

Non-Executive Director

Candidate pack



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Welcome



Thank you for your interest in becoming a **Non-Executive Director of NHS University Hospitals of Liverpool Group**.

UHLG brings together LUHFT, LWH and LHCH within a group model, serving communities across Liverpool, Cheshire and Merseyside through three statutory organisations with shared leadership and ambition.

The Group was established to improve outcomes, tackle inequalities and deliver sustainable healthcare through closer collaboration, while maintaining the strengths and statutory responsibilities of each Foundation Trust. As we continue to deliver UHL 2030, strengthen our Board and work with partners across the system, this is an important stage in the Group's development.

Liverpool experiences significant health inequalities, and as an anchor institution, UHLG has a key role in working with communities and partners across Cheshire and Merseyside to support healthier, fairer lives and improved outcomes for local people.

We are seeking to appoint **two** Non-Executive Directors who will bring different but complementary skills and experience to the Group Board.

One role will bring strong community insight and engagement, helping ensure the Board remains connected to the needs and experiences of the populations it serves and supporting UHLG's focus on prevention, population health and reducing inequalities.

The second role will bring business, commercial and financial expertise, providing Board-level oversight of financial sustainability, productivity, value, risk and transformation across a large and complex NHS Group.

Both roles require individuals who can provide independent judgement, constructive challenge and effective support, while working collaboratively as part of a unitary Board. Candidates will demonstrate integrity, sound judgement and a commitment to improving outcomes for patients, staff and communities.

We particularly welcome applications from individuals who reflect the diversity of the communities we serve. If you share our ambition and believe you can make a meaningful contribution to the future of UHLG, we look forward to hearing from you.

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

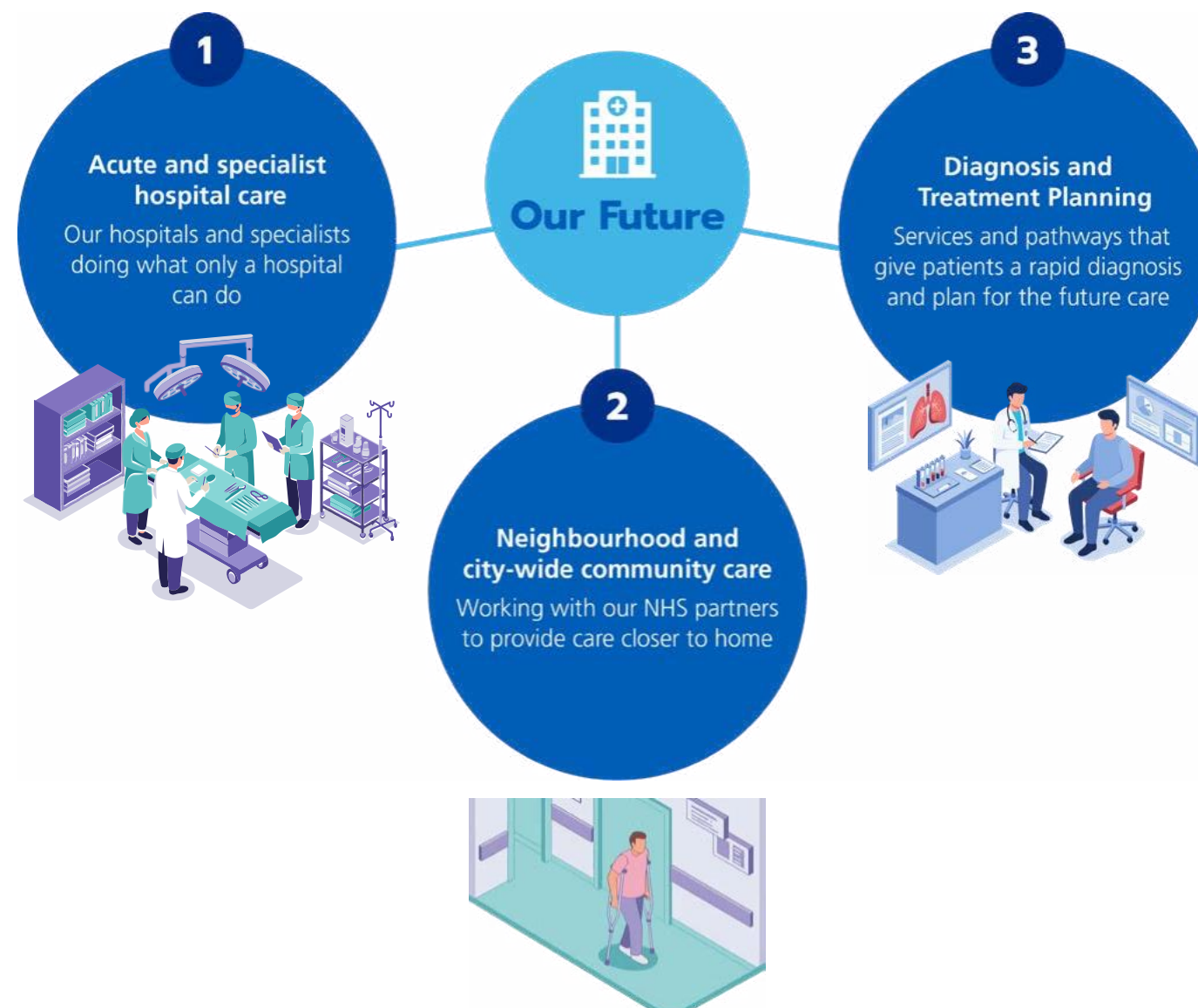
NHS University Hospitals of Liverpool 2030 and site strategies

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 an opportunity to join the Board of NHS University Hospitals of Liverpool Group (UHLG) and contribute to the leadership of one of the largest healthcare groups in the country, serving communities across Liverpool, Cheshire and Merseyside.

