



South Warwickshire University
NHS Foundation Trust



George Eliot Hospital
NHS Trust



Associate Non Executive Director

Candidate information pack

July 2026

Welcome from the Joint Chair

Hello, and thank you for your interest in becoming an Associate Non-Executive Director for South Warwickshire University NHS Foundation Trust (SWFT) and George Eliot Hospital NHS Trust (GEH).

This is an exciting time to join us, and this a unique opportunity for new NEDs – not only in achieving the ambitions of the NHS 10-Year Plan but in positioning our organisations as healthcare leaders.

You will support with leading and developing ambitious Trusts, who became a single Executive Team as of 1st October 2025, ensuring strong governance and strategic oversight while amplifying the voice of patients across both Trusts and SWFT's Council of Governors.

You will bring a proven record of achievement at a senior, or Board level and, given the opportunities and challenges that lie ahead, we would be particularly interested in hearing from candidates who have experience of working within estates, digital, public health, population health or social care. Above all, you will demonstrate values-based leadership that reflects the vision and aspirations of both organisations.

The NHS 10-Year Plan aligns closely with the strategic priorities that both Trusts have been pursuing for many years.

Our "Big Moves" set out our ambition to:

- Move care closer to home by harnessing technology and working in multidisciplinary teams
- Improve access to services through innovative digital solutions
- Embed prevention in all services, enabling people to live healthier, more fulfilling lives

- Being a very flexible employer, aiming to create a work environment where employees have greater choice in when, where, and how they work, balancing individual needs with the needs of the service and patients
- Leading the NHS in carbon reduction

With a combined workforce of over 8,000, serving nearly one million people across Warwickshire, Leicestershire, Coventry, and Solihull, the two Trusts play a crucial role in supporting local communities. We are seeking candidates who share our passion for helping people lead healthy and fulfilling lives, our commitment to addressing inequalities, and our dedication to delivering exceptional patient care.

You will be joining a talented and committed team of executives, non-executives, governors, volunteers, and staff who are proud of the care we provide and ambitious about the future. If this resonates with you, we hope you will be inspired to apply, and we look forward to meeting you in due course.

For an information conversation about the post, please contact our recruitment partner, James McLeod or Jenny Adrian at Hunter Healthcare on 07842 424530 or by email via jmcleod@hunter-healthcare.com.

We look forward to hearing from you.

Yours sincerely,

Sue Whelan

Joint Chair
South Warwickshire University
NHS Foundation Trust and
George Eliot Hospital NHS Trust



Introduction

In October 2025, SWFT and GEH transitioned to a single Executive Team and shared Board.

The Board consists of a single leadership team that helps to support services to collaborate for communities across Warwickshire, Coventry, Leicestershire, and Solihull whilst continuing to recognise the specific needs at a neighbourhood level.

SWFT and GEH, together with Worcestershire Acute Hospitals NHS Trust and Wye Valley NHS Trust, form the Foundation Group. This partnership allows us to share best practices, address common challenges collectively, and optimise the use of resources.

Nationally recognised as an exemplar model within NHS guidance, the Group demonstrates the impact of collaborative working.

Both Trusts also work closely with system partners to identify and disseminate best practice quickly and effectively.

Our two organisations have a joint venture named Innovate Healthcare Services Ltd, which delivers digital and technology services across Warwickshire and beyond. This not only enhances our ability to adopt and scale innovation quickly but also enables us to generate additional income and share solutions more widely across the health system – directly benefiting patients, staff, and partner organisations, and positioning our Trusts as leaders in digital transformation.



About SWFT

The Trust provides a range of healthcare services to around half a million people in Warwickshire. Children's, young people's and family services are also delivered throughout Coventry and Solihull.

We are managed by a Board of Directors, and the Trust is overseen by our Council of Governors. The Trust employs over 8,000 members of staff to serve these communities.

