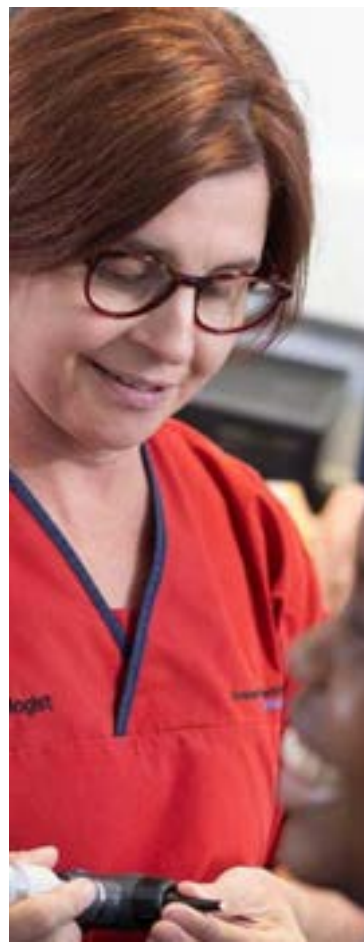


Associate Non-Executive Director

Candidate pack



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Welcome



Thank you for your interest in the role of Associate Non-Executive Director with NHS University Hospitals of Liverpool Group.

This is an exciting developmental opportunity to gain exposure to Board-level governance within one of the largest healthcare groups in the country, bringing together Liverpool University Hospitals NHS Foundation Trust, Liverpool Women’s NHS Foundation Trust and Liverpool Heart and Chest Hospital NHS Foundation Trust.

The Associate Non-Executive Director role is designed for individuals who aspire to become substantive NHS Non-Executive Directors in the future, but who do not yet have Board-level non-executive experience. The role provides a structured opportunity to observe, learn and develop within a complex NHS Board environment, supported by the Chair and experienced Non-Executive Directors.

As an Associate Non-Executive Director, you will attend Board meetings primarily in an observational and developmental capacity. Over time, and with appropriate support, you will have opportunities to contribute to discussions, ask thoughtful questions and bring your own perspective, insight and experience to the work of the Board.

The role is non-voting and non-statutory. Associate Non-Executive Directors do not carry the legal duties of company directors, do not count towards Board or committee quorum and are not expected to carry the same responsibilities as substantive Non-Executive Directors. Instead, the role is intended to build understanding, confidence and capability for those who may wish to progress into future Non-Executive Director roles.

We are particularly keen to hear from people who can bring different perspectives, lived experience, professional insight or community understanding that would broaden the diversity of thought around our Board. We welcome applications from individuals whose career paths may sit outside traditional NHS leadership routes, but who are motivated by public service, inclusion and improving outcomes for patients, staff and communities.

If you are curious, values-driven and committed to learning how effective NHS Boards operate, we would be delighted to receive your application.

David Flory CBE
Group Chair



About NHS University Hospitals of Liverpool Group

NHS University Hospitals of Liverpool Group (UHL Group) was formed in November 2024 bringing together Liverpool University Hospitals NHS Foundation Trust (LUHFT) and Liverpool Women's NHS Foundation Trust (LWH). Liverpool Heart and Chest Hospital NHS Foundation Trust (LHCH) joined the Group in October 2025.

Together, we employ more than 19,000 people and serve as the NHS provider for

a population of around 630,000 across Merseyside, while delivering specialist services to more than two million people across the North West.

The Group was created with a clear purpose: to improve outcomes, reduce inequality and deliver excellent healthcare more sustainably by working as one organisation with shared leadership, services and ambition.

Our hospitals



The Royal Liverpool University Hospital is the largest hospital in the country to provide inpatients with 100% single en-suite bedrooms, improving patient experience, safety and enhanced recovery. The Royal, which opened in October 2022 following construction of a new building adjacent to its former location, mainly focuses on complex planned care and specialist services. These include nephrology, renal transplantation, nuclear medicine, haematology, lithotripsy, dermatology and urology.



Aintree University Hospital is north of the city. Its £35 million Urgent Care and Trauma Centre, which contains the hospital's newly refurbished Emergency Department, Major Trauma, Critical Care services and Frailty Assessment Unit, was formally opened by the Duke of Cambridge in 2017.



Liverpool Heart and Chest Hospital and Broadgreen Hospital are co-located in south Liverpool. Broadgreen is home to a number of elective surgical, diagnostic and treatment services, together with specialist rehabilitation, while Liverpool Heart and Chest Hospital is a specialist Trust for cardiology and respiratory services both in hospital and in the community.



