

# Trust Non-Executive Director

## Candidate Information Pack

July 2026



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# Welcome from Interim Trust Chair, Trevor Rees



Manchester University Foundation Trust (MFT) is one of England's largest NHS Trusts, with a turnover of £3.0bn and operating at a scale and complexity unmatched by most organisations. We continue to bring together health and social care services in a way that enables us to deliver the best possible outcomes for the more than one million patients who rely on us each year.

Thank you for your interest in joining MFT as a Non-Executive Director. I hope this pack gives you a clear sense of our ambition, our values, and the opportunity to contribute at Board level within a high-performing and purpose-driven organisation.

This appointment comes at a pivotal time for the Trust. Our Organisational Strategy and Operating Model, alongside progression of our multi-year financial recovery plan create a strong platform for the next phase of our journey, one that is focused on delivering sustainable improvement, tackling health inequalities, and improving outcomes for the communities we serve.

You would be joining us at a time of both significant challenge and considerable opportunity. Demand for our services continues to grow, and we operate within a constrained financial context. Despite this, the Trust has delivered measurable progress; reducing waiting lists, improving performance across urgent and emergency care, and achieving a breakeven financial position. Our Hive electronic patient record continues to enhance the way we use data, improve clinical decision-making, and strengthen patient experience, with further opportunities for innovation ahead.

This is an important appointment for our Council of Governors, and we are seeking individuals who can bring independent thinking, constructive challenge, and sound judgement to the Board. We are looking for people who will both support and challenge the Executive, while ensuring that quality, safety, and patient experience remain at the heart of every decision we make. In addition to these responsibilities, the successful candidate will chair the Trust's Audit and Risk Committee. This Committee provides the Board with independent and objective assurance on financial and corporate governance, internal control, and risk management across the full breadth of the Trust's activities. As such, this role requires a qualified accountant with the credibility, expertise, and experience to provide robust oversight and assurance at Board level.

We are particularly committed to building a Board that reflects the diversity of the communities we serve. We welcome applications from individuals from a wide range of backgrounds and lived experiences, recognising the strength that diversity brings to effective leadership, decision-making, and governance.

I hope this opportunity inspires you to consider applying. If you would like to find out more, I encourage you to speak in confidence with our Non-Executive Search Partner, Hunter Healthcare via:

- James McLeod on 07842 424530/Jmcleod@Hunter-Healthcare.com or
- Jenny Adrian on 07939 250362/jadrian@Hunter-Healthcare.com

I look forward to receiving your application.

**Trevor Rees**

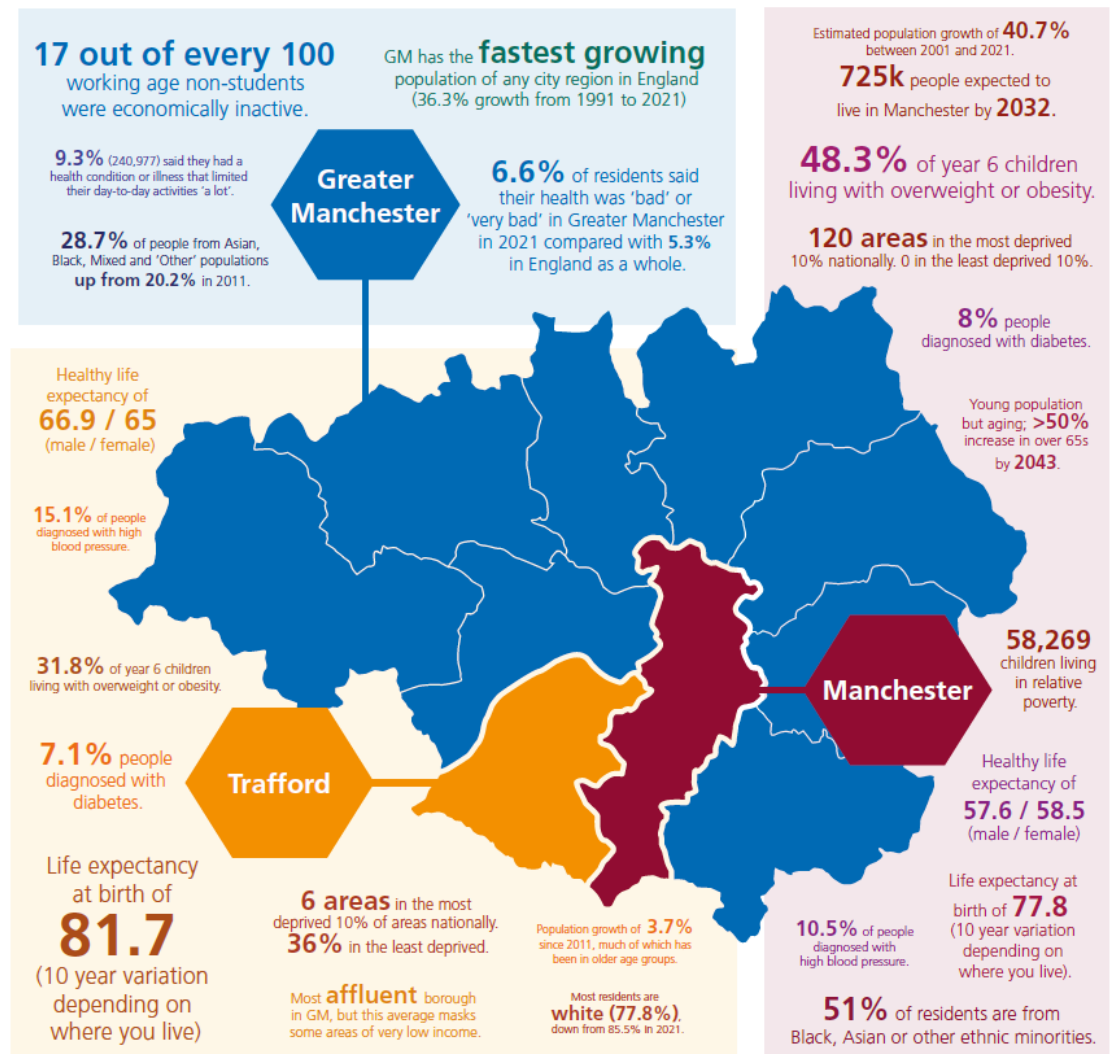
**Interim Trust Chair**



# The Greater Manchester System

The **Greater Manchester Integrated Care System** covers an area with:

