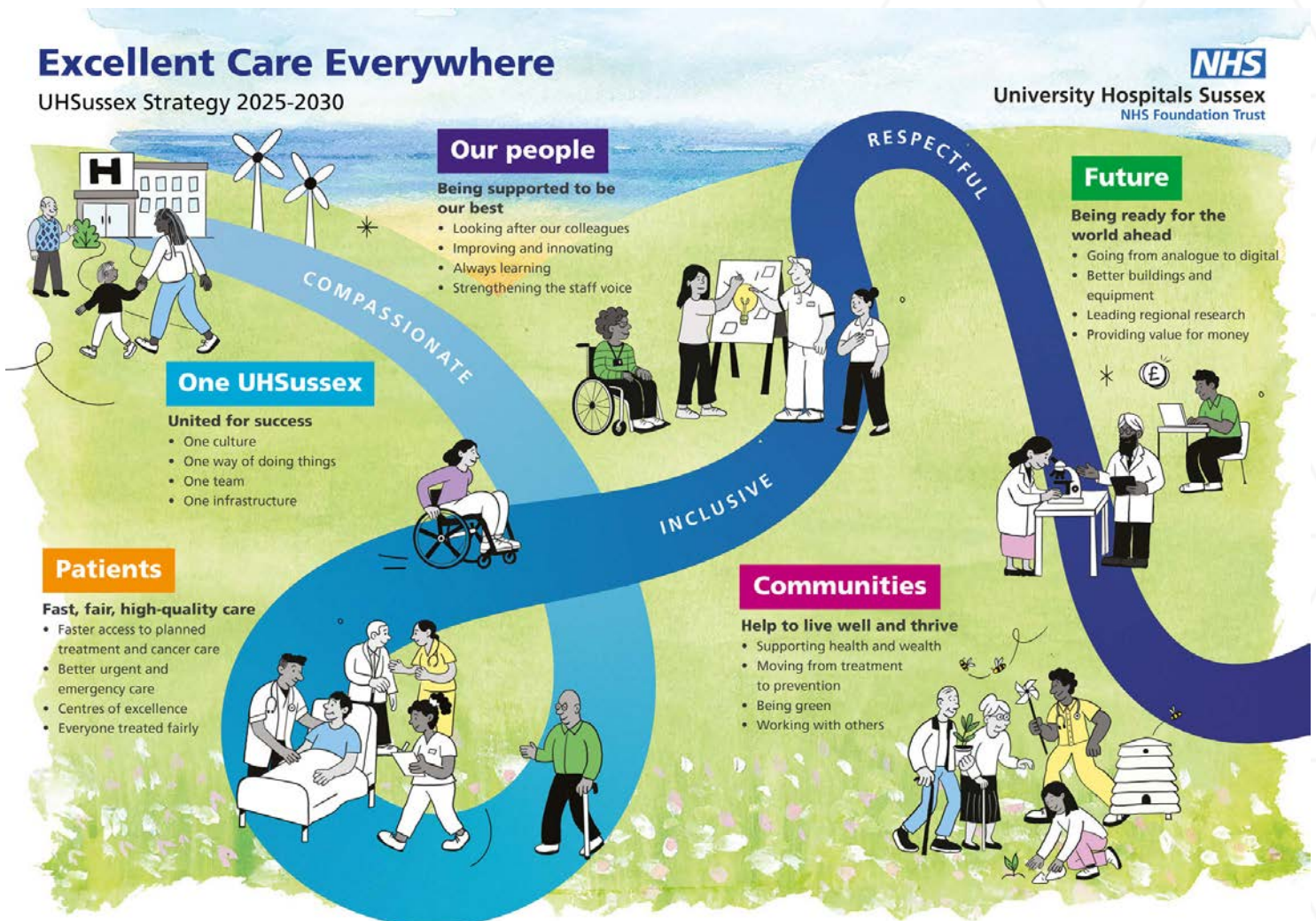
Help to live well and thrive

- Supporting health and wealth
- Moving from treatment to prevention
- Being green
- Working with others

Future

Being ready for the world ahead

- Going from analogue to digital
- Better buildings and equipment
- Leading regional research
- Providing value for money



Our future

Our Excellent Care Everywhere strategy sets a clear direction for the next five years. We will:

- Deliver excellent and equitable care for all our patients;
- Create a great place to work, where colleagues are supported and empowered;
- Invest in modern, sustainable services and digital innovation; and
- Work in partnership to improve health and wellbeing across our communities.

