



Could you help lead the NHS in your area?

**Barking, Havering and Redbridge
University Hospitals NHS Trust**

Non-executive Director

Candidate information pack

Reference: L3540



NHS England has a specific role in appointing and supporting NHS Trust Chairs and Non-Executives.

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

We actively encourage applications from individuals of all backgrounds, including those from underrepresented groups and people living with disabilities.

We value the unique perspectives that come from different life experiences, cultures, and identities. Whether you bring lived experience of using health services, professional expertise, or community insight, your voice matters.



Contents

1.	The opportunity	4
2.	About BHRUT	4
3.	Person specification	6
4.	Terms of appointment	6
5.	Further information	7
6.	Making an application	7
7.	Key dates	9
Appendices	Appendix 1: Values and concepts from the NHS Leadership Competency Framework	10

1. The opportunity

There is a vacancy for a Non-executive Director (NED) at Barking, Havering and Redbridge University Hospitals NHS Trust (BHRUT). 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. The Trust is seeking to appoint a candidate who is financially qualified and can chair the Finance and Investment Committee.

2. About Barking, Havering and Redbridge University Hospitals NHS Trust

Our Purpose and Values

We're an organisation that is getting better and better and our improvements are driven by a determination to deliver care we're proud of and our patients are happy with. We are committed to our PRIDE values which are:

- Passion - I give the best of myself, I work with compassion and kindness and I make a difference everyday.
- Responsibility - I do what I said I would do, I step up, I speak up and I recognise other people's contribution.
- Innovation - I solve problems, I keep it simple and I look for opportunities to improve our care.
- Drive - I deliver with pace, I lead by example and I welcome a challenge.
- Empowerment - I support my colleagues, I listen to understand, I delegate and trust people.

Organisational Goals

Our organisational goals for the next three years are:

We have four Trust-wide goals for 2026-2029, each with headline objectives and deliverables to measure progress. These goals are:

- Deliver high-quality, patient centred care
- Deliver sustainable, high performing services
- Create a diverse and inclusive workplace
- Make better use of resource to get financially fit.

Our Achievements

- Patients are benefitting from a new electronic patient record (we were the last acute trust in London to introduce one) and our maternity services have been rated good by the Care Quality Commission.
- What continues to elude us is financial sustainability which would guarantee our independence and give us the freedom to be in control of our own destiny.
- We operate from two main sites – KGH in Goodmayes and Queen’s Hospital in Romford. We have two busy emergency departments with more than 346,000 people visiting them last year. We’re campaigning to secure the £42m we need to transform the A&E at Queen’s and get rid of corridor care.
- We’re proud of our regional Neurosciences Centre, Radiotherapy Centre and Hyper Acute Stroke Unit. We’re also part of the North East London Cancer Alliance.
- We run a Women’s Health Hub in Ilford; an Ageing Well Centre in Hornchurch; and Community Diagnostic Centres (CDC) at Barking Community Hospital and at St George’s Health and Wellbeing Hub. These CDCs are open 12 hours a day, 7 days a week.
- The majority of our 8,400 staff – who come from 146 different countries - live in the three diverse London boroughs we serve and are from black, Asian and minority ethnic groups. Many can work flexibly and more than 400 of them are on our Ofsted accredited apprenticeship programmes. We’re proud to be a London Living Wage employer.

Our Leadership

Our Chair is Sarah Betteley

Sarah joined us in February 2025. She is also Chair of Hertfordshire Partnership University NHS Foundation Trust, a position she has occupied for the past four years.

Sarah is a lawyer with significant non-executive experience in the NHS. She has held several senior executive commercial roles at BT and has acted as a consultant for small businesses, supporting them with strategy and growth development.



3. The person specification

We are looking for candidates who want to use their energy, skills and experience to help drive the delivery of sustainable healthcare services for the people of north east London, and the wider region.

Required skills, experience and attributes are described in the NHS Leadership Competency Framework for Board Members (outlined in Appendix 1):

Essential criteria

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

The successful candidate will have the following:

- A clear commitment to the NHS and the trusts' values and principles.
- Experience as a non-executive director.
- Finance experience gained within a large and complex organisation.
- A financial qualification.
- Capacity and ability to Chair a Board Committee.

4. Terms of appointment

Applications will be assessed on merit, as part of a fair and open process, from the widest possible pool of candidates. The information provided by applicants will be relied on to assess whether sufficient personal responsibility and achievement have been demonstrated in previous/other roles, to satisfy the experience being sought.

The best boards are those that reflect the workforce and communities they serve. We particularly welcome applications from individuals of all backgrounds, including those from underrepresented groups and people living with disabilities, who we know are all under-represented in these important roles.

- We particularly encourage applications from candidates who live in or have strong connections with the area served by the trust.
- On average this role will require the equivalent of 2 to 5 days a month, however the time commitment may vary and a flexible approach should be taken.
- The remuneration payable for this role is £13,000 (standard rate for all NEDs) per annum.

Given the significant public profile and responsibility members of NHS Boards hold, it is vital that those appointed inspire confidence of the public, patients and NHS staff at all times. NHS England and the Trust make a number of specific background checks to ensure that those we appoint are **“fit and proper”** people to hold these important roles. More information can be found on our [website](#).