- 10 localities
- 2 Mental Health Trusts
- 7 Hospital Trusts
- 1 Ambulance Trust
- 67 PCNs
- 10 Local Authorities
- 1 Combined Authority
- 1 GM Mayor
- c16k VCSE organisations
- Social care provider



The Greater Manchester system has an active Trust Provider Collaborative of which MFT is a key member. We work closely with provider partners on strategic planning, operational decisions and performance improvement (e.g. mutual aid).

Our mature working partnerships at **place** level in Manchester and Trafford, and notably through our Local Care Organisations, have allowed us to proactively respond to the three shifts in the NHS 10-year plan taking us even further in the development of neighbourhood health models. Many of these structures predate the establishment of Integrated Care Systems and are based on well developed relationships.

We support **research and innovation** across GM, hosting NIHR activities and Health Innovation Manchester.



# About MFT



**Manchester Royal Infirmary**

Secondary and tertiary services



**Manchester Royal Eye Hospital**

Specialist eye hospital



**Saint Mary's Hospital**

Specialist Women's hospital and genomics



**Royal Manchester Children's Hospital**

Specialist children's hospital



**University Dental Hospital of Manchester**

Specialist dental hospital



**Clinical & Scientific Services (CSS)**

Specialist Services



**Wythenshawe Hospital**

Secondary and tertiary services



**Withington Community Hospital**

Diagnostics, day-case and community



**Trafford General Hospital**

Secondary care services



**Altrincham Hospital**

Diagnostics and outpatient care services



**North Manchester General Hospital**

Secondary and tertiary services



**Community Health & Adult Social Care Services**

Manchester University NHS Foundation Trust (MFT), has moved to an enhanced clinical leadership model, consisting of **10 hospitals across 6 Clinical Groups** delivering the full range of hospital services from seven sites across Manchester and Trafford.

Imaging, Pharmacy, Anaesthetics and Critical Care, Laboratory Medicine and AHP services are provided by Clinical and Scientific Services across all 10 hospitals.

With a workforce of over 30,000 and a turnover of more than £3.0 billion, we are the **largest provider of specialist services** in the UK, and have **world class research and innovation infrastructure**, alongside the largest health academic campus in Europe. We do pioneering work in **genomics**, rare conditions and advanced therapies and the reputation of our **NIHR research platforms** continues to grow globally.

Following the successful implementation of Hive, our electronic patient record, we are moving at speed to unlock the power of data, AI and real-world evidence for improved patient care, seamless pathways and system wide collaboration.

As the anchor organisation in the region, we are uniquely placed to **drive population level improvement**, working across the Greater Manchester Integrated Care System, with universities, local authorities, industry partners, and the voluntary and community sector to deliver real change.

We provide local hospital care to almost 1 million people, primarily in Manchester and Trafford and specialised services to patients across England.

We host two **Local Care Organisations (LCOs)** which **run NHS community health and adult social care services** in Manchester and Trafford, in collaboration with our Local Authority partners. Our well-established arrangements in the LCOs are our vehicle to drive the left shift and neighbourhood models that are part of the NHS 10-year plan and are of particular significance to us considering the diversity of and deprivation in our communities.

There is **significant diversity** across Manchester and Trafford

- 190 languages spoken in Manchester
- The average age of people in Manchester is 31 and in Trafford is 40
- 1 in 5 of the population has a disability or long-term condition

