

Could you help lead the NHS in your area?

**Hull University Teaching Hospitals
NHS Trust and Northern Lincolnshire
and Goole NHS Foundation Trust**

**Group Non-executive Director & 2
Associate Non-executive Directors**

Candidate information pack

Reference: N3691

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.

Our recruitment processes are conducted in accordance with the Code of Governance to ensure that they are made on merit after a fair and open process so that the best people, from the widest possible pool of candidates, are appointed.



Contents

1. The opportunity	3
2. The organisation	4
3. Person specification and NHS Leadership Competency Framework	5
4. About the Group	9

Appendices 14

Appendix 1: Values and concepts from the NHS Leadership Competency Framework

Appendix 2: More information

Appendix 3: Making an application

Appendix 4: Key dates



1. The opportunity

There are vacancies for a Group Non-Executive Director (NED) and two Group Associate Non-Executive Directors at Hull University Teaching NHS Trust (HUTH) and Northern Lincolnshire and Goole NHS Foundation Trust (NLAG).

The Group Non-Executive Director will chair the Performance, Finance, Digital and Estates Committee.

The Associate Non-Executive role is used successfully in the NHS to support Board succession strategy and achieving a balance of Board level skills. Whilst the Associate NEDs cannot participate in any formal vote at Board, they are very much involved with the formal Board discussion.

The Group NED and ANEDs will be responsible for:

- Bringing independent judgement and advice, whilst working as a fully committed member of a unitary Board;
- Providing appropriate challenge and support (in equal measure) to Board decision-making, with the intention of providing sufficient rigour and challenge (delivered in an appropriate manner) which seeks to improve the effectiveness of the decision-making;
- Ensuring that a patient-centred approach is at the forefront of all Board activities and which ensures patient safety and quality of services;
- Demonstrating, in behaviours, the key values of the public sector of openness and transparency.

The successful candidates for the Associate roles will be appointed to the Group Board and may also be considered for appointment as a NED of the Group Board in future (**within two years from initial appointment**), should a vacancy arise and they have the appropriate skills.

2. The organisation

The Trust Boards of HUTH and NLAG have committed to a Group model under the brand of Humber Health Partnership (the Group). The Humber Health Partnership is one of the largest Groups in the NHS, with a turnover of £1.4 billion, employing 17,000 staff.

Their five main hospital sites are Castle Hill Hospital, Diana, Princess of Wales Hospital, Goole and District Hospital, Hull Royal Infirmary, and Scunthorpe General Hospital. They also deliver a wide range of community services across North and

North East Lincolnshire, including district nursing, physiotherapy, psychology, podiatry and specialist dental services.

They see well over a million patients every year with around 275,000 attendances at our emergency departments, 214,000 hospital admissions and more than a million outpatient appointments. They deliver around 8,700 babies each year and their community services provide vital healthcare to patients in their own homes.

As Teaching Hospitals working with the Hull York Medical School, they are a UK leader in research and innovation.

This is a unique opportunity to help shape the future of local services by sharing your talents and expertise to help transform and improve the services of the hospitals within the Group and make a positive difference to your community.

3. The person specification

Essential criteria

As a Group NED or ANED you will need to have a genuine commitment to patients and the promotion of excellent health care services. Across the three roles we are seeking experience in the one or more of the following areas:

- Operating at a strategic or board level in a large and complex organisation
- Experience of raising the quality of customer/patient/service user experience
- Transformation using digital technologies
- Clinical leadership especially nursing, allied health professional, or primary care
- Experience from the commercial sector

The Group Non-Executive Director, as chair of the Performance, Finance, Digital and Estates Committee, will need sufficient senior leadership experience to be credible leading this important committee.

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:



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.

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.

