

Could you help lead the NHS in your area?

**Yorkshire Ambulance Service
NHS Trust**

Non-executive Director

Candidate information pack

Reference: N3601

We believe that the best boards are those which reflect the communities they serve. We value and promote diversity and are committed to equality of opportunity for all.

All appointments are made on merit. We welcome applicants from all communities, all backgrounds, and all walks of life.

We particularly welcome applications from groups we know are often under-represented in Board-level roles. These groups include women, people from black and minority ethnic communities, and people who live with disabilities or long-term conditions.

Our recruitment processes are conducted in accordance with the NHS Code of Governance to ensure that appointments are made on merit after a fair and open process. This helps to ensure that the best people, from the widest possible pool of candidates, are appointed to our board and can thrive as leaders in our organisation.



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1. The opportunity

We have a vacancy for a Non-executive Director (NED) of the Yorkshire Ambulance Service NHS Trust (YAS). 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.

We are looking for a NED to join the Trust during the summer of 2026. The ideal candidate will have a professional qualification in accounting, audit, or other recognised area of financial management. They will bring significant experience of Board-level roles and will be capable of chairing either the Finance and Performance Committee or the Audit and Risk Committee. Our preference is to appoint someone with demonstrable skills, knowledge and experience relating to finance and related matters such as contracts, procurement, audit, and risk. In addition, knowledge and experience of charity governance would be advantageous.

2. The person specification

Essential criteria

You will need to demonstrate a genuine commitment to health and care provision, including patient care, patient experience, and high-quality services. The Trust is particularly interested in candidates who can bring experience and professional expertise in respect of the following:

- Financial management
- Procurement and contract management
- Audit and assurance
- Risk management
- Charity governance

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, shaping the culture, and driving the performance of the Trust. 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 in the NHS leadership competency framework 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 ideally live or work in Yorkshire, or within reasonable travelling distance of Yorkshire, or have strong connections with the area and its communities.
- On average the time commitment for this role will require the equivalent to 2 to 5 days a month, however this may vary and a flexible approach should be expected.
- The successful candidate must be able to travel to the Trust's sites in multiple locations across all parts of the Trust's operational area.
- The remuneration payable for the NED role is £13,000 per annum. NEDs may claim additional expenses incurred during the discharge of their duties for the Trust.

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 Yorkshire Ambulance Service NHS Trust

YAS is the region's foremost provider of emergency care, urgent care, and non-emergency patient transport services. The operational footprint of the trust covers nearly 6,000 square miles of varied terrain, from isolated moors, dales, and coastline to market towns and large urban areas, including major conurbations and inner cities.

YAS is the only NHS trust that covers the whole of the Yorkshire and Humber region, including North Yorkshire, West Yorkshire, South Yorkshire, and Humberside. The catchment area for the Trust's NHS 111 service also extends beyond Yorkshire to North Lincolnshire, North East Lincolnshire, and Bassetlaw in Nottinghamshire. The Trust serves a population of over five million people and strives to ensure that patients receive the right response to their care needs as quickly as possible, wherever they live.

YAS employs around 7000 staff, who together with around 1000 volunteers provide a vital 24-hour, seven-days-a-week, emergency and healthcare service.

The main focus of YAS is to:

- Receive 999 calls in its emergency operations centres (Wakefield and York)

- Respond to 999 calls, arrange the most appropriate response to meet patients' needs and get help to patients who have serious or life-threatening injuries or illnesses as quickly as possible
- Provide the region's Integrated Urgent Care (IUC) service which includes the NHS 111 urgent medical help and advice line
- Take eligible patients to and from their hospital appointments and treatments via the non-emergency Patient Transport Service (PTS).

In addition, the Trust

- Has Special Operations and Response Teams and the Hazardous Area Response Team which lead responses to major and significant incidents such as those involving public transport, flooding, pandemic flu or chemical, biological, radiological, or nuclear (CBRN) materials
- Provides clinicians to work on the emergency helicopters operated by the Yorkshire Air Ambulance Charity
- Provides vehicles and drivers for the specialist Embrace transport service for critically ill infants and children in Yorkshire and the Humber
- Provides clinical cover at major sporting fixtures, music festivals, and other events
- Provides first aid training to community groups and actively promotes life support initiatives in local communities.

Trust Strategy for 2024-29

The Trust is part way through the implementation of its strategy for the period 2024-29. This strategy recognises that the Trust operates in a rapidly evolving social and operational context which has changed significantly in just a few years. Standing still is not an option and the Trust strategy represents a major step change in how YAS will deliver services that are fit for the future.