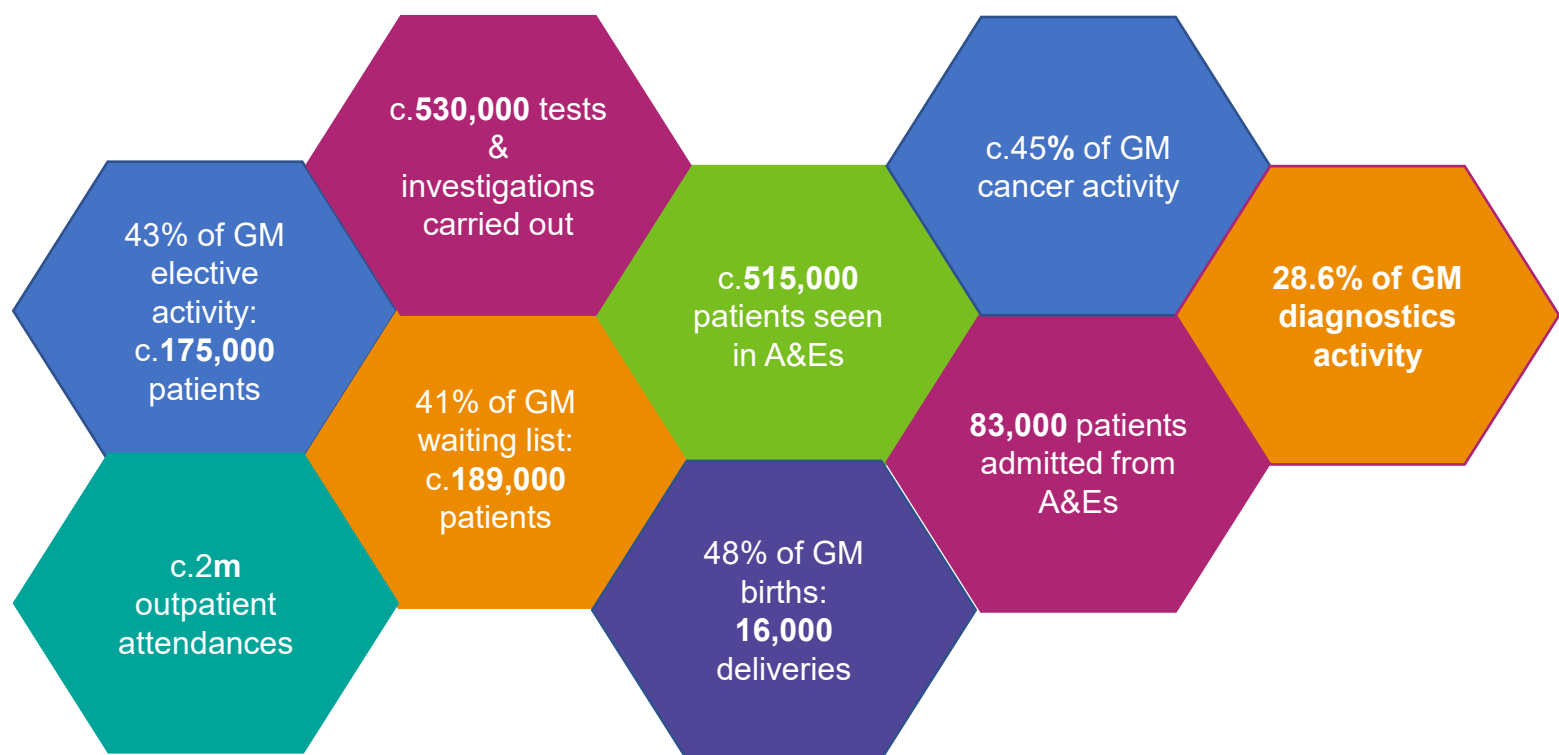
**Deprivation** is significant

- Manchester is the fourth-most deprived local authority in England
- More than two thirds of neighbourhoods in Manchester and Trafford are more deprived than the England average
- Over 40% of children under 16 in Manchester are living in poverty



# Overview of Our Services

MFT is the largest provider of specialist services in England, covering population of 2.8m, sole provider for several tertiary services across GM whilst delivering District General Hospital services for our local population.



MFT also provides extensive community services to the population of Trafford and Manchester.

## A typical day in Manchester Local Care Organisation:

- 3,300 people seen or in contact with our community health services
- 700 new referrals into our community health services
- 15 people referred through our crisis services - helping keep them out of hospital
- 165 people in our reablement services helping them stay independently at home
- 150 people are supported through our integrated care teams
- 1,100 people have care commissioned in residential and nursing homes through contracts we hold

## A typical day in Trafford Local Care Organisation:

- 2,400 people supported by our Adult Social Care teams
- 304 daily visits to people by our District Nurses
- 230 contacts every day from our Health Visitors with families
- 54 contacts and visits by the Child Nursing and Paediatric medical services to children
- 16 children and 59 adults experiencing acute or chronic pain supported by our Musculoskeletal and Child Therapy services
- 31 people at immediate risk of admission are provided with a rapid health and social care



# Our Trust Strategy: Where Excellence Meets Compassion

*Working together to improve the health and quality of life of our diverse communities*

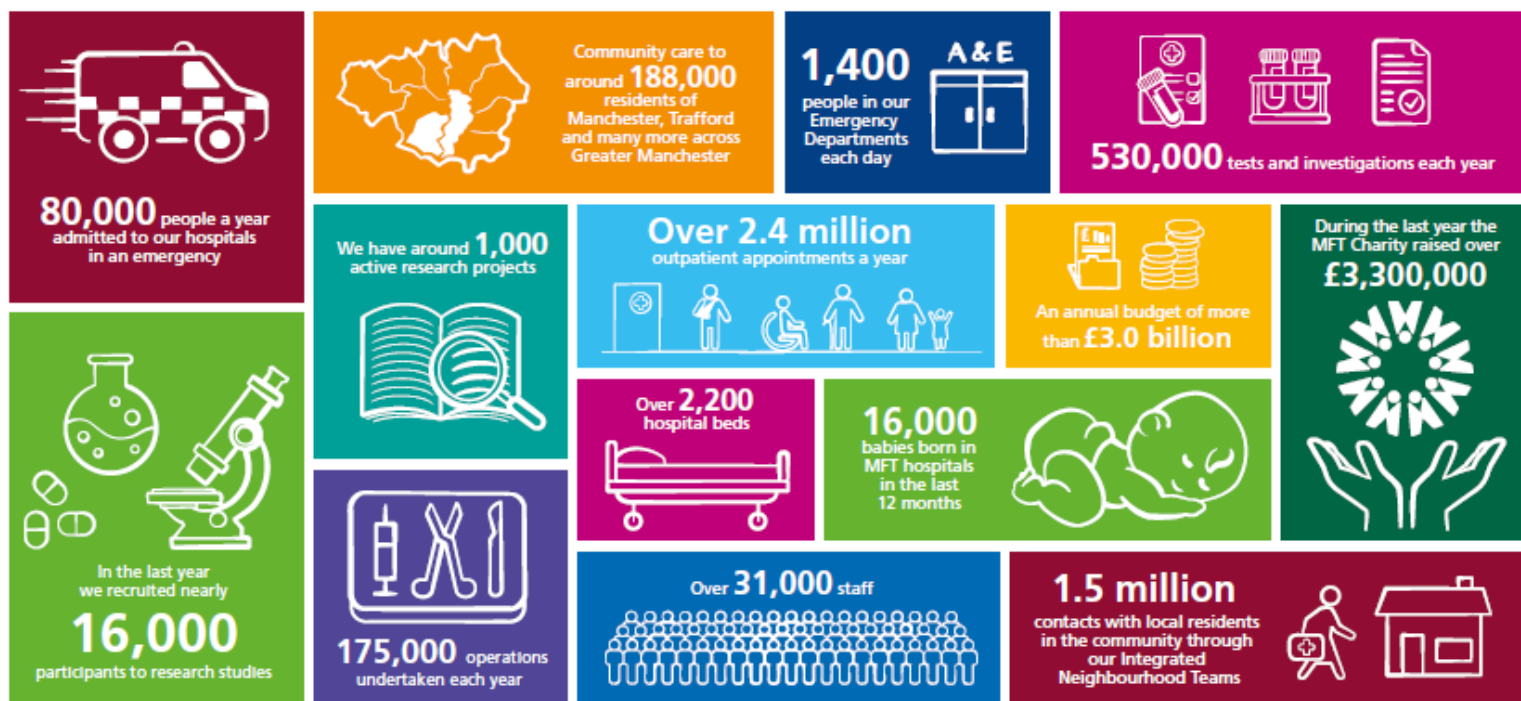
In 2024, we published our first MFT-wide strategy *Where Excellence Meets Compassion*. We developed it with support from our staff, patient and community groups, and our partners in the health and care system. We believe that having one strategy for the whole of MFT helps us to be clear about what we want to achieve as an organisation, and the things that we need to focus on to deliver this. In Summer 2025, the Government published *Fit for the Future: 10 Year Health Plan for England*, which sets out a new vision for the NHS. Whilst our strategy already aligned well with the 10 Year Plan, the planned refresh was brought forward from 2026 to 2025 to recognise progress made in delivering our strategic aims since 2024 and to make our strategy stronger and clearer about how we plan to improve our services. The updated strategy was launched in February 2026.