- Applicants will ideally live in or have strong connections with the area served by the trusts.
- On average this role will require the equivalent to 2 to 5 days a month, however the time commitment may vary and a flexible approach should be taken.
- The remuneration payable for the Associate NED roles is £13,000 (standard rate for all NEDs) per annum. The remuneration for the Group NED is £18,000 reflecting the greater responsibility and time commitment to chair a committee.

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](#).

4. The Group

4.1 Hull University Teaching Hospitals NHS Trust (HUTH)

The Trust is situated in the geographical area of Kingston upon Hull and the East Riding of Yorkshire. It employs approximately 9,000 staff, has an annual turnover of £886 million (2023/2024) and operates from two main sites - Hull Royal Infirmary and Castle Hill Hospital – whilst delivering a number of outpatient services from locations across the local health economy area.

The Trust’s secondary care service portfolio is comprehensive, covering the major medical and surgical specialties, routine and specialist diagnostic services and other clinical support services. These services are provided primarily to a catchment population of approximately 600,000 in the Hull and East Riding of Yorkshire area.

HUTH provides specialist and tertiary services to a catchment population of between 1.05 million and 1.25 million extending from Scarborough in North Yorkshire to Grimsby and Scunthorpe in North East and North Lincolnshire, respectively. The only major services not provided locally are transplant surgery, major burns and some specialist paediatric services.

It is designated as a Cancer Centre, Cardiac Centre, Vascular Centre and a Major Trauma Centre. HUTH is a university teaching hospital and a partner in the Hull York Medical School. Annually, the Trust provides the following services:

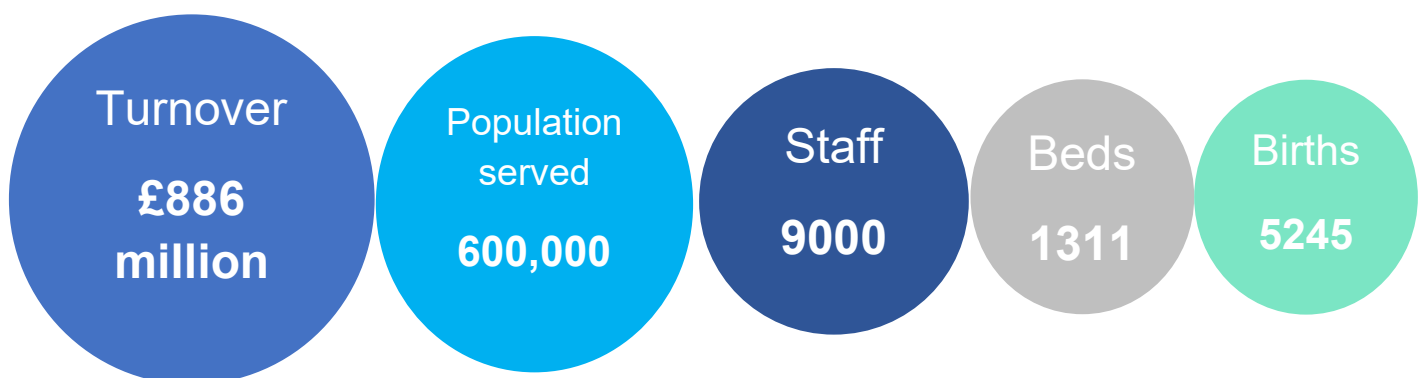
- Assesses over 130,000 people who attend the Emergency Department at Hull Royal Infirmary
- Sees over 880,000 attendances at outpatient clinics
- Admits over 94,000 patients to its wards

The 14 joint Care groups, working jointly with Northern Lincolnshire and Goole NHS Foundation Trust deliver Clinical services to both sides of the Humber Estuary. These are supported by Corporate Services Estates, Facilities and Development, Strategy and Planning, Finance, Human Resources including education and Development, Quality Governance, Corporate Governance, Information Management and Technology).

HUTH was formed in October 1999 through the merger of the former Royal Hull Hospitals and East Yorkshire Hospitals NHS Trusts and became the Hull and East Yorkshire Hospitals NHS Trust.