5. Further information

For information about the Trust, such as business plans, annual reports, and services, visit the website - <https://www.bhrhospitals.nhs.uk/>. Key links are:

- <https://www.bhrhospitals.nhs.uk/download/organisational-strategy.html?ver=15940&doc=docm93jjm4n6496.pdf>
- <https://www.bhrhospitals.nhs.uk/trust-board>

6. Making an application

For more information, you can contact:

- We strongly recommend an informal and confidential discussion with Sarah Betteley the Chair of the Trust. Please contact Christine Smith on 01708 435444 Extension: 3944 or by emailing christine.smith65@nhs.net
- NHS England – for general application process enquiries contact Jane Hundley by emailing Jane.hundley@nhs.net

There is support to prepare candidates to apply for a non-executive vacancy on the NHS England website (<https://www.england.nhs.uk/non-executive-opportunities/support-for-candidates>) including:

- About the NED role
- Building your application
- Sources of information and useful reading
- Eligibility and disqualification criteria
- Terms and conditions of chair and non-executive director appointments
- How we will handle your application and information
- View all current chair and non-executive vacancies
- Sign up to receive email alerts on the latest vacancies
- Contact details for the Senior Appointments and Assessment Team

NHS England respects your privacy and is committed to protecting your personal data. We will only use personal data where we have your consent or where we need to comply with a legal or statutory obligation. It is important that you read [this information](#) together with our [privacy notice](#) so that you are fully aware of how and why we are using your data.

If you wish to be considered for this role please provide:

- a CV that includes your address and contact details, highlighting and explaining any gaps in your employment history
- a supporting statement that highlights your motivation for applying and your understanding of the NHS and the role. You should outline your personal responsibility and achievement within previous roles and how your experience matches the person specification
- the names, positions, organisations and contact details for three referees. Your referees should be individuals in a line management capacity and cover your most recent employer as well as previous employer(s) from the past six consecutive years. They should also cover any regulated health or social care activity or where roles involved children or vulnerable adults. Your references may be taken prior to interview and may be shared with the selection panel
- If you have previously held a Director, Chair or Non-executive Director position in an NHS funded organisation or a regulated services organisation (see list below), a Board Member Reference (BMR) will also be requested from your former organisation(s), for posts ending after September 2023:
 - NHS Trusts and Foundation Trusts
 - Integrated Care Boards
 - NHS England (national and regional teams)
 - Arm's Length Bodies if they deliver regulated services
 - Independent providers commissioned by the NHS (e.g. private hospitals, social enterprises)
 - Community Interest Companies (CICs) delivering NHS-funded care
 - Joint ventures or partnerships involving NHS statutory bodies
- In accordance with NHSE's FPPT framework if appointed your references and other background checks will be shared with the Trust
- Please complete and return the monitoring information form which accompanies this pack
- Tell us about any dates when you will not be available
- The preferred method of application is online at: www.odgers.com/96245
- If you are unable to apply online please email: 96245@odgers.com
- All applications will receive an automated response.

7. Key dates

Closing date for receipt of applications: Wednesday 24th June 2026

Preliminary interviews: Long-listed candidates will be invited for a preliminary interview with Carmel Gibbons, Partner and Head of the Healthcare Practice from Odgers. To facilitate this, we will share your application with Odgers. Feedback from these interviews will be given to the panel

Interview date: TBC – July 2026

NHS England

E: england.chairsandneds@nhs.net

W: england.nhs.uk

Appendices

Appendix 1: Values and concepts from NHS Leadership Competency Framework

NHS leadership competency framework for board members

Leaders in the NHS help deliver better health and care for patients by setting the tone for their organisation, team culture and performance. We have worked with a wide range of leaders from across the NHS to help describe what we do when we operate at our best.

The competency domains reflect the [NHS values](#) and the following diagram shows how they are aligned:

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



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	

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. Candidates will have:

- A demonstrable interest in health and social care and a strong desire to achieve the best sustainable outcomes for all patients and service users through encouraging continuous improvement, clinical excellence and value for money
- Strong understanding of financial management, with the ability to balance the competing objectives of quality, operational performance and finance
- An appreciation of constitutional and regulatory NHS standards

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. Candidates will have:

- Experience of leading and delivering against long-term vision and strategy
- Experience leading transformational change, managing complex organisations, budgets and people

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. Candidates will have:

- A clear commitment towards issues of equality, diversity and inclusion
- Significant experience of engaging with the diverse social, economic and cultural groups served by the organisation

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. Candidates will have:

- Prior board experience (any sector, executive or non-executive role)
- Evidence of successfully demonstrating the NHS Leadership competencies in other leadership roles
- An ability to identify and address issues, including underperformance, and to scrutinise and challenge information effectively for assurance

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. Candidates will have:

- A clear commitment to the NHS and the trust's values and principles
- Experience of building effective teams, encouraging change and innovation and shaping an open, inclusive and compassionate culture through setting the right tone at the top and championing diversity at, and across, all levels

- A strong focus on the experience of all staff and patients
- Experience managing conflict, finding compromise and building consensus across varied stakeholder groups with potentially conflicting priorities

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. Candidates will have:

- A desire to engage with the local population and to collaborate with senior stakeholders across the health and care system
- Strong interpersonal, communication and leadership skills

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