Our strategy is called *Where Excellence Meets Compassion* because it describes in a few words what we aim to be as an organisation. We aim for excellence in everything that we do, from the care our teams provide in people's own homes and in our hospitals, the education and training we provide, through to the research and innovation work we do to help shape the healthcare of tomorrow. And we are a caring organisation – we care for people from before they are born to the end of their life.

## The Difference We Aim to Make:

- More people being supported to live healthy lives in the community with fewer people needing to use healthcare services in an unplanned way.
- More people recommending MFT as a place to be treated.
- More people recommending MFT as a place to work.
- Make the biggest possible difference with the resources we have by delivering our financial plans.
- More people, from all backgrounds, participating in and benefitting from world-class research and innovation.

Click [here](#) to read the full Trust Strategy



# Our Values & Mission

At the same time as developing our organisational strategy, we have refreshed our MFT values – the principles that guide the way we work each day. Given the scale of the challenge – and of our ambition – it is important that we create the right conditions for our staff to do what we ask of them. Refreshing our values is just one part of an important piece of work we are doing to change and improve the culture of our organisation.

Our organisational values were originally developed as part of MFT's creation back in 2017, with input from our staff and local people. We have recently engaged further with people from across our organisation to refresh these values so that they reflect the things that are important to us today. People told us that they believe in the values we have but wanted to make them more meaningful, both in how we describe them and how we all demonstrate them in our actions.

Set out below are the refreshed values that we have developed through this engagement:

- **We are compassionate**
- **We are curious**
- **We are collaborative**
- **We are open and honest**
- **We are inclusive**

We have recently added a fifth value – we are curious. It reflects how we are always searching for ways to learn and improve, as well as focus on research, innovation, education and training.

We have used these values to inform the aims, objectives and values that make up our strategy.

## To achieve our mission of: **'Working together to improve the health and quality of life of our diverse communities'...**

People who we serve, our colleagues, communities and partners are counting on us, so...



### We are collectively getting it right, when we can all say...

- I listen to and respect the views and opinions of others, valuing their perspectives
- I promote empathy, understanding and kindness to others
- I support others to deal with and respond successfully to challenges
- I seek opportunities to continuously improve and innovate our care, services, research and teaching
- I make a habit of asking questions and seek to notice things that may have been missed
- I keep learning and support others to do the same
- I put the needs of our service users above all else to succeed together
- I share information with all that need it and work together with others to find shared solutions to problems.
- I celebrate the success of others
- I set a good example and behave how I would want others to behave towards me
- I give meaningful feedback and call it out if I see standards or patient safety not being maintained. I invite feedback from others
- I acknowledge when I get it wrong and use it as an opportunity for learning
- I actively ensure those around me feel valued and respected
- I consider other people's different needs and circumstances
- I treat people fairly, based on the unique things each person brings



# Strategic Developments and Opportunities

We have a range of exciting strategic developments underway which will help to deliver our strategic aims and our mission to improve the health and wellbeing of our diverse communities. These include:

- North Manchester General Hospital has been confirmed as a Wave 1 New Hospitals Programme scheme with a budget of around £1.5bn and a target building start date of 2027-2028. This investment will allow us to develop a state-of-the-art hospital as well as R&I infrastructure and commercial facilities on the campus. The scheme is part of an ambitious programme of regeneration that includes 15,000 new homes, new jobs and transport. We continue to work with our partners including Manchester City Council to deliver the maximum benefits for the investment in the locality.
- The Wythenshawe Masterplan seeks to create a modern health and care campus to support local economic developments, tackle health inequalities and promote wellbeing, all in-line with the 10 Year Health Plan. The site provides a strong candidate to test alternative models of capital investment, and the GM Combined Authority have granted funding to develop the next iteration of plans for the programme.
- Our Local Care Organisations (LCOs) are working with partners across Manchester and Trafford to further develop our pioneering Integrated Neighbourhood Teams, which provide integrated community health and care services and support the strategic shifts towards community care and prevention.
- Building on our successful deployment of Hive, our electronic patient record powered by Epic, which supports our broader transformation and improvement programme including our *Care on Time* elective care programme, exploring roll-out to the community to further drive integrated care, and expanding our significant research and innovation offering
- Developing the Genomic Medicine Service including accelerating the use of automation in laboratory services, delivering our Manchester Rare Conditions Centre (MRCC) and further expansion of Advanced Therapies across MFT.
- Delivering world-class research and innovation that improves people's lives. Developments include strengthening our infrastructure and increasing participation, collaborating with universities and industry, supporting staff to pursue research and develop new skills, and the application of digital technologies and AI to improve health outcomes and service delivery.
- Sustainability :The Trust's Green Plan 2 (Net Zero 2025–2030) targets net zero by 2038 for direct emissions and 2045 for Carbon Footprint Plus We have now delivered the first hospital decarbonisation programme at Trafford General Hospital.