Rated Outstanding by the Care Quality Commission (CQC) in 2019 and named Trust of the Year at the 2024 Health Service Journal Awards, SWFT operates from four hospitals (Warwick Hospital, Leamington Hospital, Stratford Hospital and Ellen Badger Hospital), as well as delivering extensive out-of-hospital services in patients' homes and community clinics across Warwickshire, Coventry, and Solihull.

Our Trust's wholly owned subsidiary, SWFT Clinical Services Ltd, reinvests all commercial profits back into SWFT, directly supporting patient care and service development.

At SWFT, we also consistently achieve some of the highest results in the national NHS Staff Survey, reflecting a culture where staff feel valued, engaged, and empowered – something that translates directly into excellent care and a strong reputation across the NHS. Developments include the new South Warwickshire Community Diagnostic Centre, located at Stratford Hospital, which is a key development to deliver faster, more accessible diagnostic services for patients, the four phase development project at Warwick Hospital to improve wayfinding and facilities to enable us to enhance patient care and experience and meet the future healthcare needs of the local community.



The project is currently in Phase One – the implementation of a new main entrance with the first of its kind, a hybrid Marks and Spencer and Costa Coffee unit, and two surgical wards. Our recently opened Ellen Badger Hospital redevelopment is a leading facility that supports the NHS 10-Year Plan by bringing care and well-being closer to people's homes.

SWFT Clinical Services Ltd

The Trust's wholly-owned subsidiary SWFT CS Ltd was founded in March 2011. The company has the ability to identify and deliver a flexible approach across a range of non-clinical estates and facilities services, by adopting a traditional business sector model.

This includes outpatient pharmacies (at Warwick Hospital, Stratford Hospital and GEH), consultancy services, hard and soft facilities management and private healthcare support. The company will also provide facilities management services for the Elective Hub, which is currently being developed on the Warwick Hospital site.

All surpluses made by the company's trading activities are either reinvested into the business, gifted to charitable organisations or returned to the Trust.

Innovate Healthcare Services Ltd

IHCS is a Limited Company whose shares are 100% owned by SWFT. On 1 December 2021 a Control Agreement was signed between SWFT and GEH which provides GEH joint control over IHCS, making IHCS a joint venture. It became operational in December 2021, when staff from the two Trusts were transferred into the company under the Transfer of Undertakings (Protection of Employment Regulations (TUPE), and it took up the role of service provider.

IHCS has around 175 staff providing services to 12,000 users across Warwickshire. IHCS is responsible for the delivery of information technology, digital, information governance and access to health records services for the Trusts, as well as information technology services to primary care across Warwickshire.



Out of Hospital Services

As a combined acute and community Trust a key element of the Trust's strategy is reducing unnecessary acute hospital admissions through the delivery of localised community services. Prevention and proactive care are key components of the community services offer. Care is delivered in patients' homes, care homes and various clinics across Warwickshire.

A wide range of conditions are treated including diabetes, Parkinson's disease and heart failure. The Out of Hospital Care Collaborative (OOHCC) division provides urgent care via our Urgent Community Response and Rapid Response teams and planned / routine care via our specialist teams and place-based teams / district nursing.

In combination with hospices and the Integrated Care Board (ICB) these services also support end of life care for Warwickshire. The OOHCC also provides a range of discharge to assess (D2A) and intermediate care services such as the Community Recovery Service (CRS).

SWFT Charity

The Trust's Charity, SWFT Charity, exists to enhance the care, treatment and facilities of patients, families and visitors to the Trust, as well as investing in staff training. Through charitable giving and fundraising, the Charity aims to provide valuable support above and beyond that provided by NHS core funding.



SWFT: our hospitals



Warwick Hospital – As the Trust’s largest site, the majority of the Trust’s acute services are provided at Warwick Hospital. This includes elective (inpatient, outpatient and day case), emergency (A&E, emergency operating), diagnostic (e.g. radiology, endoscopy, audiology) and pathology, amongst a range of other services. Intensive care, cancer care and coronary care are all delivered in dedicated units and surgical procedures are carried out in main and day theatres. Warwick Hospital also has a labour ward, Special Care Baby Unit (SCBU) and a midwifery-led birthing unit called the Bluebell Birth Centre, to offer maternity support to women and families.



