



Making Life  
Better Together

**NHS**

South West London and  
St George's Mental Health  
NHS Trust

June 2026

# Associate Non-Executive Director (Digital) Candidate pack



 Respectful

 Open

 Collaborative

 Compassionate

 Consistent

PUBLIC

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# Welcome from the Chair



Thank you for your interest in becoming a Non-Executive Director at South West London and St George's Mental Health NHS Trust.

We are a 2,900-strong team providing high quality mental health care, treatment and recovery support to about 20,000 people from South West London and beyond at any given moment. We are proud to be one of the most diverse organisations in the NHS and we are working together to create an organisation in which we all belong, and one which celebrates our diversity, promotes equity, and is actively working towards being anti-racist.



**Ann Beasley**  
**Trust Chair**

As a leading provider of mental health services and a beacon of excellence for many national mental health services, the Trust has a long history of inclusion and innovation that has helped to redefine the mental health landscape in the UK, **Making Life Better Together** for our local communities.

We are now seeking to appoint an Associate non-executive director to join the Board to bring Digital, Data and Technology, particularly with a Digital Transformation and AI background. Whilst prior healthcare experience is not necessary, an understanding of the sector would be helpful. If you have the experience, drive and imagination to help realise our strategic ambitions, then we would very much look forward to hearing from you.

If you have a passion to make a difference in mental health service and can see yourself in our values, we want to hear from you

# About us

# South West London and St George's



We are **Proud to Belong** at South West London and St George's Mental Health NHS Trust (SWLSTG).



We have expert services, a rich history, and a clear commitment to providing the best quality care for

those with mental ill-health. The Care Quality Commission already rates our services as 'good' - we aspire to be 'outstanding'.

This is a great time to join us. We are transforming the way we care for our communities to support our mission of **Making Life Better Together**. Quality improvement, co production and race equity and inclusion is central to our delivery.

We have built two brand new mental health facilities at Springfield University Hospital, which are amongst the best in the world. More development and transformation are planned across sites in Tolworth, Barnes, and Richmond, and across our services in adult community and urgent care.

We are inclusive and diverse, and we strive to be actively anti-racist. We want to attract people from all backgrounds and experiences to enrich the work we do together.

We put patients and their carers at the heart of all that we do, working to hear their voices through engagement, involvement, and co-production. We are proud to be an 'anchor' in our local community and we are working to be an excellent local employer and neighbour.



# About us

# South West London and St George's



We are the main provider of mental health services to the 1.2 million people living in the boroughs of Kingston, Merton, Richmond, Sutton and Wandsworth.

We provide acute and community care across a number of sites: including

inpatient facilities at Springfield University Hospital (Tooting) and Tolworth Hospital (Kingston) and community clinics, hospitals, surgeries, community locations, and in people's homes.

We are a teaching Trust and provide education, training and research in partnership with a number of universities.

We are digitally advanced: we understand the positive impact digital can have on patient choice, care and treatment, as well as staff experience.

We believe that a **great staff experience leads to a good patient experience**. We therefore provide agile working opportunities, career development, feedback mechanisms and benefits.

Collaboration and partnership are crucial to how we work. Together with South London and Maudsley NHS Foundation Trust and Oxleas NHS Foundation Trust, we are part of the South London Partnership. We also play a leading role in the South West London Integrated Care System and work at borough levels with many local community organisations.