On 1 March 2019, the Trust formally changed its name to Hull University Teaching Hospitals NHS Trust in order to strengthen links with Hull University, particularly in respect of teaching and academic opportunities, and to bring about positive benefits in respect of recruitment, especially in relation to clinical posts across medical, nursing and professions allied to health. Research and innovation features as one of the Trust's seven organisational goals as it reflects the organisation's aspiration to be a research centre of excellence, engendering an innovation culture.

HUTH in numbers



Vision and Values

The organisation's staff charter is based on the four values of the Trust: Compassion, Honesty, Respect and Teamwork. These were developed on consultation with over 3,000 of our staff working across the Group. We expect all staff to work and live by these values while at work with an expectation that board members are role models for the values at all times.

 Staff charter Humber Health Partnership			
COMPASSION	HONESTY	RESPECT	TEAMWORK
Put the safety and care of patients and colleagues at the heart of everything you do	Take responsibility for your actions, decisions and behaviours	Trust and appreciate your colleagues - say thank you and well done	Meet regularly as a whole team, discuss goals, actions and ideas for improvement. Commit to being good team members
Listen to your colleagues and patients, understand, empathise and take action to help	Report concerns about safety, quality and negative behaviours as quickly as possible	Talk to everyone in a respectful and polite manner and listen when others want to speak	Include all colleagues in key discussions about the team or service
Treat everyone with kindness and support those who need assistance or guidance	Communicate constantly and clearly at all times; create and respond to a constant loop of honest feedback	Understand and appreciate the perspectives, choices and beliefs of others and never discriminate against anyone	Tackle poor behaviours as they arise
Do the right thing, even if this is more difficult to do	Be open about mistakes, apologise, learn and improve	Respect and use <u>each others'</u> strengths; act respectfully by giving, receiving and acting on constructive feedback	Agree high professional standards as a team; give yourselves time to reflect on how to constantly improve

The organisation's vision statement is **United by Compassion - Driving for Excellence**, reflecting our values and our ambition to improve and transform the care we provide for our local population.

4.2 Northern Lincolnshire & Goole NHS Foundation Trust (NLaG)

The Trust provides acute hospital services and community services to a population of more than 450,000 people across a wide geographical area which includes North and North East Lincolnshire, East Riding of Yorkshire and West and East Lindsey.

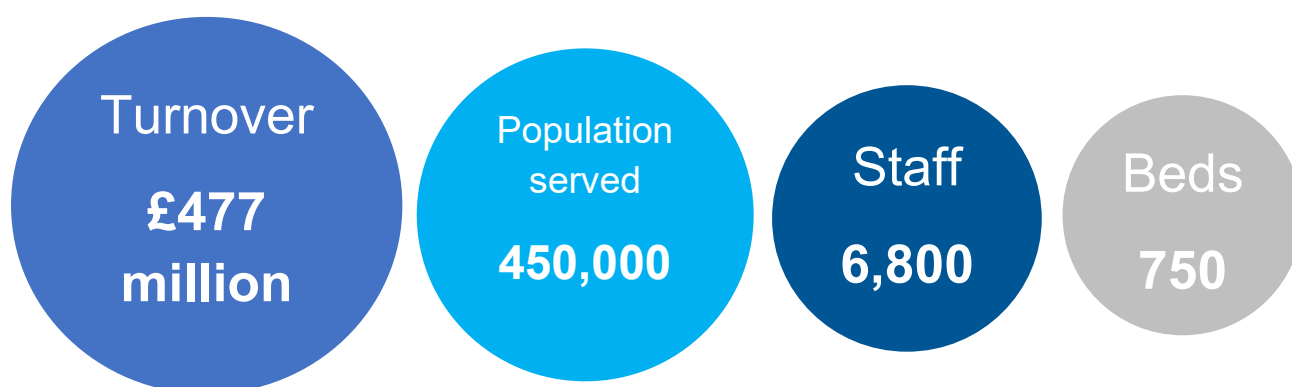
The Trust comprises three hospitals: Diana, Princess of Wales Hospital in Grimsby, Scunthorpe General Hospital and Goole and District Hospital. It also delivers community services in North Lincolnshire.