Ellen Badger Hospital – based in Shipston-on-Stour, South Warwickshire. Ellen Badger Hospital has been redeveloped and re-opened on 2 June 2025. The work was the most significant investment that the site has ever had, making it a very exciting and unique project. The new site provides enhanced clinical spaces for hospital and community services, bringing more specialties and clinics closer to the local communities in and around Shipston.



Leamington Spa Hospital – The site supports a number of divisions hosting inpatient, outpatient, community and information technology services. Campion Ward delivers a community hospital service supporting community referrals from GPs and community Trusts for end-of-life care and rehabilitation needs, where consultant-led treatment in a community bed is required. Specialist neuro rehabilitation is provided to patients with acquired brain injuries (ABI) and stroke rehabilitation, at the Central England Rehabilitation Unit (CERU), which is also located at the premises. CERU, a national centre of excellence, delivers ABI services across Allsopp and Chadwick Wards and stroke rehabilitation is delivered across the Feldon Ward as part of the Integrated Care System (ICS) stroke pathway. CERU hosts four outpatient services – specialist neuro rehabilitation, spasticity toxin services, the community neuro rehabilitation team (specialising in multiple sclerosis pathways of care) and a multidisciplinary complex neuro rehabilitation team (supporting the local community and regional major trauma pathway). The Trust’s integrated musculoskeletal service is also based at Leamington Spa Hospital.



Stratford Hospital – The hospital is divided across two buildings with an ophthalmology unit, the Rigby Cancer Unit, an outpatient pharmacy and health & well-being hub spread across a three-storey building. Outpatient services, the Minor Injuries Unit (MIU) and the Nicol Unit are housed at the original site.

SWFT: vision & values

Developed by our staff, for all our staff, our values define what matters most to us and guide us in delivering outstanding patient care. They continue to shape the future we strive to create while fostering a positive experience for both staff and patients across the Trust.

By embedding our values into our culture, we champion inclusion and diversity, ensuring that everyone feels empowered to voice concerns and contribute ideas that enhance patient care. We support one another in all that we do, strengthening a culture of kindness, respect, and collaboration for all.

To bring our values to life, the Trust co-created a Behaviours Framework in partnership with our staff. This framework outlines the attitudes and actions we expect from each other, reinforcing our shared commitment to the Trust's values.

It serves as a foundation for excellence at every level, supporting the delivery of our objectives, values, and a thriving workplace culture. intermediate care services such as the Community Recovery Service (CRS).

OUR VALUES AT THE HEART OF EVERYTHING WE DO



About GEH

The Trust provides a range of elective, non-elective, surgical, medical, outpatients, women's, children's, maternity, diagnostic, therapeutic and cancer services to a population of more than 300,000 people. The Trust has around 3,700 employees and 394 general and acute beds.

The hub of the Trust is located on the outskirts of Nuneaton, and its services cover a large footprint, including North Warwickshire, South West Leicestershire, and North Coventry. The Trust also provides a range of community services, delivered across Coventry, Warwickshire and Leicestershire. These include the Warwickshire Special Care Dental Service, Coventry Community Dental Service and tuberculosis services for Coventry and Warwickshire and services within the Community Diagnostics Centre.

We have a clear overall strategy that sets our direction. Our continuous journey of improvement is also supported and guided by important strategies covering research, clinical activities, safety and quality, and experience and involvement. GEH has achieved significant improvements in performance, staff experience, and patient outcomes.

Developments include the new Community Diagnostic Centre, expanded elective services, and clinical services achieving a CQC 'Good' rating. National staff survey results also demonstrate a markedly improved working environment and culture. These achievements showcase GEH's momentum and ambition, underpinned by a workforce committed to improvement and innovation, and a reputation as a Trust on a clear upward trajectory.