[https://mft.nhs.uk/app/uploads/2025/10/GreenPlanMFT\\_2025\\_V5-compressed2.pdf](https://mft.nhs.uk/app/uploads/2025/10/GreenPlanMFT_2025_V5-compressed2.pdf)

# MFT Leadership

## Interim Trust Chair

Trevor Rees has been a Non-Executive Director at MFT since 2015 and will be the Acting Chair of the Trust with effect from 1 May 2026.

Trevor is a Chartered Accountant with over 20 years' experience of working with the NHS and other publicly funded/not for profit organisations, providing financial audit and advisory services. .

Trevor is also a Non-Executive Director on the Board of the College of Policing and chairs the Audit Committee at GB Taekwondo.



## Trust Chief Executive

Mark Cubbon has worked in the NHS for many years having joined the NHS as a nurse in Greater Manchester in 1992.

Mark became Trust Chief Executive of Manchester University NHS Foundation Trust in April 2023. Prior to that, he was Chief Delivery Officer for NHS England.

Mark has held a range of senior leadership roles in his career, including Chief Executive at Portsmouth Hospitals University NHS Trust, regional Chief Operating Officer for NHS Improvement in the Midlands and East of England, and several director roles in London NHS Trusts, including Moorfields Eye Hospital, Whipps Cross and Barts Health. In addition to his role as Trust Chief executive at MFT, Mark also currently acts as the National Priority Programme Director for planned care at NHS England, leading on key programmes of work for elective care, cancer and diagnostics.

You can find out more about our senior leadership team [here](#)



# Equality, Diversity, and Inclusion

There is so much to be proud of at MFT but most of all, our committed and dedicated workforce. All our people, whatever job they do, contribute in some way to the positive reputation of MFT.

It is recognised that the NHS is built on the values of working together for patients, respect and dignity, commitment to quality of care, compassion, Improving lives, everyone counts, and openness. These values guide the NHS in providing healthcare services.

To build for the future, we need to inspire new staff to join and encourage existing staff to stay, whilst ensuring our teams work in an environment where they feel they belong, can safely raise concerns, ask questions and admit mistakes is essential for staff morale – which, in turn, leads to improved patient care and outcomes. This can only be done by treating people equitably and without discrimination.

The MFT People Plan provides a roadmap for all staff and supports a collective vision that we can make MFT a great place to work. This includes priorities for supporting over 30,000 people who work at MFT, with specific actions for improving their sense of 'belonging'. The approach is shaped by the NHS England Listening Well Framework with a focus on improving the fundamental issues associated with good staff experience. This work is being led by the Trust Chief Executive with full involvement of senior leaders from across the Trust to complement delivery of the Trust ED&I strategy.





# MFT Operating Model

## Clinical Groups

Our structure of 10 hospitals, Managed Clinical Services, and LCOs are categorised into the following six Clinical Groups:



There is a standard leadership framework for each Clinical Group, underpinned by a new Accountability & Decision-making Framework. This includes Clinical Group Chief Executives reporting to the Trust Chief Executive and being members of the Trust Leadership Team alongside Executive Directors.

Clinical Group Chief Executives will be responsible for designated services but also hold a corporate leadership role in specific areas agreed with the Trust Chief Executive.

Clinical Group Chief Executives lead a Senior Leadership Team (SLT). SLT roles are based on a standard framework and SLT members have a professional line of accountability to the relevant Executive Director (e.g. Clinical Group Director of Nursing to Chief Nurse). Working with the SLT are aligned subject experts for strategy, improvement, R&I, education and digital.

### The standard model for Clinical Groups Senior Leadership Teams includes:

- Clinical Group Chief Executive
- Clinical Group Medical Director
- Clinical Group Director of Nursing
- Clinical Group Director of Performance and Operations
- Clinical Group Director of Finance
- Clinical Group Director of Workforce & OD

### Glossary:

**MRI** – Manchester Royal Infirmary  
**WTWA** – Wythenshawe, Trafford, Withington, Altrincham Hospitals  
**NMGH** – North Manchester General Hospital  
**RMCH** – Royal Manchester Children's Hospital

**SMH** – Saint Mary's Hospital  
**MREH** – Manchester Royal Eye Hospital  
**LCOs** – Local Care Organisations  
**UDHM** – University Dental Hospital Manchester  
**CSS** – Clinical & Scientific Services



# Role Description and Person Specification

**Job Title:** Trust Non-Executive Director (NED)

**Accountable to:** The MFT Council of Governors

**Reports to:** The Trust Chair

## Role Summary

Trust Non-Executive Directors work collectively with other Trust Non-Executive Directors, the Trust Chair, Trust Chief Executive and the Executive Directors, as a unitary Board of Directors whose purpose is to set the Trust's vision, values, and objectives and provide strategic leadership and direction to the organisation. The Board of Directors is responsible for ensuring that the Trust delivers high-quality healthcare services, meets its financial and operational targets, and complies with legal and regulatory requirements within a robust framework of clinical and corporate governance. The Board has established the following Board Committees to support it in delivery of its duties:

- Audit and Risk Committee
- Remuneration and Nominations Committee
- Quality, Safety and Performance Board Committee
- People Board Committee
- Finance Board Committee
- Digital and Estates Board Committee
- Research, Innovation and Population Health Board Committee
- North Manchester Board Committee
- Charitable Funds Committee

The successful candidate for this role will chair the Audit and Risk Committee which provides the Board with a means of independent and objective review of financial and corporate governance, assurance processes, and risk management across the whole of the Trust's activities. As such, the successful candidate is required to be a qualified accountant.