The Trust's vision for the 2024-29 strategy is to become best known for delivering great care, being a great place to work, and being a great partner to work with.

The Trust's strategic purpose for 2024-29 is to provide and co-ordinate safe, effective, responsive, and patient-centred out-of-hospital emergency, urgent and non-emergency care, so all patients can have the best possible experience and outcomes. To achieve this, the Trust has set four bold ambitions that will drive its actions and outcomes over the next five years, centred around:

Patients: deliver exceptional patient-centred out-of-hospital emergency, urgent and



non-emergency care, which is safe, kind, and responsive, seamlessly integrating services and utilising technology to deliver a high-quality patient experience.

People: be a diverse and inclusive organisation with a culture of continuous improvement, where everyone feels valued, included, proud to work and can thrive.

Partners: be a collaborative, integral, and influential partner across a joined-up health and social care network that works preventatively, reduces inequality, and improves population health outcomes, supporting all communities.

Planet and Pounds: be a responsible and sustainable organisation in the use of financial and physical resources, reducing the Trust's environmental impact and ensuring the most effective use of all resources,

Many elements of the Trust's strategy for 2024-29 complement the priorities and direction of travel set out in the government's 10 Year Health Plan for England [10 Year Health Plan for England: fit for the future - GOV.UK](#).

You can read more about the YAS strategy for 2024-29 on the Trust's website [Our Strategy | Yorkshire Ambulance Service](#)

Trust Values

Underpinning the YAS strategy is a set of values that reflect the behaviours that patients, colleagues, volunteers, partners, and others can expect from anyone working on behalf of the Trust. The YAS values are as follows:



Our Values

Kindness

The Trust believe kindness is shown by caring for others as we would care for our own loved ones.

- Care for others as we would want to be cared for.
- Be compassionate, courteous, and helpful at all times.
- Be calm, professional, and considerate at all times.



Respect

The Trust believes respect means having due regard for the feelings, contribution, and achievements of others, adhering to the highest professional standards, even in the most challenging of circumstances.

- Be open and honest and do what we say.
- Celebrate and appreciate the successes of others.
- Actively listen to, respect, and involve others, valuing diversity and taking the time to understand personal and cultural viewpoints.

Teamwork

The Trust believes teamwork means working collaboratively and openly with colleagues, patients, volunteers, and partners, striving to achieve an exceptional standard in everything they do.

- Work positively and openly with all.
- Celebrate success together and be there for each other through both good and difficult times.
- Work together to deliver exemplary care and services.

Improvement

The Trust believes improvement is a commitment to learning, developing and implementing best practice to deliver better care and services.

- Strive to do the best for patients, colleagues, staff and partners by continually seeking to learn, develop and deliver better care and services.
- Create a culture in which all staff and volunteers are empowered to pioneer new and better ways of working across the Trust to improve patient care and services.
- Pursue excellence by taking personal responsibility for learning and improving.

YAS Together

To support the delivery of its strategy and the implementation of its values the Trust has put in place the 'YAS Together' programme to develop its organisational culture. YAS Together is built on five pillars:



Lead Together

Ensure leaders have the development and opportunity to empower others and to set the tone for collaborative and inclusive working.

Everyone Together

Celebrate our diverse contributions and strive for an inclusive respectful and compassionate culture

Excel Together

Find ways to improve and innovate, relentlessly pursuing excellence in what we do

Grow Together

Give our people opportunities to learn and to progress as individuals in their roles and careers

Care Together

Deliver high-quality, person-centred care, collectively supporting patients, families, and our own people.



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 here for more information about:

- **Support to prepare candidates to apply for a non-executive vacancy including:**
 - 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

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 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: 16 March 2026 at 5pm.** Please forward your completed application to england.chairsandneds@nhs.net quoting reference **N3601**
- **Interview date: 22 April 2026.** Interviews will take place **in-person** at the YAS Headquarters, Wakefield. There will not be an option to undertake interviews remotely via technology.
- **Proposed start date: 1 July 2026** or as soon as possible thereafter.

Getting in touch

- We strongly recommend an informal and confidential discussion with Martin Havenhand, the Chair of the Trust. To arrange a discussion with Martin, please contact Jo Jennings: Jo.Jennings2@nhs.net
- **NHS England** – for general process enquiries contact Jane Hundley by emailing jane.hundley@nhs.net

NHS England

E: england.chairsandneds@nhs.net

W: england.nhs.uk