Our role within the community is extensive and influential. As one of the area's largest employers, with many of our staff living in the neighbourhoods we serve, we have a unique opportunity and responsibility to act as an anchor organisation, working alongside our communities to support, strengthen, and improve the places in which we live and work.

To support people to live healthier, happier lives, we know that our partnerships are very important.

Working with colleagues in primary care, other NHS providers, local boroughs, local authorities, voluntary sector, hospices, our citizen and advocate groups will help us to deliver better outcomes and achieve our ambitions. We need to work collaboratively with our diverse local communities, harnessing community assets, and listening and learning from community leaders and individuals with lived experience to co-create solutions to address enduring and unique health challenges.

We know that there is variation across our communities in terms of health inequalities and access to services that require different approaches and different solutions to improve health outcomes.

We acknowledge that collaboration and partnership requires effort, focus and willingness to learn from each other to harness the knowledge skills and unique contributions each partner can offer so that together we achieve and sustain our individual and collective ambitions and drive improvements recognised and valued by the population and the communities we serve.

George Eliot Hospital Charity

The George Eliot Hospital Charity was founded in 1996 to provide additional funding to support the Trust. Our mission is to enhance patient care for individuals and their families, fund essential life-changing and life-saving equipment, and foster staff well-being through training and creating a positive work environment.



GEH: vision, values & objectives



Our vision is to **EXCEL** at patient care

Our values are:

- Effective open communication
- Excellence and safety in everything we do
- Challenge but support
- Expect respect and dignity
- Local health that inspires confidence

Our objectives

Reduce Vacancies – To excel at patient care we need to attract and keep the right number of people. We must continue to find new ways to achieve this as well as focusing on our existing processes.

Reduce Waiting Times – Excellent care is timely care. We will keep our focus on being more efficient in providing services so we can treat as many people as we can.

Reduce Bed Occupancy – To provide excellent care we must avoid overcrowding on our wards and in our Emergency Department. We will continue to work together to help people go home when ready or be treated at home if appropriate. We will continue to grow and invest in services that help people avoid the need for a hospital bed.

Prevention – As well as treating unwell people, we also must help them to avoid becoming ill in the first place. We need to work together and with outside partners to make this happen. We must also think about prevention when we plan and grow our services.

Deliver Place Partnerships – Joined up care is excellent care. That's why we must continue to work closely with our local health and care partners across Warwickshire North our 'Place' – to provide the best integrated care.

Reduce Carbon Emissions – The NHS has set itself ambitious targets to reduce carbon emissions and protect the environment. We can play a big part in this by being more sustainable in how we plan and deliver our services.

Embrace Digital – Transforming how we use technology plays a central part in providing excellent care. Implementing a new Electronic Patient Record system to replace Lorenzo is more than a new IT system – it will revolutionise how we work. We must work together to embrace this and future digital change.

Tackle Health Inequalities – Health inequalities are the unfair and avoidable differences in health outcomes experienced by different people and communities across society. These include how long people are likely to live, the health conditions they live with and the care that is available to them. We can play a part in reducing these differences. Excellent patient care means understanding our community's health inequalities as we plan and deliver services.

SWFT and GEH: our strategy

We pride ourselves on our commitment to ongoing service improvements and our ambition to innovate and develop continually.

Over the last few years, the NHS has changed dramatically. From managing the pandemic and experiencing exceptional levels of demand, to changing the way we work with other NHS Trusts and our wider partners.

As organisations that embrace and advocate change, the Trusts want to make sure we are in the best position to lead new ways of working. To support this throughout 2022/23 the Trusts' Strategy was refreshed, reflecting our position as an outstanding organisation and in March 2023 it was approved by the Board of Directors. Five Big Moves were identified for the Trusts, which are supported through six enabling areas.