For the right leader, this is an opportunity to make a lasting difference – to unite our people, strengthen our culture, and deliver excellent care everywhere.

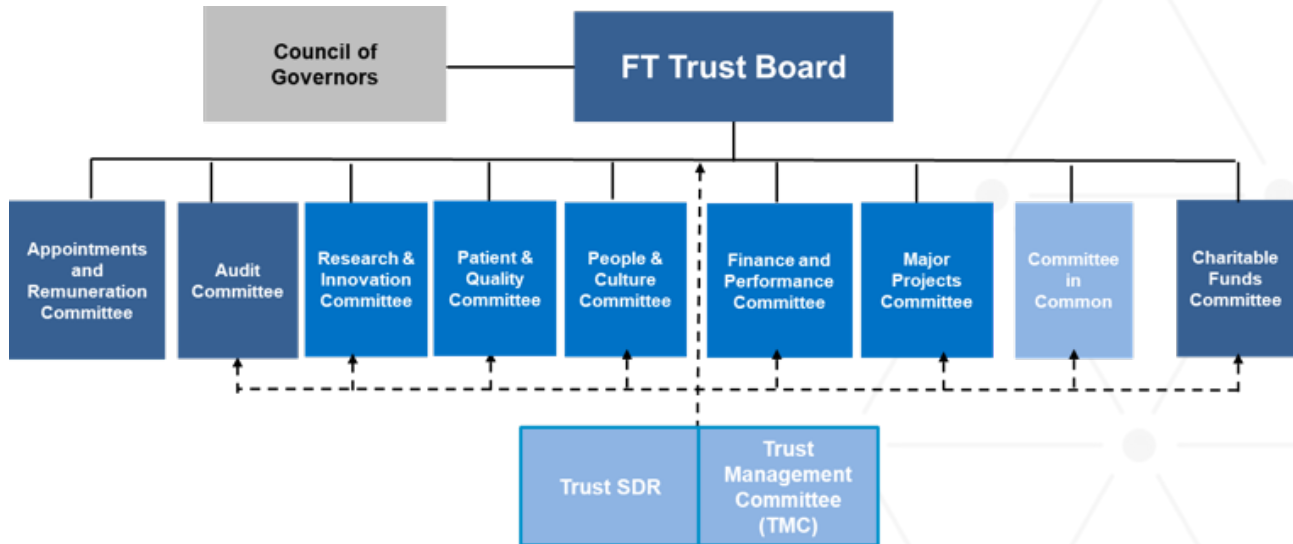


Excellent Care Everywhere



About the Board

The Board leads the organisation and has established a number of committees which are shown below, noting the Major Projects committee's first meeting will be in April 2025. The Board is comprised of eight voting and one non-voting executives and nine NEDs including the Chair.



Non Executive (name, role and term of office)	
Philippa Slinger	Chair (to 30.06.27)
Paul Layzell	Deputy Chair and People & Culture Committee Chair (to 31.07.28)
Lucy Bloem	Senior Independent Director and Patient & Quality Committee Chair (to 30.06.27)
Phil Hogan	Finance & Performance Committee Chair (to 31.07.28)
Jackie Cassell	Research, Innovation & Digital Committee Chair (to 31.03.27)
Mike Driver	Audit Committee Chair (to 31.07.27)
Bindesh Shah	Charitable Funds Committee Chair (to 30.06.28)
Gordon Ferns	Link to Brighton and Sussex Medical School (to 28.02.27)

