



The Walton Centre
NHS Foundation Trust

Non-Executive Director Appointments Candidate Information Pack April 2026



Welcome

Dear Candidate,

Thank you for your interest in joining The Walton Centre NHS Foundation Trust as a Non-Executive Director.

The Walton Centre is a highly regarded, specialist organisation with a strong track record of clinical excellence, innovation and patient care. Rated as Outstanding by the CQC, it is an organisation people are proud to be part of, and one that continues to make a meaningful difference to the communities it serves. As Chair, I have seen first-hand the commitment of our staff and the strength of our culture, which underpin our reputation locally and nationally.

Over the past two years, like many organisations across the NHS, we have navigated a period of significant strategic consideration. Following a recent decision not to proceed with a group model, we are now entering an important new phase in our journey; one defined by clarity, independence and renewed focus.

This decision to remain an independent Trust provides us with the opportunity to improve on our core strengths while shaping our future with confidence and agility. We are now firmly focused on delivering our strategy, driving clinical excellence, advancing research and innovation, whilst ensuring long-term financial sustainability in a challenging healthcare landscape.

As we move into this next phase, developing our Board is a priority. We are looking to appoint two outstanding Non-Executive Directors who will help us to further enrich a cohesive, high-performing Board capable of guiding the organisation through the opportunities and challenges ahead.

We are particularly interested in individuals who can bring strong financial oversight, a deep understanding of communities and health inequalities, and strategic insight into digital transformation. Just as importantly, we are seeking people who can offer constructive challenge, balanced judgement, and the ability to work collaboratively, combining firmness with diplomacy in equal measure.

This is an opportunity to contribute to an organisation that is both ambitious and grounded. As a specialist Trust of a scale that allows for meaningful engagement, your contribution will be visible, valued and impactful. You will join a Board that is committed to continuous improvement and to ensuring that The Walton Centre not only maintains its high standards but continues to evolve and lead.

If you are motivated by the opportunity to shape the future of a high-performing, independent NHS Trust, and to make a tangible difference to patients and communities, I would strongly encourage you to apply.

I look forward to hearing from you.

Yours sincerely,

Max Steinberg CBE
Chair
The Walton Centre NHS Foundation Trust



About The Walton Centre



The Walton Centre is a leader in the treatment and care of neurology and neurosurgery, placing the patient and their family at the heart of everything we do. As the only specialist hospital trust in the UK dedicated to providing comprehensive neurology, neurosurgery, spinal and pain management services we are proud to be rated as an 'Outstanding' Trust by the Care Quality Commission (CQC), and champion change throughout the field of neuroscience. Originally formed in 1992, the Trust received Foundation Trust status in 2009.

We have leading specialists and incredibly dedicated staff delivering excellent clinical outcomes for brain, spinal and neurological care both national and internationally. Teams across our site in Fazakerley, Liverpool, offer a world-class service in diagnosing and treating injuries and illnesses affecting the brain, spine and peripheral nerves and muscles, and in supporting people suffering from a wide range of long-term neurological conditions.

We serve a catchment area of 3.5 million people across Merseyside, Cheshire, Lancashire, Greater Manchester, the Isle of Man, north Wales and beyond with service partnerships with 18 NHS hospitals. Our 'Walton Clinics' model on 44 sites providing care for neurology means that many people are able to access outpatient consultations and many tests closer to home and takes specialist services as close to service users as possible.

The Walton Centre is a University Hospital with close associations with the University of Liverpool Faculty of Medicine and Edge Hill University. The relationship between academically acclaimed research and improving patient care is embedded throughout the Trust.

This satellite model of care for neurology means that many patients can access outpatient consultations and many tests closer to home and takes specialist services as close to patients as possible, with neurosurgery, highly specialised assessments and inpatient care being undertaken at The Walton Centre.

With around 1,450 staff, The Walton Centre treats more than 150,000 outpatients and 18,000 inpatients each year with conditions including:

- Head and spinal trauma injuries
- Tumours of the central nervous system, both cranial and spinal
- Neurovascular diseases
- Epilepsy (including a full surgical programme)
- Movement disorders (including the provision of a deep brain stimulation service)
- Pain management
- Multiple sclerosis and motor neurone disease
- Chronic pain
- Headache and migraine

The Trust has set up a dedicated Neuroscience Research Centre (Liverpool Interdisciplinary Neuroscience Centre) with the University of Liverpool to bring together brain and mind research to tackle some of the world's most pressing neurological, psychiatric and brain health challenges. LINC brings together partners in health, academia and industry. The Trust also has close ties with all Liverpool universities supporting medical, nursing and allied health professionals' placements and education and was awarded University status in September 2022

Our Pain Management Programme is regarded as a model of best practice for helping patients with severe and chronic pain.