It is important that the Trusts' strategic direction resonates with our workforce, local communities, and partner organisations. Therefore, the strategy was developed with input from staff at all levels of the organisations, partners, and members of the public.

During an annual review of the Trust Strategy in 2024, we reduced this to four Big Moves, incorporating Supporting Domiciliary Care within Home First supported by technology and collaboration.

Our Big Moves for 2026/27

- Home First (including Domiciliary Care) supported by technology and collaboration
- Embed prevention in every service
- Be a very flexible employer
- Lead the NHS on carbon reduction

These Big Moves will help us as an organisation to create healthier, happier lives. They will be delivered through organisational plans and measured as part of annual objectives. There are six strategic pillars which enable us to deliver against our Big Moves. These are Digital, Research, Workforce, Quality, Sustainability and Productivity. Our role in the wider community means partnerships with other organisations while our local communities are also key to the strategy's delivery.

For more information on our strategy and the four Big Moves please [click here](#).



Job description

JOB TITLE: Associate Non-Executive Director

RESPONSIBLE TO: Trust Chair

ROLE SUMMARY:

The Non-executive directors work alongside the Chair and executive directors of the Trusts' Board of Directors, to advise on the development of strategy and to oversee the performance of South Warwickshire University NHS Foundation Trust and George Eliot Hospital NHS Trust.

They share responsibility with other directors for the success of the organisation using the available resources to deliver healthcare and improve the health of local people.

NEDs are members of the Board of Directors and bring independence, external skills and perspectives. Board members share a corporate responsibility for the governance and performance of the Trusts in meeting both strategic and operational objectives.

NEDs are held to account by the Council of Governors (SWFT only) and as such are expected to attend the quarterly Council of Governors meetings and Council sub-committee meetings (where appropriate), and also engage with governors through more informal means.

KEY RESPONSIBILITIES:

- Set the Trusts' strategic aims, ensure that the necessary financial and human resources are in place for the Trusts to meet objectives and review management performance.
- Provide leadership of the Trusts within a framework of prudent and effective controls which enable risk to be assessed and managed.
- Provide independent judgement and advice on issues of strategy, vision, performance, resources and standards of conduct and constructively challenge, influence and help the Board to develop proposals on such strategies.
- Monitor the performance and conduct of management in meeting agreed goals and objectives and statutory responsibilities, including the preparation of annual reports and accounts and other statutory duties etc.
- Be assured that the systems of internal control, including clinical governance, are properly established and maintained.

- To support and challenge constructively the Chair, Chief Executive and other directors to ensure that the Board conforms to the highest standards of corporate governance and makes appropriate decisions.
- As a member of Board committees, appoint, remove, support, encourage and where appropriate 'mentor' senior executives.
- Contribute to the determination of appropriate levels of remuneration for executive directors.
- To participate in committees of the Board and other key NED roles/duties, in accordance with service needs as determined by the Chair.
- To attend the quarterly Council of Governors meetings and twice-yearly roundtable planning meetings between the Board of Directors and Council of Governors.
- To participate in Council of Governors' sub-committees, where appropriate to the role, and engage with governors on an informal basis.
- To uphold the values of the Trusts, acting as a role model to ensure that the Trusts promote equality, diversity and inclusivity for all its patients, staff and other stakeholders, recognising the causes and impacts of healthcare inequalities in minority groups.
- Bring independent judgement and experience, based on commercial, financial, legal or governance expertise from outside the Trusts and apply this to the benefit of the Trusts, stakeholders and the wider community.
- To pursue the opportunities and freedoms offered by Foundation Trust status (SWFT only).
- To represent the Trusts' views with national, regional or local bodies or individuals and to be an ambassador for the Trusts.

In addition to the above, the appointee will be expected to adhere to the Nolan Principles, which are outlined below:

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.

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.