Liverpool Women's Hospital specialises in the health of women and babies – both within the hospital and in the community. Each year our teams work tirelessly to deliver approximately 7,500 babies, carry out around 50,000 gynaecological inpatient and outpatient procedures, care for over 1,000 poorly and premature newborns, perform around 1,000 IVF cycles, and conduct over 4,000 genetic appointments.



Liverpool University Dental Hospital is co-located with the Royal. It supports dental teaching and provides emergency care and a range of specialist dental services including restorative dentistry, paediatric dentistry, orthodontics, oral surgery and medicine and a consultant-led dental sedation unit.

UHL Group at a glance

Our Patients



299,623
emergency and urgent
treatments (LUHFT)

85,556
unplanned procedures
(LUHFT)



4,000
genetic appointments (LWH)



91,059 outpatient
appointments (LHCH)



7,150
babies delivered (LWH)

1,134,189 outpatient
appointments (LUHFT)



25,841
gynaecological outpatient
procedures (LWH)



90,489
daycase appointments (LUHFT)



26,757
virtual appointments (LHCH)



13,921 inpatients -
8,820 cardiology (LHCH)



4,000
gynaecological inpatient procedures (LWH)

Our People



One of the **largest**
employers in the city region

LHCH **top** in country for 'place
to work' in 2024 NSS



Around 19,000

employees (LUHFT 15,500, LWH 1,800, LHCH 1,900)



LUHFT's highest
scoring NSS themes are
**compassionate
and inclusive**
— showing continual
improvement

Over **550** Volunteers



LWH is **17th**
most inclusive
employer in the UK



Our Group

Annual turnover of **£1.8 billion**
£1.34bn LUHFT;
£170m LWH;
£270m LHCH



Serving a core population of
2.8 million
across Cheshire and Merseyside



LHCH regularly ranked in the **top three**
trusts in the country for overall patient
experience in the National Inpatient Survey



LWH houses the regional **Level 3**
Neonatal Intensive Care Unit (NICU),
as well as local delivery



All three
provide regionally and
nationally commissioned
tertiary care

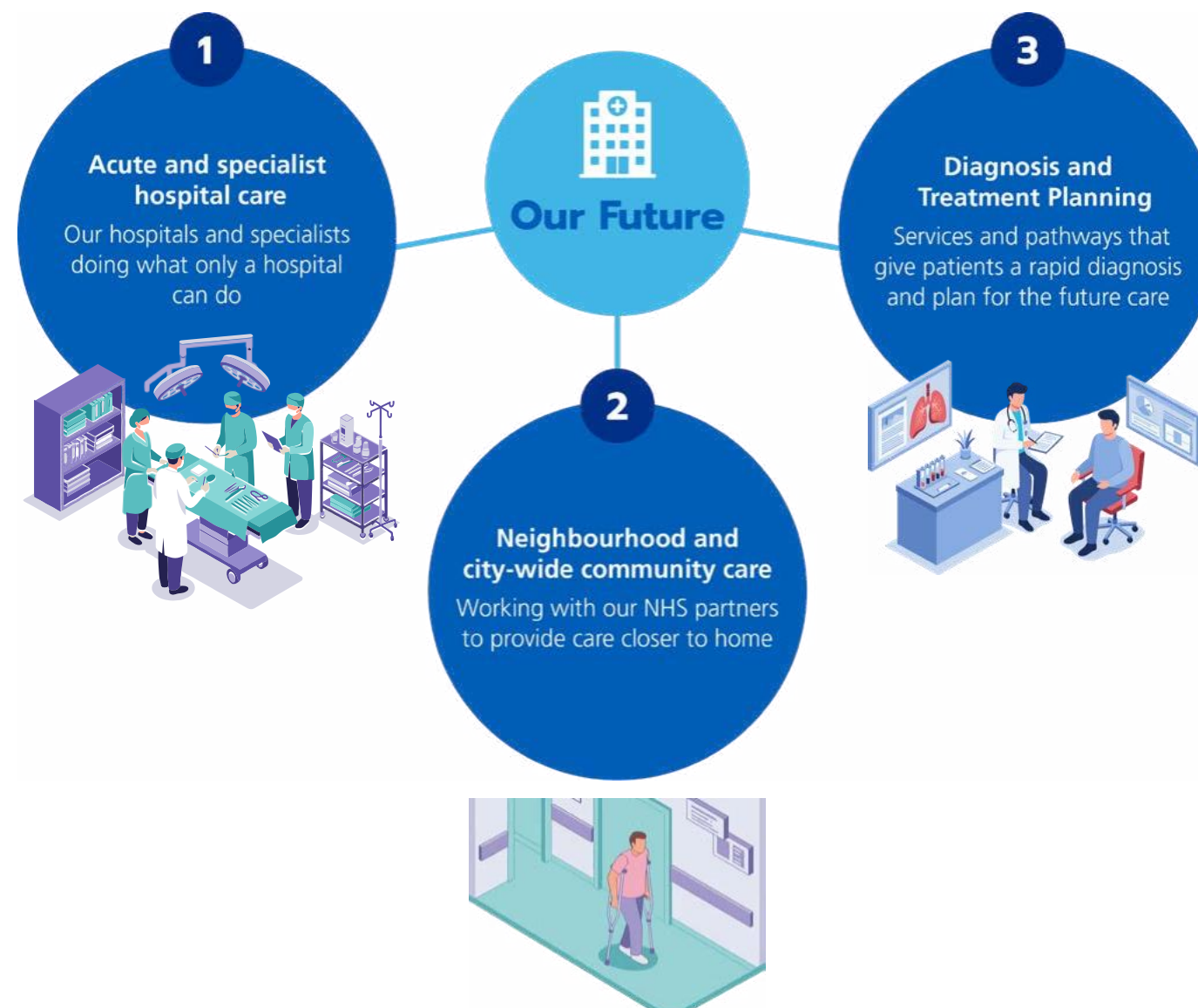
NHS University Hospitals of Liverpool 2030 and site strategies