Our Neuroradiology service is the most comprehensive in the UK, with four MRI scanners; two biplane intervention rooms and the most advanced CT scanner available.

Underpinning all our work is a learning culture that empowers staff to believe they can make and lead change, be curious and seek continuous improvement.

Our Strategy 2025-2028

Over the next three years we will focus on the following four key strategic objectives to deliver neurosciences in Cheshire and Merseyside, North Wales, the Isle of Man and beyond.



Delivering high-quality treatment and care

Putting patients and their families first to provide the very best care and experience, and improving clinical outcomes through early intervention and prevention



Ensuring value

Using our resources in the most effective way to deliver patient care and recognise our place as leaders in addressing inequalities and delivering social value to our communities



Thriving people

Attracting, retaining, and developing the best people locally, nationally and internationally to deliver care for our patients



Pioneering research and innovation

Delivering world-class clinical neuroscience research and innovation, in collaboration with universities and commercial partners to develop ground-breaking treatments and care

Trust Strategy 2025-2028

Priorities

Delivering high-quality treatment and care



Thriving people



Ensuring value



Pioneering research & innovation



Key enablers

Digital and data

Collaboration and partnership working

Communications and marketing

The Walton Centre Charity

Strategic implementation plans

Quality

to include the following areas:

- Infection Prevention and Control
- Patient and Family Centred Care
- Patient Engagement
- Quality Priorities
- Patient Safety

People

to include the following areas:

- Training and Development
- Medical Education
- Health and Wellbeing
- Organisational Development
- ED&I
- Talent Management
- Culture

Transformation

Research

Innovation

Estates and facilities

Social value and health inequalities

Finance and commercial development

Sustainability

Our Values

Our Trust values were refreshed in September 2025. In partnership with staff, the following three values were identified, chosen to shape, guide and influence how all our staff behave at work, how we treat our patients, and how we work with each other. They complement each other and reflect what our staff told us is important to them as a member of The Walton Centre:



Compassion



Innovation



Excellence

Our Chairman and Chief Executive Officer

Max Steinberg CBE - Chairman



Born and bred in Liverpool, Max was awarded the OBE in 1997 for services to Housing and Regeneration on Merseyside and the CBE for services to Business and the Community in 2013. He was awarded a Doctorate at Liverpool University in 2019 and commissioned as a Deputy Lieutenant in 2020.

Max has extensive experience across business, innovation and industry, most recently eight years as Chief Executive of Liverpool Vision where he oversaw award-winning participation in the World EXPO Shanghai and was instrumental in securing the first UK International Festival for Business, in Liverpool in 2014. He has served on several other boards, including Liverpool John Moores University European Institute of Urban Affairs. In August 2015, Max was appointed Chairman of the Roy Castle Lung Cancer Foundation, and in December 2018 Chair of the Board of The ACC Liverpool Group.

Jan Ross – Chief Executive Officer



Jan has over 30 years' experience working in the NHS after qualifying as a nurse in 1995.

She joined The Walton Centre in November 2018, as the Director of Operations and Strategy, following similar roles at Southport and Ormskirk Hospital NHS Trust, Warrington and Halton Hospital Teaching Hospitals NHS Foundation Trust and Royal Liverpool and Broadgreen University Hospitals NHS Trust.

Jan has a passion for delivering extremely high standards of care through highly skilled and capable people.

The Opportunities

The Walton Centre is seeking to appoint two new Non-Executive Directors at a pivotal moment in its journey. As the Trust builds on its strong foundations and looks ahead to the next phase of delivering its 2025 to 2028 strategy, these appointments offer a genuine opportunity to shape the future of a nationally recognised centre of excellence in neurosciences.

You should meet one of the two following skill sets for your application to progress further:

- **Role 1: We are seeking an Audit Committee Chair who must have recent financial experience supported by professional certification.**
- **Role 2: We are seeking a candidate who can evidence a track record of strategic leadership and strengthening outcomes in community focussed environments or organisations tackling health or social inequalities.**

These roles are about more than governance. They are an opportunity to contribute to a Board that is ambitious for its patients, its people and the communities it serves. The Trust is proud of its 'Outstanding' rating and its reputation for innovation and high-quality care, but it is equally focused on how it evolves—strengthening partnerships, embracing digital transformation and addressing health inequalities across its population.