**Come and join our inclusive teams and help our patients on their recovery journey.**

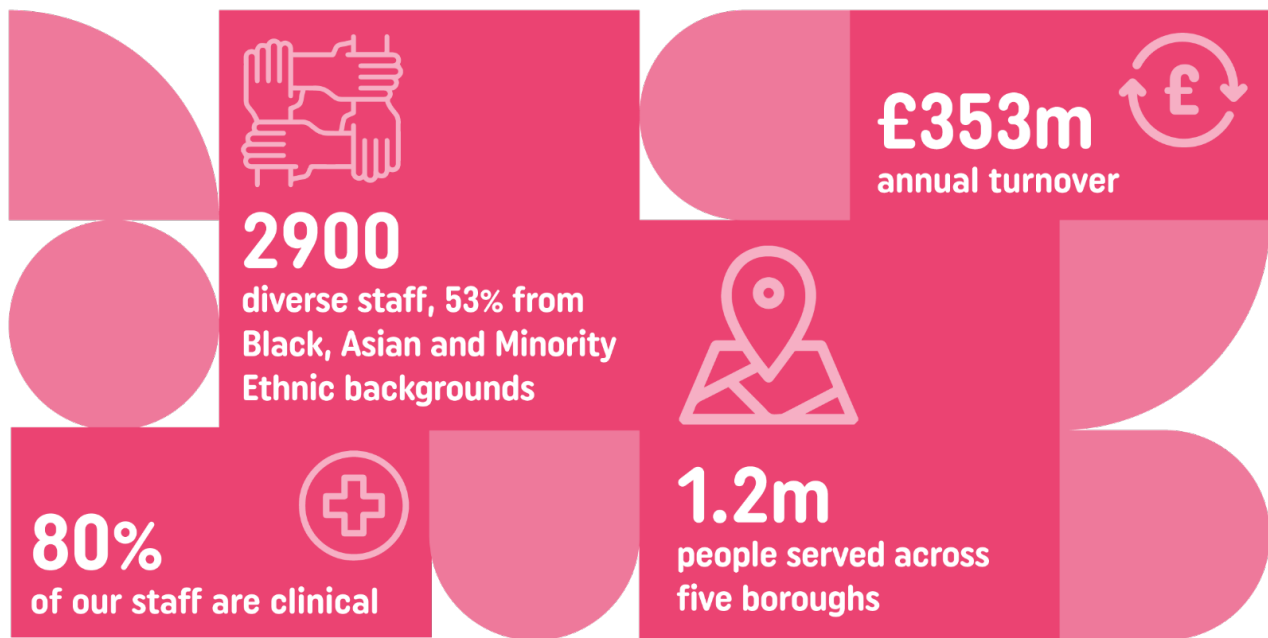


# About us

# Our Trust in numbers



## About us



## About our services

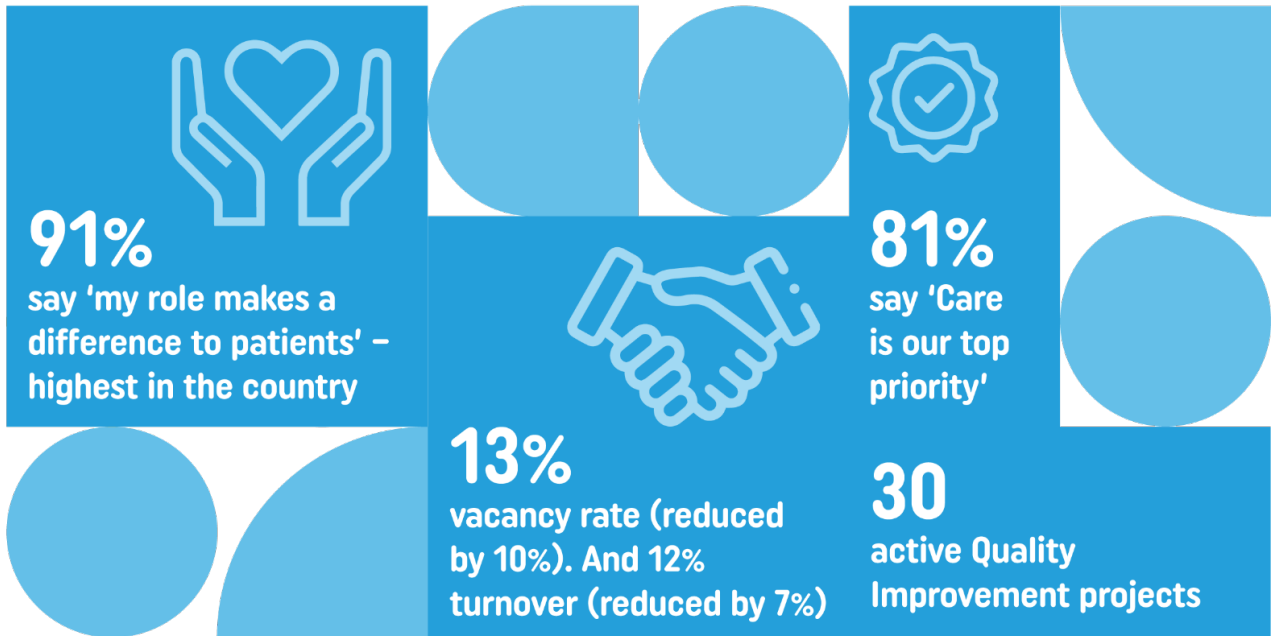


About us

# Our Trust in numbers



## Staff experience



## Patient experience



# About us

# Our strategy: mission, ambition and values



Our mission: vision:

Patients are at the heart of all our delivery. Working in partnership, by 2031, we want everyone who uses our services to have excellent, timely, personalised and recovery focused mental health support.



**Making Life Better Together**

Our ambitions:



Our values and principles guide everything we do

- Respectful
- Consistent
- Collaborative
- Open
- Compassionate

We are:

- actively anti-racist and inclusive
- ambitious for mental health
- patient-centred, clinically-led and expertly-managed
- digital first and accessible 24/7
- evidence-based and consistent
- rooted in our communities
- continuously improving and building confidence across the system

# About us

# Our Board and Executive Advisory Group

## The Trust Board

The Board leads the Trust and provides a framework of governance within which high quality mental health and social care services are delivered to the communities we serve in south west London and nationally.

## The Executive Advisory Committee

The Executive Advisory Committee is part of our commitment to ensuring diverse representation in our decision making.

### Chief Executive and Chair



Chief Executive  
Vanessa Ford



Chair  
Ann Beasley

### Co-chairs



Co-Chair  
Noel Brown



Chief Executive  
Vanessa Ford

### Executive Directors



Chief Medical Officer  
Dr Billy Boland



Chief Operating  
Officer  
Ashton Ntuli



Chief Finance &  
Performance Officer  
and Deputy  
Philip Murray