## Principles

Trust Non-Executive Directors must demonstrate high standards of corporate, business and personal conduct and abide by 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.

# Role Description and Person Specification

## **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.

## **Key Functions**

### **Driving high-quality and sustainable outcomes**

- Monitor the performance and conduct of the management team in meeting agreed goals, key priorities and statutory responsibilities.
- Obtain assurance that financial information is accurate and that financial controls and risk management systems are robust.
- Ensure resources are in place for the Trust to meet key priorities and that performance is effectively monitored and reviewed.
- Provide entrepreneurial leadership within a framework of prudent and effective controls to assess and manage risk.

### **Setting strategy and delivering long-term transformation**

- Consult with and reflect the views of the Council of Governors in developing strategic plans aligned to population health needs.
- Provide independent judgement and advice on strategy, vision, performance and resource planning, offering constructive challenge to the Executive Team.
- Bring external expertise to inform strategic thinking and drive innovation for the benefit of the Trust and its stakeholders.
- Assist in setting strategic aims and ensuring organisational capability to deliver long-term objectives.

### **Promoting equality and inclusion, and reducing health and workforce inequalities**

- Ensure strategic planning reflects the diverse health needs of the population served.
- Work collaboratively across the Greater Manchester ICB to tackle health inequalities and improve population outcomes.
- Ensure obligations to stakeholders and the wider community are understood and fairly balanced in decision-making.

### **Providing robust governance and assurance**

- Promote the highest standards of probity, integrity and governance, ensuring compliance with statutory and best practice requirements.
- Oversee statutory duties including annual reports and accounts.
- Ensure robust financial governance, controls and risk management.
- Contribute to determining appropriate remuneration levels for Executive Directors.
- Participate in Board Committees with delegated responsibilities.
- Act as a Trustee of the Trust Charity, ensuring appropriate oversight and stewardship.

### **Creating a compassionate, just, and positive culture**

- Support the development of Trust values and standards, ensuring fairness and balance in stakeholder engagement.
- Engage constructively in Board discussions, fostering respectful, collaborative decision-making.

# Role Description and Person Specification

## **Building a trusted relationship with partners and communities**

- Collaborate with system partners across Greater Manchester to improve health outcomes.
- Act as an ambassador for the Trust, engaging positively with stakeholders and the local community.
- Incorporate Governor and community perspectives into strategic planning

## **EQUALITY, DIVERSITY, AND INCLUSION**

- Fulfil legal responsibilities as a member of the Board of Directors and ensure that the Trust adheres to the Equality Act 2010 to improve equality, diversity, and inclusion, and enhance the sense of belonging for NHS staff to improve their experience.
- Making continuous improvements to help ensure services and workplaces are free from discrimination and creating a culture of belonging and trust. We must understand, encourage and celebrate diversity in all its forms.
- To improve the outcomes for protected groups across the health system and always ensure the maintenance of confidentiality.
- Leadership, system, and culture change to create inclusive workplaces.
- The post holder should carry out their duties in a way that always supports equality and diversity.

## **INFECTION CONTROL**

It is a requirement for all staff to comply with all infection control policies and procedures as set out in the Trust's Infection Control manual. The postholder is also responsible for ensuring all their staff attend mandatory training, including infection control and providing support to the Director of Infection Prevention & Control.

## **HEALTH AND SAFETY**

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. The post-holder will equally have a responsibility to ensure that they do nothing to jeopardise health and safety to either themselves or of anybody else. The Trust's Health and Safety Policies outlines responsibilities regarding Health & Safety at Work.

The post holder must not willingly endanger him/herself or others whilst at work. Safe working practices and safety precautions must be adhered to. Protective clothing and equipment must be used where appropriate.

All accidents/incidents must be reported to your Senior Manager and documented as per Trust Policy, including the reporting of potential hazards.

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## **SAFEGUARDING**

Ensure that the policy and legislation relating to child protection and safeguarding of children, young people and vulnerable adults are adhered to. It is the responsibility of all staff to report any concerns to the identified person within your department/division or area of responsibility.

## **SECURITY**

The post holder has a responsibility to ensure the preservation of NHS property and resources.

## **CONFIDENTIALITY**

The post holder is required to always maintain confidentiality in all aspects of their work

# Role Description and Person Specification

## TEAM BRIEFING

The Trust operates a system of Team Briefing, which is based on the principles that people will be more committed to their work if they fully understand the reason behind what is happening in their organisation and how it is performing.

## NO SMOKING POLICY

The Trust operates a no smoking policy, which applies to all staff, patients and visitors and extends to the hospital grounds as well as internal areas.

## THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER

This job description indicates the main functions of the post holder and may be subject to regular review and amendment in the light of service development. It is not intended to be an exhaustive list. Any review will be undertaken in conjunction with the post holder and in line with Trust policy.

## VISION AND MISSION

To achieve our mission of: **‘Working together to improve the health and quality of life of our diverse communities’...**



People who we serve, our colleagues, communities and partners are counting on us, so...