A key priority for the Board is to ensure it reflects the diversity of the communities served across Cheshire and Merseyside, North Wales and beyond. The Walton Centre recognises that better decisions are made when a broad range of perspectives, experiences and backgrounds are represented at the table. It is therefore particularly keen to hear from individuals from groups currently under-represented at Board level, including people from ethnically diverse backgrounds, those with lived experience of disability, and candidates from a wide range of professional and socio-economic backgrounds.

What matters most is your ability to offer constructive challenge, strategic insight and a commitment to the Trust's values of compassion, innovation and excellence.

These appointments offer the chance to make a meaningful contribution; helping to shape services, influence outcomes for patients and ensure the Trust continues to deliver life-changing care for the communities it serves.

Please see Appendix A for a full Role Description

How to Apply

*****DO NOT APPLY VIA NHS JOBS / TRAC JOBS*****

Closing date for applications:	Monday 18 th May 2026
Final interviews:	10 th and 15 th July 2026 (Two Posts)

Please attach a CV and cover letter in support of your application to jp@seymourjohn.com using the subject "Walton Centre NED Appointments application."

For more information, or to discuss your interest please contact:

Jonathan Phillips on 07817 988490 or jp@seymourjohn.com



Appendix A - Role Description

Role:	Non-Executive Director
Accountable to:	The Council of Governors
Reports to:	Chair of the Trust

Role Summary:

Non-Executive Directors work collectively with other members of the Trust Board and in partnership with the Trust's Governors to provide independent oversight, constructive challenge and strategic guidance to the Trust. They support the Board in ensuring that the Trust meets its statutory duties, complies with its provider licence and Constitution and delivers high-quality, safe and sustainable services of patients and communities. They are responsible for the effective, efficient and economic exercise of the Trust's functions. Non-Executive Directors bring independence, judgement and expertise, holding Executive Directors to account while setting and supporting a culture of openness, integrity and continuous improvement.

Principles:

The Board is collectively responsible for the exercise of powers and the performance of The Walton Centre NHS Foundation Trust, by directing and supervising its affairs in accordance with the Trust's Constitution and the NHS England (NHSE) NHS Code of Governance. Non-Executive Directors must demonstrate high standards of corporate, business and personal conduct and abide by the Nolan Principles. Additionally, they must be a 'Fit and Proper Person' as defined by regulatory requirements.

Key Functions:

- With the other members of the Board, set the Trust's strategic vision and purpose and ensure necessary resources are in place to carry out that vision and purpose
- Ensure that the Trust's strategy reflects the needs of patients, staff and the community and that decisions made also consider the impact on the wider population
- Provide effective scrutiny, challenge and support to Executive Directors on performance, quality, safety, finance and delivery of strategic objectives
- Ensure robust governance, risk management and internal control systems are in place and operating effectively
- Seek assurance that performance information is accurate, timely and reliable
- Uphold the highest standards of probity, integrity and corporate governance, in line with the NHS Code of Governance
- Champion equality, diversity and inclusion and support the Trust's commitment to tackling health inequalities
- Act in the best interests of the Trust at all times, applying independent judgement and collective responsibility

- Serve on, and where appropriate chair, Board Committees (e.g. Audit, Quality, People, Finance)
- Contribute to decisions on the appointment, appraisal, remuneration and, where necessary, succession of Executive Directors
- Build and maintain constructive relationships with the Council of Governors, regulators, partners and stakeholders
- Act as an ambassador for the Trust and engage positively with patients, staff and partner organisations
- Participate in Trust visits, development activities and mandatory training

Liverpool is recognised internationally as a vibrant, culturally rich city, but, like many cities, has high levels of deprivation and health inequalities, which results in poorer health outcomes when compared to other areas in the country. The city's health and social care system faces several key challenges, including an ageing population and increases predicted in long-term conditions such as cancer, dementia, cardiovascular and respiratory disease. It is critical we have diverse thinking and a range of perspectives within our Board to ensure the strategic decisions we make will positively address these issues in both the short, medium and longer term

In Cheshire and Merseyside 33% of the population live in the most deprived 20% of neighbourhoods in England and Liverpool has the fourth highest proportion of its population living in income deprived households (24%). The Walton Centre is part of Cheshire & Merseyside NHS and has a duty and desire to collaborate across this wider area to meet the aims of the Cheshire & Merseyside Population Health Improvement Plan 2026-2033 to deliver large-scale change to address health inequalities, improve population health and outcomes as well as enhance productivity and value for money across the NHS locally.