The Trust was established as a combined hospital and community Trust on April 1, 2001, by the merger of North East Lincolnshire NHS Trust and Scunthorpe and Goole Hospitals NHS Trust. It achieved Foundation Trust status on May 1, 2007, and on April 1, 2011, it took over community services in North Lincolnshire under the Transforming Community Services agenda. In 2013 it dropped the word 'hospitals' from its name to reflect that it offers a wide range of services out in the community as well as at its three hospitals.

The Trust is currently rated 'Requires Improvement' by the CQC and continues a journey of improvement.

The Trust has invested significantly in its estate. This includes two new Accident & Emergency (A&E) departments, a £40 million investment in a greener future and an upgrade to its critical infrastructure. The Trust has recently invested heavily in its diagnostic capability with new MRI and CT scanners and is putting digital at the forefront of what it does, having recently rolled out electronic prescribing, digital appointment letters and virtual consultations.

The Trust in numbers



4.3 The Move to a Group Leadership Model

In November 2022, the trust boards of NLaG and HUTH agreed to form a group model leadership structure with joint leadership and aligned governance and decision-making. Since that time, appointments have been made to the role of Group Chief Executive and other group executive roles. Prior to the decision to move to a group model, both trusts already shared a Joint Chair. Under the group arrangements, whilst individual boards will be retained in statute, as much decision-making as possible will take place via a boards and committees 'in-common' approach.

Both trusts are committed to working collaboratively in this way to deliver more for the populations we serve with a focus on improving clinical outcomes, reducing inequalities of access and addressing known workforce and infrastructure challenges.

The Group non-executive role, whilst part of the NLaG board, will also therefore operate within the wider group context.

4.4 Regional context

The Group operates as part of an Integrated Care Board (ICB) – NHS Humber and North Yorkshire (HNY). The ICB's objective is to narrow the gap in healthy life expectancy by 2030 – increasing healthy life expectancy by five years by 2035

A number of challenges have been identified at a regional level, including:

- The HNY population is aging at a faster rate than anywhere else in the country (by 2043, there will be 75% more people aged 75 and over) - healthy life expectancy is actually decreasing in some areas;
- Many of our specialist and most experienced staff are going to be retiring in the next 10 years;
- Inequalities between different groups of patients will worsen if action on health inequalities is not taken;
- Too many people in the area are having to wait longer to see a health and / or care professional and get the advice, support and / or treatment they need.



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 websites - [Hull University Teaching Hospitals NHS Trust](#) and [Northern Lincolnshire and Goole NHS Foundation Trust](#). Follow the links for more information about:

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

Appendix 3: Making an application

For more information, you can get in touch with:

- GatenbySanderson are helping us to identify potential candidates; if you would like a confidential discussion about the role contact Robin Staveley, Carmel Bell or Emily Smith via carmel.bell@gatenbysanderson.com.
- For an informal and confidential discussion with Alan Downey, Group Chair, please contact GatenbySanderson.

If you wish to be considered for this role please submit an application via the GatenbySanderson website:

Group Associate Non-Executive Director, Commercial/Customer/Digital Experience:

<https://www.gatenbysanderson.com/job/GSe134622>

Group Associate Non-Executive Director, Clinical

<https://www.gatenbysanderson.com/job/GSe134619>

Group Non-Executive Director

<https://www.gatenbysanderson.com/job/GSe134230>

- 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, 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. 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: Monday 10th August 2026 at 9am.**
- **Interview date: week commencing 24th August 2025**

NHS England

E: england.chairsandneds@nhs.net

W: england.nhs.uk