UHL 2030 sets out our ambition to become one of the leading healthcare groups nationally and globally.

Our strategy focuses on:

- Delivering outstanding and equitable care.
- Transforming services around patients and populations.
- Being a great place to work and learn.
- Fully realising the benefits of operating as a Group.

Aligned with the NHS 10 Year Health Plan, we are committed to shifting care closer to communities, embracing digital and data driven care models, and focusing relentlessly on prevention and population health.



How we develop our plans for our hospital sites will also be essential in transforming services for our population through delivering our three care models:

- Our hospitals concentrating on delivering acute and specialist care, doing what only hospitals can do.
- Setting up our services to get patients a diagnosis and treatment plan more quickly, with less reliance on the traditional outpatient model of care.
- Shifting appropriate care out of our hospitals into neighbourhood and community care settings and closer to patients.

Increasing the amount of care provided in the community and changing hospital care to reduce the volume of outpatient activity will necessarily mean a smaller hospital footprint in the city over the next five years.

Living and working in Liverpool

Liverpool is a thriving city in the North West of England that is constantly growing and expanding its horizons. It has been named one of the best places to live in the region for its exciting cultural calendar, future plans and family-friendly places to live.



Exciting things to do

Noted for its rich history, stunning architecture, diverse culture, and creativity, including the city's famous waterfront, you'll never be short of things to do or experience with friends, family and loved ones.

Liverpool is home to a range of museums and galleries, and a busy cultural calendar of events and festivals that are internationally and nationally recognised. The city boasts several renowned theatres, including the Everyman, Royal Court, Liverpool Empire and Playhouse, as well as a thriving independent food scene with cafés, bars and restaurants catering to all tastes.

Sports fans are well served with two Premier League football clubs, Liverpool FC, and Everton FC, as well as Aintree Racecourse, home of the Grand National, Liverpool Cricket Club and the Royal Liverpool Golf Club, which regularly hosts the Open.

Travel

Getting around is made easy with a fantastic public transport network – all our hospitals are well served by rail and bus links, with car parking available for those who drive.

Liverpool John Lennon Airport and Manchester Airport are both within easy reach for international travel.



The opportunity

This is a developmental opportunity to join NHS University Hospitals of Liverpool Group (UHLG) as an Associate Non-Executive Director, gaining structured exposure to Board-level governance across one of the largest healthcare groups in the country.

The role is designed for individuals who aspire to become a substantive Non-Executive Director in the NHS and who would benefit from observation, mentoring and supported contribution within a complex Board environment.

As Associate Non-Executive Director, you will:

- Attend Board meetings primarily to observe, learn and understand how effective NHS Boards operate.
- Build confidence in contributing constructively to Board discussions, with support from the Chair and experienced Non-Executive Directors.
- Develop knowledge of NHS governance, assurance, quality, finance, workforce, strategy and population health.
- Bring perspective, curiosity and lived or professional insight to support inclusive and effective governance.
- Participate in structured induction, mentoring, reflective learning and feedback to support future progression outcomes for patients, staff and communities.
- Gain an understanding of the role of Councils of Governors and wider stakeholder relationships within Foundation Trust governance.