### **We are collectively getting it right, when we can all say...**

- I listen to and respect the views and opinions of others, valuing their perspectives
- I seek opportunities to continuously improve and innovate our care, services, research and teaching
- I put the needs of our service users above all else to succeed together
- I set a good example and behave how I would want others to behave towards me
- I actively ensure those around me feel valued and respected
- I promote empathy, understanding and kindness to others
- I make a habit of asking questions and seek to notice things that may have been missed
- I share information with all that need it and work together with others to find shared solutions to problems.
- I give meaningful feedback and call it out if I see standards or patient safety not being maintained. I invite feedback from others
- I consider other people's different needs and circumstances
- I support others to deal with and respond successfully to challenges
- I keep learning and support others to do the same
- I celebrate the success of others
- I acknowledge when I get it wrong and use it as an opportunity for learning
- I treat people fairly, based on the unique things each person brings



# Role Description and Person Specification

## Part One: Background and Experience (please address in your supporting statement)

- Experience of operating at a senior or Board level, with proven experience in large, complex organisations. Must have a strong financial background and be a fully qualified accountant, with the credibility and expertise to undertake the role of Chair of the Audit and Risk Committee.
- Experience of effective leadership working with a wide and complex range of internal and external stakeholders.
- Senior level governance experience demonstrates strong strategic planning, finance, risk, and performance management.
- Experience of leading quality improvement, performance management, and cultural change within a complex organisational setting.
- Demonstrable commercial and/or political astuteness which will translate into an ability to think and act strategically for the benefit of the Trust.
- Experience of holding high levels of accountability.

## Part Two: Skills, Knowledge and Personal Attributes (to be addressed at interview)

- Exceptional leadership skills, engendering respect from others at all levels.
- An enthusiastic, enquiring mind, with the confidence to challenge constructively when appropriate and to hold to account.
- Commitment to working as a team member.
- An effective listener, able to weigh up arguments and summarise for others.
- Highly developed interpersonal, influencing, and communication skills.
- Analytical and creative, with the ability to be independent in judgement.
- Politically astute, effective negotiator, able to grasp relevant issues and understand the relationships between interested parties.
- Sound knowledge and understanding of corporate governance.
- Clear understanding and acceptance of the legal duties, liabilities, and responsibilities of Trust Non-Executive Directors.
- Understanding of equality and diversity issues.
- Understanding of Foundation Trusts and Governor responsibilities.
- Empathy with and commitment to public service values of accountability, openness, probity, and equality of opportunity.

# Role Description and Person Specification

## Part Two: Skills, Knowledge and Personal Attributes (to be addressed at interview) continued.

- Committed to improving healthcare, and supportive of collaboration across the healthcare system in Greater Manchester, in line with the principles and values of MFT.
- Ability to effectively represent the Trust to its constituents, patients, partner organisations, and regulators.
- Knowledge of Manchester, Trafford, and Greater Manchester, and an understanding of local demographics and the challenges in improving population health and addressing inequalities.



# Role Description and Person Specification

## The NHS Board/Aspiring Board Members Leadership Framework

NHS England has worked with a wide range of leaders from across the NHS to help describe what we do when we operate at our best. They have used this feedback to design a set of six competency domains, creating a *Leadership Competency Framework* to support Board Members to perform at their best. This framework is for Chairs, Chief Executives and all Board members in NHS systems and providers, as well as serving as a guide for aspiring leaders of the future.

It is designed to:

- support the appointment of diverse, skilled, and proficient leaders
- support the delivery of high-quality, equitable care and the best outcomes for patients, service users, communities, and our workforce
- help organisations to develop and appraise all board members
- support individual board members to self-assess against the six competency domains and identify development needs.

For more information on how this framework should be applied:

<https://www.england.nhs.uk/long-read/nhs-leadership-competency-framework-for-board-members/>

The six competency domains and definitions are:

### 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 Role of our Governors

Governors have an important, active role as they are the link between the members of our NHS Foundation Trust and the Board of Directors, with their statutory duties including:

- Holding Trust Non-Executive Directors individually and collectively to account for the performance of the Board of Directors and;
- Representing the interests of members of the Foundation Trust as a whole, and the interests of the public.

We have 32 Governors on our Council of Governors; the majority being elected to carry out their role on behalf of our members; 17 are elected by the public (Public Governors); 7 by our staff (Staff Governors); alongside 8 being nominated from partner organisations including a Youth Governor (Nominated Governors). Governors meet formally at least 4 times a year to receive assurance from the Board that plans to deliver the annual plan, and constitutional targets are on track. Governors are accountable to our members and represent their views and seek appropriate assurances when key decisions are being made, and plans are being developed.

More information about the Governor role can be found at our 'Information about Governors' webpage - <https://mft.nhs.uk/the-trust/governors-and-members/information-about-governors/>





# Trust NED Time Commitment and Remuneration

Remuneration is **£17,397** per annum with extra payments for additional responsibilities e.g chairing one of the Board committees. Remuneration is taxable and subject to national insurance contributions. It is not pensionable. In addition, Trust Non-Executive Directors are also eligible to claim allowances for travel and subsistence costs necessarily incurred on Trust business.

Trust Non-Executive Directors are remunerated to work between three and four days a month generally, although it is acknowledged that the requirements of the role will see this time commitment regularly exceeded. Trust Non-Executive Directors are also required to work in a flexible manner to meet the needs of the organisation.

In addition to their responsibilities on Board Committees, Trust Non-Executive Directors are required to attend a minimum of 11 Board of Directors' meetings a year of which five are Board Seminars, the Annual Members' Meeting of the Trust and Council of Governors' meetings. Throughout the year there are training, and development events as required. While many of these meetings require the Trust Non-executive to attend in person, there will be opportunity to attend via video-conference on some occasions, where appropriate.

All Trust Non-Executive Directors will be members of the Remuneration and Nominations Committee and the Audit and Risk Committee. In addition, Trust Non-Executive Directors chair panels and hearings as required.

Trust Non-Executive Directors are also expected to contribute to, and potentially Chair, other committees, groups and panels that have been established to support the Trust's governance and risk management arrangements. For example, the successful candidate for this role will chair the Trust's Audit and Risk Committee and contribute to agenda setting and work programme development for that committee.