Chief Nursing Officer  
Sharon Spain



Chief People Officer  
Katherine Robinson



Integrated Programme  
Director  
Ian Carlington



Director of  
Communications  
and Stakeholder  
Engagement  
Jonna Khalifan



Chief Strategy Officer  
Amy Scammell

### Non - Executive Directors



Non-Executive Director  
Sola Atuape



Non-Executive Director  
Juliet Armstrong



Non-Executive Director  
Jonathan Warren



Non-Executive Director  
Ebele Akojie



Non-Executive Director  
Steve Giffard



Associate  
Non-Executive Director  
James Watson-O'Neill



Associate  
Non-Executive Director  
Dr Iram Sattar

### Members




## Our values into actions

**RACISM STOPS HERE** 

**BE PART OF THE SOLUTION** 

We are  respectful of our differences and celebrate our diversity.

We acknowledge that racism exists and  openly call it out.

We  collaborate and listen to people who aren't often heard.

We are  compassionate and believe people's experience of racism.

We  consistently role model actively anti-racist behaviours.

# About us

# Our Integrated Care System



We are an active partner in the South West London Integrated Care System (ICS), which serves over 1.5 million residents across six boroughs. Bringing together NHS organisations, local authorities and community partners, it works collaboratively to:

- Understand local needs and inequalities
- Develop long-term population health strategy
- Commission services and allocate resources
- Monitor performance and improve outcomes

The Integrated Care Board (ICB) leads the planning and commissioning of NHS services across the system. In 2025, South West London and South East London ICBs established a formal cluster arrangement, sharing senior leadership while remaining separate statutory organisations. This partnership strengthens strategic commissioning across south London.