Associate Non-Executive Directors have a duty to, and will:

- The Associate Non-Executive Director role is designed to provide exposure to these duties. Associate NEDs will not hold statutory director responsibilities, will not vote at Board meetings and will not count towards Board or committee quorum.
- Uphold the highest standards of governance, integrity and public service, acting in the best interests of patients, staff, members and local communities.
- Provide independent challenge, scrutiny and assurance in relation to strategy, performance, quality, risk, finance and workforce matters.
- Contribute to the development, testing and delivery of the Group strategy and the long-term ambitions of UHLG and its constituent Trusts.
- Support effective Board decision-making through independent judgement, constructive questioning and a focus on evidence, assurance and outcomes.
- Champion equality, diversity and inclusion, and promote the values and behaviours expected of a modern NHS Board.
- Work effectively with governors, partners and stakeholders, supporting openness, accountability and trust in the Group's governance arrangements.



Job description

Role purpose

The Associate Non-Executive Director role is a developmental, non-statutory position designed to provide structured exposure to NHS Board governance, decision-making and assurance.

The role supports individuals who have the motivation and potential to become future NHS Non-Executive Directors, but who do not yet have substantive Board-level non-executive experience.

Associate Non-Executive Directors will attend Board meetings primarily in an observational and learning capacity, with opportunities to contribute to discussion as confidence, insight and experience develop.

The post holder will be supported by the Chair and experienced Non-Executive Directors through induction, mentoring, reflective learning and ongoing development.

We are particularly keen to hear from individuals who would broaden Board insight and bring perspectives, lived experience or professional expertise that may be underrepresented at Board level.

This appointment does not guarantee progression to a substantive Non-Executive Director role; future appointments would be subject to open and competitive recruitment processes.

Person specification

Candidates will have proven leadership skills, experience operating at Board or other senior level and expertise to provide scrutiny, oversight and support through the Board as UHLG continues to develop as a Group model serving communities across Liverpool, Cheshire and Merseyside.

As a Board Member, you must:

- Demonstrate the highest standards of probity and integrity in ensuring compliance with best practice and statutory requirements.
- Provide independent judgement and advice to support the work of the Executive Team in achieving strategic objectives.
- Ensure that patients are treated with dignity and respect at all times and that they remain central to decision-making.
- Ensure that the Board sets challenging objectives for improving performance across the range of its functions.
- Monitor the performance and conduct of management in meeting agreed goals and statutory responsibilities.
- Ensure that financial controls and risk management systems are robust and effective.
- Be accountable to the Councils of Governors for personal and collective performance of the Board.
- You may be asked to sit on Board Committees or attend external meetings on behalf of the Board.
- Hold the role of Trustee of the Charity where applicable.

You will have significant experience in one or more of the following areas:

Essential criteria

- Clear motivation to pursue a future Non-Executive Director role within the NHS.
- Willingness to learn, reflect and engage fully in a structured development and mentoring programme.
- Intellectual curiosity and the ability to interpret data and information, ask thoughtful questions and contribute constructively in a supportive Board environment.
- Integrity, independence of thought and commitment to public service values.
- Sufficient time and flexibility to participate in Board observation, induction and development activity.

Desirable criteria

- Senior-level leadership experience, executive or equivalent, in a complex organisation.
- Some prior exposure to Boards or senior decision-making forums, including in observer, advisory or developmental capacities.
- complexity.
- Lived experience, community insight or professional perspective that would broaden Board understanding.

Board level competencies

You will need to demonstrate the range of competencies required to contribute effectively to this Board-level role, including:

- 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 trusted relationships with partners and communities.

Terms of appointment

- Fixed-term appointment for up to two years, with a formal development review at the end of year one.
- £13,500 per annum
- Non-voting, non-statutory role which does not carry the legal duties of a company director.
- The role does not count towards Board or committee quorum and does not guarantee appointment to a substantive Non-Executive Director role.
- Typical time commitment of approximately three days per month, including Board observation, briefings and development activity.



How to apply

To apply, please send your CV and supporting information to:

Daniel Scheffer,

Group Chief Corporate Affairs Officer/Company Secretary

Daniel.Scheffer@liverpoolft.nhs.uk

Tel: 07387 013246

For any questions about the role, Daniel can also be contacted via the information above.