Executive (name and position)	
Andy Heeps	Chief Executive
Katie Urch	Chief Medical Officer
Maggie Davies	Chief Nurse
Jonathan Reed	Chief Financial Officer
Rox Smith	Chief Strategy Officer
Sarah-Jane Taylor	Interim Chief People Officer
Nigel Kee	Interim Chief Operating Officer
Helen Brown	Interim Chief Corporate Affairs Officer

Role description

Job Title:	Non Executive Director
Remuneration:	£13,000 plus any allocated responsibility allowances (£3,000 an allowance), (based on at least four days a month).
Tenure:	Three years, with the opportunity for reappointment for a further term subject to Council of Governor's decision.
Hours:	At least four days a month which includes preparation time and attendance at Board and committee meetings and may include, albeit exceptionally, some evening work.
Accountable to:	Trust Chair
Reports to:	Trust Chair

Key Relationships:

The post holder will be required to have regular contact with internal and external stakeholders and will often need to engage with them over sensitive, complex, contentious and confidential issues.

An example of some of these stakeholders is detailed below:

Internal:

- Trust Chair
- Executive directors
- Governors

External:

- ICS
- Other partner organisations
- Voluntary organisations

The post holder may be required to participate in internal and external working groups/projects, services and initiatives to provide a wider perspective focusing on the needs of the local population.

Role Purpose:

All trust NEDs are voting members of the board and will share with other Board members responsibility for ensuring that the Trust exercises its functions effectively, efficiently, economically, with good governance and in accordance with the terms of the Trust's License (authorisation). The post holder is there to bring his/her unique perspective, informed by his/her experience and understanding of the local population.

The focus of the role holder will be strategic and impartial, providing an external view of the work of the Trust that is removed from the day to day running of the organisation.

The post holder is expected to bring a fresh perspective to the Board in order to provide appropriate oversight, governance and leadership to the Trust in the pursuit of its strategies to deliver effective and high quality healthcare services.

Main Duties and Responsibilities

- Together with other Board Directors support the leadership of the Trust and ensure that the strategic direction of the Trust is suitably ambitious, meets the needs of the Trust's patients, family and the wider community.
- To ensure a board level focus on all aspects of quality with particular regard to patient safety and experience is maintained.
- To play an active part in the continued development of the Board in the maintenance of an open and transparent value-led unitary environment that is curious, respectful and challenges and held to account for delivery of agreed strategies and objectives.
- To contribute to the development of the Trust's strategy and strategic delivery plans to enable the Trust to deliver its ambitious goals.
- To contribute to the setting of challenging objectives for improving the boards performance across its range of functions.
- Monitor the performance of the Trust and its Executive Team, ensuring that reports meet the highest level of integrity.
- Be assured that the necessary resources are in place for the Trust to meet its objectives and plans.
- To have a genuine commitment to promoting diversity and inclusion and an ability to drive the Trust forward in this area.
- To support the work of the Board by sitting on at least one Board Committee as determined by the Chair of the Trust.
- Demonstrate commitment to the Trust and to the wider NHS as a Whole.
- Be committed to ensuring that the Trust's values are embedded in all aspects of its business.

- Maintain a commitment to upholding the Nolan Principles of Public Life along with an ability to reflect them in his/her role.
- To understand the principles of operational excellence and lean management systems which embody the Trust's continuous improvement philosophy which has underpinned its 'Patient First' methodology over a number of years. These in themselves build on the NHS IMPACT's five components that underpin a culture of continuous improvement (these being;- building a shared purpose and vision; investing in people and culture; developing leadership behaviours; building improvement capability and capacity; and embedding improvement into management systems and processes).

