

Could you help lead the NHS in your area?

East Sussex Healthcare NHS Trust

Non-executive Director

Candidate information pack

Reference: S3570

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.



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1. The opportunity

There is a vacancy for a Non-executive Director (NED) at East Sussex Healthcare NHS Trust (ESHT). 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.

2. The person specification

Essential criteria

- You will need to have a genuine commitment to patients and the promotion of excellent health care services and be able to demonstrate that interest.
- East Sussex Healthcare NHS Trust has over 8,000 staff and an annual budget of around £740,000,000; as a result, you will need experience at Board level or equivalent in a large complex environment.
- To ensure an effective balance of skills among Non-executive Board Members, you will have clinical and patient safety expertise gained from a medical discipline at a very senior level in an academic, research, regulatory or clinically focused role.
- Applicants should live in, close by, or have strong connections with East Sussex, for example through recent work experience.

You will need to be able to demonstrate you can use your experience to:

- work collaboratively alongside other non-executives and executive colleagues as an equal member of the Board
- bring independence, external perspectives, skills and challenge to strategy development
- hold the executive to account by providing purposeful, constructive scrutiny and challenge
- shape and actively support a healthy culture for the Trust

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 should live in or have strong connections with the area served by the trust.
- 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 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](#).

3. About East Sussex Healthcare NHS Trust

East Sussex Healthcare NHS Trust provides safe, compassionate and high-quality hospital and community care to the half a million people living in East Sussex and those who visit the local area.

The Trust is one of the largest organisations in East Sussex, with an annual income of £740,000,000, and is the only integrated provider of acute and community care in Sussex. Its services are provided by over 8,000 dedicated members of staff working from two acute hospitals in Hastings and Eastbourne, three community hospitals in Bexhill, Rye and Uckfield, over 100 community sites across East Sussex, and in people's own homes.

In 2020 the Care Quality Commission rated the Trust as Good overall, and Outstanding for being Caring and Effective. The Conquest Hospital in Hastings and the Trust's Community Services were rated Outstanding, and Eastbourne District General Hospital was rated Good.

Values of the Trust

The Trust's Partnership Forum led work in 2023/24 to refresh the Trust's values. Forum partners from all divisions worked together to identify three key words, then more than 700 colleagues attended engagement events in July and August to share their views. After discussion and feedback, the values agreed were kindness, inclusivity and integrity.



Strategic objectives

As a combined acute and community Trust, East Sussex Healthcare NHS Trust aims to provide comprehensive locally based care to the population of East Sussex. The Trust sees its future as an integrated, place-based organisation working in alignment with primary care, social care, mental health services and partners in the voluntary sector and other public agencies. It wants to develop its capabilities to tackle improvements in population health, not solely in the delivery of care.

Key challenges

Workforce and wellbeing

The Trust continues to face workforce challenges and pressures linked to industrial action, operating near capacity in hospital beds, difficulty discharging patients who need further non-acute care, and increased attendances, particularly at emergency departments. The Trust has controls and support mechanisms reviewed through its

People and Organisational Development Committee, Workforce Efficiency Group, and Engagement and Health and Wellbeing teams. Workforce risks are included in its Board Assurance Framework, divisional and departmental risk registers. The Trust remains focused on preventing burnout and providing all-round support to managers and their teams.

Finance and scale of efficiency programme

2026/27 will be a second year of record cost savings programmes. The Trust is focused on improving productivity, maintaining a breakeven financial position, reducing the waiting list to below 65 weeks, and maintaining emergency, diagnostic and cancer performance standards. NHS planning guidance expects breakeven and the Trust is focused on delivering run-rate breakeven within two years. The scale of productivity improvement is £74m of cost efficiencies, with risks including the impact of strikes, unfunded inflationary pressures and the high number of patients not meeting criteria to reside.

Waiting lists and requirement to increase activity levels

The Trust is reviewing the process for managing clinical pathways across services, including validation and management of waiting lists. Specialty plans focus on increasing activity, reviewing productivity opportunities and increasing capacity where required. Risks relate to the breadth and speed of pathway changes, while increasing capacity at short notice without increasing the workforce or relying on temporary staff.

Estate and backlog

The Trust's ageing estate and capital allowance may limit how services and equipment can be provided safely for patients and staff. Estate risks are included on the Trust's risk register and can affect clinical environments and critical engineering and building infrastructure. The Trust manages these risks by directing capital investment to mitigate the most critical clinical and business risks.

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 [website](#). 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:

- If you meet the criteria above and wish to speak to the Chair before submitting an application please contact Louise Cook on 0300 131 5996 or via email at

louise.cook49@nhs.net. Candidates considered for interview will be invited to discuss the role with the Chair in advance of a panel interview.

- **NHS England** – for general process enquiries contact **Jane Hundley** by emailing jane.hundley@nhs.net

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
- indicate how you meet the criteria set out above
- 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



Appendix 4: Key dates

- **closing date for receipt of applications: Monday 24 August 2026 at 11am.**
Please forward your completed application to
england.chairsandneds@nhs.net quoting reference **S3570**
- **Interview date: Friday, 2 October 2026**
- **proposed start date: November 2026**

NHS England

E: england.chairsandneds@nhs.net

W: england.nhs.uk



East Sussex Healthcare
NHS Trust