The NHS in South West London has developed a Mental Health Strategy setting out the ways it will improve and support the mental health of everyone who lives, work or studies in Croydon, Kingston, Merton, Richmond, Sutton and Wandsworth over the next five years.

Our vision is to make South West London the best place to live for emotional wellbeing, with everyone having access to high quality, accessible wellbeing and mental health services. We will do this through:

1

#### **Prevention and early support including:**

- a) Support for children and young people and families
- b) Healthy environments
- c) Mental health literacy and reducing stigma

2

#### **Bio-psycho-social model including:**

- a) Physical healthcare for people with SMI
- b) Neighbourhood teams & integration
- c) Complex needs & co-occurring issues

3

#### **Inequalities including:**

- a) At risk communities
- b) Unwarranted variation

4

#### **Timely access including:**

- a) Least restrictive care & recovery
- b) Waiting times
- c) Transitions
- d) Discharge

# About this role



The Trust is looking to recruit a new Associate Non-Executive Director to bring strong digital experience to the Board.

Working collaboratively as part of a unitary Board, you will contribute to the development of strategy, support long-term sustainability and help ensure the Trust continues to provide safe, effective and compassionate care. You will also work closely with executive colleagues and partners across the wider health and care system to support system-wide thinking and collaborative leadership in partnership.

The successful candidate will demonstrate sound judgement, strategic thinking and the ability to provide constructive challenge while building positive and collaborative working relationships. Our successful candidate will be passionate about tackling health inequalities.

We particularly want to encourage candidates from groups currently under-represented in NHS Board roles.

All Associate Non-Executive Directors must champion the standards of public life – by upholding the highest standards of conduct and displaying the principles of selflessness, integrity, objectivity, accountability, openness, honesty, and leadership. As a future NHS leader, the successful candidate will be able to demonstrate the range of behaviours required to contribute effectively in this board level role. All Board roles are subject to NHS England's [Leadership Competency Framework](#).

For this role, it would be preferable that applicants should live in or have strong connections with the area served by the Trust.

This role could be a development opportunity and not an appointment or employment, and we may recruit on the basis of potential and motivation, rather than on previous experience in senior roles. This opportunity will provide you with unique experience and potential for significant growth and development, and will place you in a strong position to apply for future NED opportunities. It does not however entitle you to a position with SWLSG or any other NHS organisation at the end of your development opportunity.

On average this role will require the equivalent to 2 to 3 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 per annum for a 3 year term.

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 makes 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 the [NHS England website](#).



# Person Specification



- A record of achievement at board/senior executive level in an organisation of similar size and complexity whether private, public or voluntary sector.
- Digital, Data and Technology, particularly Digital Transformation and AI background, along with ideally relevant healthcare experience.
- Evidence of providing effective strategic direction supported by knowledge of governance and how boards should add value.
- Experience of building successful alliances and working relationships with a capability to influence a complex range of stakeholders.
- Evidence of exercising independence of judgement.
- Experience of holding senior management teams to account and, in turn, accustomed to a high level of accountability.
- Experience of leading or managing significant change.

# About you

# Recruitment timetable

# and how to apply



Apply for the role via the GatenbySanderson website here: [www.gatenbysanderson.com](http://www.gatenbysanderson.com) .

The closing date for applications is Monday 6th July.

Applications should include:

- An up to date copy of your CV, along with a Supporting Statement that addresses the criteria set out in the person specification, using examples to demonstrate how you meet the essential requirements.
- A completed Fit and Proper Person Form - the template can be downloaded from the same place as the job description.
- Detail any employment or education gaps.
- The names, positions, organisations and contact details for two referees, one of whom should be your current or most recent position. Please note, should you be appointed, you will be required to provide references covering your last 6 years of employment. Where there have been gaps in employment, this six-year period will be extended accordingly. **We would not approach these referees before the shortlist stage, and only with your permission.**
- Let us know any difficulty with the indicative timetable.