Responsibilities of all Non Executive Directors of the Board

The Non Executive member of the Trust Board will bring their unique perspective, informed by their expertise. They will:

- Attend Board and Council of Governor meetings and any sub committees where a member
- Provide an independent view to the work of the Trust that is removed from the day to day running of the organisation
- Ensure that the Trust has appropriate arrangements in place to secure public and patient involvement
- Ensure the focus of discussion is impartial
- Ensure the Board and the wider Trust behaves with the utmost probity at all times
- Confirm that appropriate systems of internal control are in place for all aspects of governance, including financial and risk management.
- To act as Chair to at least three Consultant appointment panels a year

Person Specification

EXPERIENCE

- Strong understanding of quality and safety governance frameworks together with the ability to review complex performance data to provide oversight and challenge
- Past senior experience as a senior leader – Executive or NED – in a complex organisation
- Able to establish credibility and command respect from clinicians, stakeholders, partners, and especially patients, healthcare professionals and service providers
- Understanding of the NHS regulatory regimes and the requirements these place on the FT
- Understanding of how to build corporate accountability and social processes
- Demonstrable understanding of the local arrangements for listening and responding to the voices of patients, carers and patient organisations. You should also have an understanding of effective involvement and engagement techniques and its application in practice
- Have a desire to ensure the Trust is successfully involving patients, carers and the public in the work of a public sector organisation
- Experience in leading transformational change and service redesign
- Awareness of and a strong background in quality improvement systems
- **Desirable:** Experience in leading transformational change and service redesign or in harnessing digital technological innovation

LEADERSHIP

- A general understanding of health and an appreciation of the broad social, political and economic trends influencing it
- Capability to understand and analyse complex issues, drawing on the breadth of data that needs to inform Board deliberations and decision-making, and the wisdom to ensure that it is used ethically to balance competing priorities and make difficult decisions
- Experience of contributing to strategic decision making at a senior level

GOVERNANCE AND ASSURANCE

- Knowledge of project management
- A general understanding of good governance and of the difference between governance and management
- The confidence to question information and explanations supplied by others, who may be experts in their field

WORKING WITH OTHERS

- Experience of working in a multi-disciplinary environment
- Strong capabilities to act as an ambassador on behalf of the Trust
- Ability to engage with and influence with a range of stakeholders including public, carers, voluntary organisations, Health professionals, the local authority and ICB lay members

PERSONAL ATTRIBUTES

- The ability to influence and persuade others articulating a balanced, not personal, view and to engage in constructive debate without being adversarial or losing respect and goodwill to accept collective responsibility and maintain confidentiality on issues raised
- Be able to command respect and trust of colleagues
- The ability to demonstrate how your skills and abilities can actively contribute to the work of the Trust Board and how this will enable you to participate effectively as a team member
- Be able and willing to spend time preparing for meetings and have demonstrable experience of reading and analyzing complex papers and weighing evidence
- Demonstration of adherence to the Nolan Principles of conduct in public life (appendix 1)
- Live within the local community OR be able to demonstrate how you are otherwise able to bring that perspective to the Trust Board
- Be able to demonstrate that you share and champion the values of the Board



Annex 1

General Areas of Responsibility

Leadership Competency Framework

As a member of the UHSussex board (voting and non-voting), the post holder will be expected to demonstrate professional behaviours that support, and are fully aligned to the NHS leadership competency framework for Board members. The framework has the following domains:

- Driving high-quality and sustainable outcomes
- Setting strategy and delivering long-term transformation
- Promoting equality and inclusion, and reducing health and workforce inequalities
- Providing robust governance and assurance
- Creating a compassionate, just and positive culture
- Building a trusted relationship with partners and communities

These domains will be incorporated into the recruitment process for Board roles and form part of the annual appraisal process.

Further information regarding the Board leadership competency framework is available via NHS England NHS leadership competency framework for Board members.

The competency domains are aligned to **Our NHS People Promise, Our Leadership Way** and the **Seven Principles of Public Life** (Nolan Principles).

Information Governance and Confidentiality

- You will be expected to comply with all Trust policy requirements in relation to Information Governance, including the Freedom of Information Act 2000, the Data Protection Act and the Trust's Acceptable Use Policy and the NHS Information Governance Standards.
- You may gain privileged knowledge of highly confidential nature relating to private affairs, diagnosis and treatment of patients, information affecting members of the public, personal matters concerning staff, commercial confidences of third parties and details of items under consideration by this Trust. Such information should not be divulged or passed to any unauthorised person or persons.