Our catchment area however stretches beyond Liverpool into North Wales and the Isle of Man and across the North West and therefore our Strategy (2025-28) www.thewaltoncentre.nhs.uk/strategy sets out how we will work across all areas to deliver the highest quality of services for all our patients and as a University Hospital continue to innovate, research and develop.

Person Specification

For this appointment, we are seeking an individual with proven leadership experience at Board, Governing Body or Trustee level which has been developed within a complex, partner/multi-stakeholder environment. We are open to all sectors, including private, not for profit, voluntary and the wider public sector. Experience within the NHS is not a requirement. The individual will have a strong understanding of corporate governance and Board responsibilities and collective responsibility, and a track record of accountability, sound judgement and ethical decision-making.

The successful candidate will have the skills, analytical mind and judgement to contribute effectively to Board discussions and will have the interpersonal skills to engage effectively with a wide cross section of people and organisations. Comfortable in challenging at board level in complex organisations and adept at communications and influencing; you will be politically astute, creative, focused on quality and a champion for equality, diversity and inclusion.

We welcome diverse and fresh insights; innovative and inclusive leaders who thrive with accountability and ambiguity. We are committed to ensuring our board reflects, and has a deep understanding of, the populations we serve.

Person Specification Criteria

We are seeking two Non-Executive Directors in 2026 and you must meet one of the two following skill sets in order for your application to progress further:

- **We are seeking an Audit Committee Chair who must have recent financial experience supported by professional certification.**
- **We are also seeking a candidate who can evidence, through their leadership and governance roles, how their work has delivered tangible improvements to people’s lives, reduced inequality and strengthened outcomes for communities.**

Experience	Essential	Desirable
Evidence of success in chosen career with a track record of leadership at Board/ Governing Body/ Trustee level	✓	
A strong understanding of corporate governance and Board responsibilities	✓	
Accustomed to a high level of accountability	✓	
Organisational leadership experience within a complex partner/multi-stakeholder environment	✓	
Experience of serving on and/or chairing senior Board Committees e.g. Audit/Finance/Quality/ People.	✓	
Experience contributing to quality improvement, transformation or system working.		✓

Personal Qualities		
Champion for equality, diversity and inclusion	✓	
The intellectual rigour to understand complex issues quickly	✓	
Commitment to high-quality, safe and compassionate patient care	✓	
Empathy with and commitment to public service values of accountability, openness, probity and equality of opportunity	✓	
Confidence to challenge constructively while maintaining effective working relationships	✓	
Able to recognise the relevance of collective decision making and putting this into practice	✓	
Ability to work collaboratively as part of a Board and recognise collective responsibility	✓	
Passionate about the NHS and committed to improving healthcare and supportive of the values of The Walton Centre	✓	
Able to think laterally, 'outside the box' understand the implications of any decision	✓	
Capacity to manage time effectively and prepare thoroughly for meetings	✓	
Able to commit the necessary time to the role	✓	

Competencies

In addition to the expertise outlined above, all candidates interviewed will need to show that they have the competencies required to be effective in this board level role. They are:

- **Patient and Community Focus:** High level of commitment to providing a high-quality service and care to patients, their families and carers and the community and to tackling health inequalities.
- **Strategic Direction:** The ability to think and plan ahead, balancing needs and constraints.
- **Holding to Account:** The ability to accept accountability and probe and challenge constructively.
- **Effective Influencing and Communication:** Able to influence and persuade others.
- **Team Working:** Be committed to working as a team member.
- **Self-Belief and Drive:** The motivation to improve performance and confidence to take on challenges.
- **Intellectual Flexibility:** The ability to think clearly and creatively.

Remuneration and Time Commitment

The successful candidate will receive £13,271 per annum. Remuneration is taxable and subject to National Insurance Contributions; it is not pensionable. This will only increase in line with national guidance on rates of remuneration for Non-Executive Directors. The successful candidate will also be eligible to claim allowances for travel from home and subsistence costs necessarily incurred on Trust business.

Non-Executive Directors at The Walton Centre NHS Foundation Trust will need to devote sufficient time to ensure satisfactory discharge of their duties. This will be a minimum of 4 days per month. This will comprise a mixture of set commitments such as attendance at Board meetings (usually held on the first Thursday of alternate months), quarterly Council of Governors meetings, Board Committee meetings (alternate months/quarterly), reading and preparation for Board and Committees and more flexible arrangements for training and development and staff and patient engagement. A degree of flexibility will be required, and a small amount of time commitment may be during the evening.