Once you have submitted your application, you will receive an automated email to confirm that you have applied. If you do not receive this email, please make contact with GatenbySanderson.

For a confidential discussion, contact our executive search partners at GatenbySanderson:

- Carmel Bell - [carmel.bell@gatenbysanderson.com](mailto:carmel.bell@gatenbysanderson.com)
- Melanie Shearer - [melanie.shearer@gatenbysanderson.com](mailto:melanie.shearer@gatenbysanderson.com)
- Jim Canning - [jim.canning@gatenbysanderson.com](mailto:jim.canning@gatenbysanderson.com)

Closing date for applications: 6<sup>th</sup> July 2026

Final panel interviews: Mid – end of July





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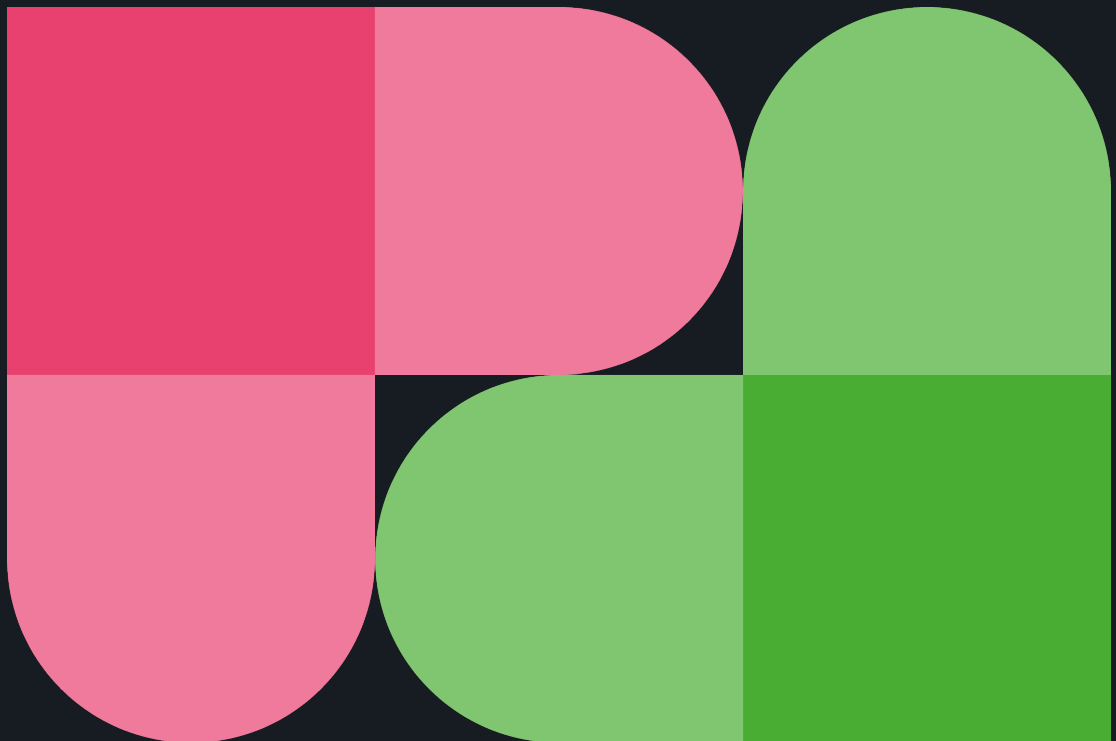
**NHS**

South West London and  
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# Thank you

Website: [www.swlstg.nhs.uk](http://www.swlstg.nhs.uk)

Join us on social



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