Trust Non-Executive Directors are required to participate in and support the appointment processes for Trust Executive Directors as well as participating in the Trust's grievance and appeals processes. They are also required to take on specific 'Champion' roles at Board level in line with national requirements as well as maintaining a continuing interest in specific aspects of the work of the Trust, including making visits (Senior Leadership Walkabouts) to the Hospitals / Managed Clinical Services and Community Teams.

Finally, Trust Non-Executive Directors need to ensure sufficient reading time for Board and committee papers and to keep informed of the work of the Trust, developments within the Trust and the wider NHS. They are also required to ensure that their personal development needs, identified through their annual appraisal process, are met - this may include attendance at training events and conferences both in and outside Greater Manchester

## How to Apply



# How to Apply

**Closing date for applications is Midnight on 2<sup>nd</sup> September 2026**

## How to apply

To apply, please submit your application via email with the subject line "Application for the role of Trust Non-Executive Director".

Applications will be assessed following the closing date, and successful candidates will be invited to participate in first stage interviews with Hunter Healthcare during the weeks commencing 21<sup>st</sup> September and 28<sup>th</sup> September 2026

Following a shortlisting meeting due to take place on Tuesday 13<sup>th</sup> October 2026, successful applicants will be invited to attend a Selection Event on Friday 30<sup>th</sup> October 2026

## All applications should include:

- A short covering letter, of no more than two A4 pages, your interest in the appointment, how you meet the appointment criteria and what you specifically will bring to the post;
- Your current CV including educational and professional qualifications and full employment history. Please explain any gaps in your employment history and give details (where applicable) of budgets and people management responsibilities highlighting relevant achievements;
- The CV or application should include names and contact details of a minimum of two board member referees from two separate organisations, which cover the last six years.
- Successful candidates will be subject to Occupational Health and Disclosure, and Barring Service checks. All organisations regulated by the Care Quality Commission also need to ensure that successful candidates meet the Fit and Proper Persons Requirement (FPPR).

If you consider yourself to require reasonable adjustments to support you in any part of the application & selection process, we invite you to share your requirements with us when completing your application. We will make every effort to ensure your needs are met, to provide a fair and transparent process of assessment.

If you are unable to apply online or have any accessibility requirements, please contact: [applications@hunter-healthcare.com](mailto:applications@hunter-healthcare.com). All applications will receive an automated response as acknowledgement of receipt in the first instance.

## Selection Process

The Selection Event for shortlisted candidates will take place as follows:

**Selection Event Date: Friday 30<sup>th</sup> October 2026**  
**Selection Event Location: Oxford Road Campus, Manchester M13 9WL**

On this day of the Selection Event, candidates will be asked to lead an in-person Stakeholder Engagement Exercise and take part in an in-person Panel Interview .

All selection exercises are developed specifically to assess the candidate's skills, knowledge, and experience in line with the Job Description and Person Specification, MFT's Values and in accordance the NHS Leadership Competency Framework for Board Members/Aspiring Board members.

More information about the NHS Leadership Competency Framework for Board Members/Aspiring Board members can be found [here](#).

Shortlisted candidates should plan to be available for a minimum of **three hours** on the day of the Selection Event.

More detailed information about the selection process for this role will be shared with shortlisted candidates closer to the time.

## Key dates to diary:

- Closing Date: Wednesday 2<sup>nd</sup> September 2026
- Shortlisting outcomes: Tuesday 13<sup>th</sup> October 2026
- Selection Event: Friday 30<sup>th</sup> October 2026

\*It is unlikely we can accept any late applications nor change the date of the Selection Event; therefore, we ask that applicants take note of these key dates and diary these in the event you are shortlisted.

## Contact Details

If you would like to discuss the opportunity in more detail prior to making an application, please contact James McLeod on 07842424530 or Jenny Adrian on 07939 250362.

# How to Apply

## Conditions of an offer of employment

The successful applicant will be subject to satisfactory clearance of both the six NHS Pre-Employment Check Standards the Fit and Proper Persons Requirements Test Framework (FPPT).

Information about the Fit and Proper Persons Test Framework can be found here:

<https://www.england.nhs.uk/long-read/nhs-england-fit-and-proper-person-test-framework-for-board-members/> .

All organisations regulated by the Care Quality Commission need to ensure that successful candidates meet the Fit and Proper Persons Requirement (Regulation 5, The Health and Social Care Act 2008 (Regulated Activities) Regulations Act and the requirements set out by NHSE and CQC from time to time.

## This means that the care provider must not appoint a Director unless:

- The individual is of good character;
- The individual has the qualifications, competence, skills and experience which are necessary for the relevant office or position or the work for which they are employed;
- individual is able by reason of their health, after reasonable adjustments are made, to properly perform tasks which are intrinsic to the office or position for which they are appointed or to the work for which they are employed;
- The individual has not been responsible for, been privy to, contributed to or facilitated any serious misconduct or mismanagement (whether lawful or not) in the course of carrying on a regulated activity or providing a service elsewhere which, if provided in England, would be a regulated activity; and:
- Whether the person has been convicted in the UK of any offence or been convicted elsewhere of any offence which if committed in any part of the UK would constitute an offence; and
- Whether a person has been erased, removed, or struck off a register maintained by a regulator of a health or social work professional body.

## DBS costs (for relevant roles)

For roles that are subject to a DBS, our Trust policy requires that the cost of submitting & processing the successful applicant/DBS application be recovered via salary deduction following commencement in role.

The amount will be deducted from your salary in the first 3 months of employment. It's important to be aware that if you wish to withdraw from a conditional offer of employment from us once a DBS has been commenced you will be still liable for payment.

## Personal Data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and / or biometric data) in your CV and application documentation.

Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g., referees) who have not previously agreed to their inclusion.





Manchester University  
NHS Foundation Trust