Compliance with the Code of Governance for NHS Provider Trusts

NEDs are subject to the Code of Governance for NHS Provider Trusts, unless otherwise approved by the Trust Chair/Council of Governors.

In addition, all other significant commitments must be declared prior to appointment, e.g. other non-executive directorships. The NED's other significant commitments should be disclosed to the Council of Governors before appointment and included in the annual report.

Completion of the Fit and Proper Persons Self-Declaration Test

From November 2014, NEDs are required to complete the 'fit and proper persons test' set out in the Health and Social Care Act 2008 (Regulated Activities) Regulation 5 of the 2014 Regulations (Regulation 5). A Trust must not appoint a person to a director level post unless:

- they are of good character
- they have the necessary qualifications, competence, skills and experience
- they are able by reason of their health, after reasonable adjustments are made, properly to perform their work
- they have not been responsible for, been privy to, contributed to or facilitated any serious misconduct or mismanagement in the course of carrying on a regulated activity
- none of the grounds of unfitness specified in Part 1 of Schedule 4 of the 2014 Regulations apply to them

NHS Leadership Competency Framework for Board Members compliance

NHS England (NHSE) published the NHS Leadership Competency Framework (LCF) for board members on 28 February 2024. The framework is applicable to all board members, executive and non-executive, and is intended to support NHS organisations to recruit, appraise and develop board members.

The LCF responds to the recommendation made by Sir Tom Kark in his 2019 review of the Fit and Proper Person Test (FPPT), which included a recommendation for 'the design of a set of specific core elements of competence, which all directors should be able to meet and against which they can be assessed'.

The LCF has been published alongside a revised chair appraisal framework, incorporating the new competencies, as part of NHSE's planned suite of management and leadership development frameworks, tools and resources. The LCF sets out aspirational competencies to support leadership and management development, recognising that not all leaders will meet all competencies at all times.

The LCF has been built around six competency domains which are presented as aspirational. It is recognised that those in director roles for the first time, in particular, are unlikely to be able to demonstrate all competencies and the LCF can be used to identify and work on areas for development. A full copy of the LCF may be found at NHS England » NHS leadership competency framework for board members. The six domains are:

- Driving high quality and sustainable outcomes
- Setting strategy and delivering long-term transformation
- Promoting equality and inclusion, and reducing health and workforce inequalities
- Providing robust governance and assurance
- Creating a compassionate, just and positive culture
- Building a trusted relationship with partners and communities

OTHER INFORMATION

Time commitment

This is currently four days per month. All members of the Board are required to attend the monthly meetings of the Board of the Directors and NEDs are also strongly encouraged to attend the quarterly Council of Governors meetings.

Induction and Training

An induction programme has been developed for newly appointed NEDs. In addition, there is access to a number of nationally-organised training events.

Eligibility

Applicants must be a resident of the SWFT geographic constituency set out in this map, or be a resident of South West Leicestershire with demonstrable links with GEH.



Remuneration

Remuneration is set at £13,000 per annum.

Remuneration is taxable and subject to Class 1 National Insurance contributions, which will be deducted at source. It is not pensionable.

NEDs are also eligible to claim reimbursement, currently in line with national rates, for travel and subsistence costs necessarily incurred on Trust business.

Appointment, tenure and termination of office

NEDs are appointed as office-holders under the provisions of the Trusts' Constitutions. The appointment is made, and the terms and conditions of office are determined, by the Trust's Council of Governors (SWFT only).

The appointment does not create any contract of employment or contract for services and as an office-holder, NEDs are not an employee for the purposes of determining any common law or statutory rights.

NEDs are appointed for an initial period of up to three years for first and subsequent terms. Appointments may be renewed for a further three-year term at the end of the first period of office, subject to satisfactory appraisal by the Chair and the approval of the Council of Governors/NHSE.

Further re-appointment beyond six years will then be the subject of annual re-appointment up to a total of nine years, subject to satisfactory appraisal by the Chair and the approval of the Council of Governors/NHSE. NEDs may be removed from office by the Council of Governors in line with the Trust's constitution and / or NHSE.