As Non-Executive Director, you will:

- Provide independent oversight, constructive challenge and strategic support to the Group Board.
- Help shape the future direction of UHLG and support delivery of UHL 2030.
- Promote high standards of governance, accountability and stewardship.
- Support the delivery of high-quality, sustainable and equitable healthcare services.
- Work collaboratively with Executive and Non-Executive colleagues to improve outcomes for patients, staff and communities.
- Strengthen the Group's relationships with partners across Cheshire and Merseyside.

The role

As a Board member, you will:

- Contribute to the development and delivery of strategy across UHLG and its constituent Trusts.
- Scrutinise performance, risk, quality and financial sustainability.
- Support effective decision-making through independent judgement and insight.
- Ensure the interests of patients, staff, members and local communities remain central to Board discussions.
- Champion the values and behaviours expected of a modern NHS Board.
- Contribute to the continued development of the Group model and its long-term ambitions.

Community Insight and Population Health

One role is intended to strengthen the Board's understanding of the communities UHLG serves. We are seeking an individual who can bring insight into the experiences, challenges and needs of local people, helping ensure that Board decisions remain connected to the populations we serve.

This role will be particularly valuable as UHLG continues to focus on prevention, reducing health inequalities, improving population health and strengthening its role as a civic and anchor institution and continuing to build our partnerships within Liverpool and Cheshire and Merseyside.

Business, Commercial and Financial Expertise

The second role is intended to strengthen the Board's business, commercial and financial capability. We are seeking an individual with significant experience of operating in a complex organisation who can provide strategic insight and challenge in relation to financial sustainability, productivity, transformation and value.

This role will support the Board in overseeing the effective use of resources, long-term sustainability and delivery of the Group's strategic objectives, while maintaining a strong focus on quality, performance and patient outcomes.



Job description

Role purpose

Non-Executive Directors work alongside Executive Directors as unitary Board members. They share responsibility for the decisions made by the Board and for promoting the success of the organisation.

Non-Executive Directors play a crucial role in bringing an independent perspective, providing effective challenge and supporting good decision-making through their knowledge, skills and experience.

Non-Executive Directors are responsible for providing appropriate oversight, governance and leadership to UHLG, supporting Liverpool University Hospitals NHS Foundation Trust, Liverpool Women's NHS Foundation Trust and Liverpool Heart and Chest Hospital NHS Foundation Trust in delivering their strategic objectives and providing outstanding healthcare services.

You will share the values of UHLG, embracing the opportunity to role model those values and behaviours in all your internal and external interactions.

We are looking to appoint individuals with relevant board-level experience, preferably gained as a member of a Board or within a large and complex organisation.

To carry out the role effectively, you will contribute to strong collaborative relationships across the Group Board, constituent Trust Boards, Councils of Governors and key external stakeholders within the communities served by UHLG..

Non-Executive Directors have a duty to:

- Scrutinise the performance of Executive Directors in meeting agreed goals.
- Satisfy themselves as to the integrity of financial, clinical and operational information.
- Satisfy themselves that controls and systems of risk management and governance are fit for purpose and effective.
- Assess the adequacy of information to enable the Board and its Committees to discharge their responsibilities.

Non-Executive Directors are responsible for:

- Determining appropriate levels of remuneration for Executive Directors.
- Appointing the Group Chief Executive Officer.
- Appointing other Executive Directors.
- Supporting succession planning for key Executive Director roles.

Non-Executive Directors have a responsibility to:

- Promote a positive culture throughout the Group, maintaining high professional and ethical standards and behaving in accordance with organisational values.
- Role model the values of the Group, promoting diverse thinking and working in a collaborative, inclusive way.
- Bring appropriate challenge to the work of the Board.
- Contribute to the development of strategy across the Group and constituent Trusts.

Non-Executive Directors will:

- Take into account the views of Governors and Trust members in setting the forward strategy for the organisations.
- Be accountable to the Councils of Governors for the progress made in delivering strategic objectives and for their role in achieving this.

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

- Recent, relevant experience in contributing to the overall vision and strategic direction of an organisation and its delivery.
- Recent, relevant experience in providing leadership as part of a unitary Board.
- Highly developed teamworking, communication and influencing skills that facilitate the engagement and contribution of others.
- The ability to analyse complex information and contribute effectively to Board discussions and decision-making.
- Recent, relevant experience of providing sound, independent advice, challenge and assurance.
- Intellectual curiosity and the ability to interpret data and information, ask thoughtful questions and contribute constructively in a supportive Board environment.

Desirable criteria

- Recent, relevant experience in leading change within an environment of comparable complexity.
- Recent, relevant experience in partnership working within an environment of comparable complexity.
- Recent, relevant experience within the healthcare sector.

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

- Initial appointment for a period of up to three years
- £13,500 per annum
- Appointment subject to satisfactory Fit and Proper Persons checks
- Must satisfy the independence requirements applicable to NHS Non-Executive Directors

- A minimum commitment of approximately three to four days per month.

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.