Policies

- The post holder is required to abide by all policies of the Trust.
- Failure to comply with these requirements may constitute gross misconduct under the Trust's Disciplinary Policy which may lead to summary dismissal.

Appointment Details

- The appointment is for a term of three years starting from the date of appointment. The appointment may be renewed for a further two terms subject to a demonstration of continuing competence.
- The appointment is made by the Council of Governors, who within a Foundation Trust play a crucial role in holding the Board to account through the NEDs for the formulation and delivery of the Trust's strategy.
- As a NED for the University Hospitals Sussex NHS Foundation Trust your legal status is that of an office holder only and not as an employee of the Trust. You will be engaged via letter of appointment and paid via payroll, in line with HMRC regulations, in order for PAYE and NI deductions and contribution to be applied.

Time Commitment

- NHSE suggests that NEDs would be expected to be available for at least 3-4 days a month, however, the reality is that the time commitment will be more than this to enable the Trust to deliver its ambition to be at the forefront of the delivery of the NHS long-term plan. The time commitment will also include some possible evening engagements.

Residency Criteria

- The applicant should live within Sussex, or be able to demonstrate how you are able to bring the local communities' perspective to the Trust Board.

Remuneration

- The remuneration for this post is £13,000 per annum, plus additional responsibility allowance of £3,000 for being a Committee Chair, if applicable. Non Executives are also eligible to claim allowance for travel and subsistence costs incurred necessarily on Trust business in accordance with the Trust's policy.

Training and Development

- Training and development required by a successful candidate will be discussed and agreed as part of an individual's continuous development plan while in the role.

Standards in Public Life

- You will be expected to demonstrate high standards of corporate and personal conduct. A successful candidate will be asked to subscribe to the Nolan principles of public life and the Good governance standard for Public life and the professional standards authority you should note particularly the requirement to declare any conflict of interest that arises in the course of Board and committee business and the need to declare any relevant commercial, public or voluntary bodies. You must be apolitical and therefore cannot be a serving councillor, or be acting for any councillor / Member of Parliament.
- The above responsibilities will be subject to objective setting and personal development planning in consultation with the Chair.

Disqualification Criteria

Some individuals are not eligible to be appointed to NHS Boards. These include people who:

- Are not eligible to work in the UK
- Have received a prison sentence or suspended sentence of three months or more in the last five years
- Are the subject of a bankruptcy restriction order or interim order
- Have been dismissed (except by redundancy) by an NHS body
- Are under a disqualification order under the Company Directors Disqualification Act 1986
- Have been removed from trusteeship of a charity

Other Information

- This job description is not exhaustive and other duties may be determined from time to time by the Chair of the Trust, commensurate with the role and general responsibilities of this post. The duties of this post may be changed subject to negotiation with the post holder.

How to apply

All applications must be received by 23 March 2026

For a confidential discussion please contact our recruitment partners **Rhiannon Smith and Jenny Adrian** at Hunter Healthcare jadrian@hunter-healthcare.com or by phone on 07939 250362.

All applications must quote the reference UHD_TRANSFORMATION and include:

- A full curriculum vitae
- A covering letter (no more than two pages) indicating how you meet the selection criteria and articulating why you are interested in the role
- Contact details for referees covering the last six years (who will not be contacted without your permission)
- A contact email address and telephone no.
- A completed [Diversity Monitoring Form](#) and [Fit and Proper Person Monitoring Form](#).

Please send all documentation by email to our applications inbox at Hunter Healthcare on: applications@hunter-healthcare.com

KEY DATES:

Application Deadline	23 March 2026
Shortlisting	by 10 April 2026
Interviews and assessments	20 & 23 April 2026 (TBC)





University Hospitals Sussex

NHS Foundation Trust



Excellent
Care
Everywhere



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