Person specification

A/CV/I = means of assessment: application (A); curriculum vitae (CV); interview (I)

A/CV/I

EDUCATION, QUALIFICATIONS & TRAINING

ESSENTIAL

- Degree level qualification or equivalent experience

A/CV/I

EXPERIENCE AND KNOWLEDGE

ESSENTIAL

- Excellent interpersonal and communication skills
- Ability to question, constructively challenge, influence and be independent-minded to ensure decisions reflect consideration to overall public benefit
- The ability to analyse and understand complex information and situations before reaching an objective conclusion. The ability to think clearly and creatively
- Ability to see the “wood for the trees”
- The ability to think and plan ahead, balancing needs and constraints
- Able to work as a team to meet common goals and willingness to utilise skills and experience for the good of the organisation
- Willing to maintain and uphold accountability of self and others. A high level of probity, integrity, discretion and fairness and the ability to maintain confidentiality. Able to uphold the principles of effective corporate governance
- Demonstrates a strong interest and understanding of the healthcare agenda, with a commitment to the NHS and public sector values
- Demonstrates a strong interest in equality and diversity, and the inclusion agenda
- Understands and communicates the role of a non-executive director as a part of the Trusts’ regulatory and compliance context

A/I

A/I

A/I

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DESIRABLE

- Ability to anticipate and exploit change
- Knowledge of membership organisations
- Knowledge of stakeholder communities and strong commitment to, and understanding of, the needs of the local community
- Demonstrates an understanding of the principles of Foundation Trust status
- Understanding of the health inequalities agenda
- Understanding of the digital agenda, digital innovation and digital exclusion

A/I

A/I

A/I

A/I

A/I

A/I

EXPERIENCE	
ESSENTIAL	
- Substantial senior or board-level (or equivalent) experience gained in a large, complex organisation - Experience of strategic large-scale change in complex organisations, with demonstrable experience of delivery of clinical, quality, performance and financial outcomes - Evidence of providing effective strategic direction supported by knowledge of governance and how boards should add value	A/CV/I A/CV/I A/CV/I
DESIRABLE	
- Expertise in one of the following areas: - Estates/Capital - Digital Transformation - Public Health - Population Health - Social Care - Commercial experience within a large complex organisation - Experience of working with finances in a large complex organisation - Proven track record of delivery of successful change management including having project managed major projects - Demonstration of the principles of programme management	A/CV/I A/CV/I A/CV/I A/CV/I A/CV/I
WORK RELATED CIRCUMSTANCES	
ESSENTIAL	
- Ability to meet relevant time commitment (around four days per month) - Resides within a constituency area of the Trust	A/CV/I A/CV/I
DESIRABLE	
- Demonstrates clear knowledge of the Warwickshire health economy - Member of Foundation Trust	A/CV/I A/CV/I

How to apply

The closing date for applications is **23 August 2026**. Applications should include:

- A **covering letter** explaining why the appointment interests you, how you meet the appointment criteria and what you specifically would bring to the post (**ideally no more than two pages**).
- A **Curriculum Vitae (CV; ideally no more than three pages)** with education and professional qualifications and full employment history. Please include daytime and evening telephone contact numbers and email addresses. The CV should include names and contact details of referees covering the last six years of employment. References will not be taken without your permission.
- You will need the following reference code: **SWFT-GEH-NEDS-0726**

All applications will be acknowledged.

For an information conversation about the post, please contact our recruitment partner, James McLeod or Jenny Adrian at Hunter Healthcare on 07939 250362 or by email via jadrian@hunter-healthcare.com.

[CLICK HERE TO APPLY ONLINE](#) ➔

Key Dates:

Application deadline	23 August 2026
Stakeholder sessions & interviews	w/c 21 Sept 2026





South Warwickshire University
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George Eliot Hospital
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