Appointment and Tenure of Office

This appointment will be for an initial term of three years and will be subject to annual performance reviews by the Chair. A further term of three years will be subject to approval by the Council of Governors. You should also note that this post is a public appointment or statutory office rather than a job and is therefore not subject to the provisions of employment law. To ensure that public service values are maintained at the heart of the National Health Service Non-Executive Directors are required to subscribe to the Trust's Managing Conflict of Interests Policy, Standards of Business Conduct Policy, Standing Orders and Standing Financial Instructions.

As a Non-Executive Director, you must demonstrate high standards of corporate and personal conduct. You will be required to declare any conflict of interest that arises in the course of Board business and also declare any relevant business interests, positions of authority or other connections with commercial, public or voluntary bodies. Successful candidates will be expected to subscribe to the Nolan Principles.

Eligibility

Non-Executive Directors of the Foundation Trust must be a public Member of the Foundation Trust*. This means you must live in an eligible constituency which includes all of England, North Wales and the Isle of Man. *The candidate, if eligible, may submit an application for Trust membership with their application and will not be eligible for appointment unless they have been added to the register of Members.

Alternatively, access the 'Members' section of our website where you can complete the application form electronically.

Criteria for eligibility for appointment as a member of the Board of Directors

The following paragraphs identify the circumstances where an individual would not be eligible for appointment as a member of the Board of Directors. These are quoted directly from the Trust's Constitution. The following may not become, or continue as, a member of the Board of Directors:

- a person who has been made bankrupt or whose estate has been sequestrated and (in either case) has not been discharged
- a person in relation to whom a moratorium period under a debt relief order applies (under Part 7A 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.
- a person who has within the preceding five years has been convicted in the British Isles 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 them.

In addition, the following would make a candidate ineligible if:

- They are a member of the Council of Governors or a Governor
- They are the spouse, partner, parent or child of a member of the Board of Directors of the Foundation Trust
- They are a member of a Local Healthwatch
- They are the subject of a disqualification order made under the Company Directors Disqualification Act 1986
- They are a person whose tenure of office as a Chairman or as a member or Director of an NHS body has been terminated on the grounds that their appointment is not in the interests of the health service, for non-attendance at meetings, or for non-disclosure of a pecuniary interest
- They have within the preceding two years been dismissed, otherwise than by reason of redundancy, from any paid employment with an NHS body
- They have refused without reasonable cause to fulfil any training requirement established by the Board of Directors

- They have refused to sign and deliver to the Corporate Secretary a statement in the form required by the Board of Directors confirming acceptance of the code of conduct for Directors
- They must be a 'fit and proper' person in accordance with NHS Improvement and CQC principles and must meet the Trust constitutional requirements for appointment. Please refer to the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014: Regulation 5.W

In accordance with the Fit and Proper Persons Test for directors, the individual should be able to confirm that they:

- are of good character
- have the qualifications, competence, skills and experience that are necessary for the relevant office or position or the work for which they are employed.
- are able by reason of their health, after reasonable adjustments are made, of properly performing tasks that are intrinsic to the office or position for which they are appointed or to the work for which they are employed.
- have not been responsible for, contributed to or facilitated any serious misconduct or mismanagement (whether unlawful or not) while carrying out a regulated activity or providing a service elsewhere which, if provided in England, would be a regulated activity.
- none of the grounds of unfitness specified in part 1 of Schedule 4 to the Regulated Activities Regulations apply to the individual as set out above.

Diversity and Monitoring

The Walton Centre NHS Foundation Trust is committed to being an organisation within which diversity is valued and appreciated, regardless of race, age, disability, gender, sexual orientation, religion or belief and socio-economic status. The Trust recognises that everyone is different, valuing the unique contribution that individual experience, knowledge and skills can make in delivering service goals and that is visible and apparent at all levels of the organisation. Service provision and staff opportunities are provided regardless of diversity.

Disclosure and Barring Service Checks

Every member of Trust staff at The Walton Centre NHS Foundation Trust has a responsibility to safeguard and protect vulnerable adults and children. If you are currently bound over or have any 'unspent' convictions, you must declare these as part of the application process. Prior to making a final decision concerning your application, we shall discuss with you any information declared by you that we believe may have a bearing on your suitability for the position. We undertake not to discriminate unfairly against applicants on the basis of criminal conviction or other information declared.

Complaints

The appointments process is the responsibility of the Council of Governors. In the event of any complaint, this should be directed to the Trust where it will be handled under the Trust's own complaints procedure.

Appendix B: The Nolan Principles - The Seven Principles of Public Life.

Selflessness

Holders of public office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family, or their friends.

Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

Objectivity

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

Holders of public office should promote and support these principles by leadership and example.