

Could you help lead the NHS in your area?

Mid Yorkshire Teaching NHS Trust

Non-executive Director

Candidate information pack

Reference: N3726

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 particularly welcome applications from women, people from global majority and ethnic communities, and disabled people who we know are under-represented in chair and non-executive roles.

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.

Contents

1. The opportunity	4
2. Person specification and NHS Leadership Competency Framework	4
3. About the Trust	5

Appendices 11

Appendix 1: Values and concepts from the NHS Leadership Competency Framework

Appendix 2: More information

Appendix 3: Making an application

Appendix 4: Key dates and getting in touch

1. The opportunity

There are two vacancies for Non-executive Directors (NEDs) at Mid Yorkshire Teaching NHS Trust. 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. The NED vacancies are available from November 2026.

We are looking for individuals who can bring a range of professional expertise, sufficient to provide oversight in strategic improvements linked to both workforce and digital transformation. You will need to have a genuine commitment to patients and the promotion of excellent health care services. You will need to recognise and champion the importance of long-term improvements which benefit the whole system and promote workforce reform.

2. The person specification

Essential criteria

We are seeking individuals with:

- senior strategic experience, preferably at Board level in a large, complex organisation
- experience of using data and innovation to improve organisational performance and outcomes, ideally within healthcare or a comparable complex, regulated environment
- experience of operating across complex partnerships and multi-stakeholder environments including community/patient/customer engagement
- skills in leading strategic improvement supported by an understanding of transformational change and embedding continuous improvement methodologies
 - Voting NED Role 1 - Digital, Data and Technology background, with Digital Transformation leadership experience
 - Voting NED Role 2 – experience as a CPO, HR Director or equivalent leading the People/Workforce/OD agenda and supporting or delivering transformational change

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:



The competency domains are aligned to [Our NHS People Promise](#), [Our Leadership Way](#) and the [Seven Principles of Public Life](#) (Nolan Principles).

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 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.

The best boards are those that reflect the workforce and communities they serve. We particularly welcome applications from women, people from global majority and ethnic communities, and people with disabilities, who we know are all under-represented in these important roles.

- Applicants should ideally live in or have connections with the Wakefield and North Kirklees area served by the Trust.
- On average this role will require the equivalent to 4 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 per annum (standard rate for all NHS NEDs).

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 Mid Yorkshire Teaching NHS Trust

The Trust provides acute hospital and community health services to more than half a million people living in the Wakefield and North Kirklees districts of West Yorkshire. It

offers services in three main hospital sites and in a range of community settings, as well as directly into people's homes. The three acute hospital sites are:

- Pinderfields Hospital (Wakefield)
- Dewsbury and District Hospital
- Pontefract Hospital.

Community services are provided in a range of community settings such as health centres, clinics, GP surgeries, family centres and in people's own homes. This means our patients benefit from hospital and community services working more closely together ensuring they receive their care in the most appropriate place for them – when and where they need it.

The Trust also provides two specialist regional services, burns and spinal injuries, which are renowned across the North of England and beyond for their facilities and excellent care.

With approximately 10,000 staff and a revenue of approximately £860 million, the Trust provides its services by working in partnership with a range of organisations. This includes being part of the West Yorkshire Health and Care Partnership (Integrated Care System), working more locally with two Local Authorities, Wakefield and Kirklees Councils, and with a wide range of other providers including voluntary organisations and private sector organisations. These partnerships facilitate a holistic approach to the delivery of health and social care that places patients, their carers, and the public at the heart of decision making and will be the focus of evolving Place Provider Collaboratives.

The Trust's vision, values and priorities:

The Trust's mission statement:

To provide high quality healthcare services at home, in the community and in our hospitals, to improve the quality of people's lives.

The Trust's vision statement:

To achieve excellent patient experience each and every time.

The Trust's core values:

Caring, High Standards, Improving and Respect



The Trust also has a behaviour charter in place against each of the Trust's core values to help understand what is and is not acceptable. This was developed in conjunction with colleagues across the Trust.

Trust Strategy

Between April 2026 and March 2029, the Trust will focus on four clear organisational priorities.

These priorities reflect the areas where focused improvement is required to support recovery, improve patient outcomes and experience, strengthen organisational performance and ensure long-term sustainability.

This approach represents a deliberate move away from a broader strategic framework towards a more focused set of priorities that will enable teams across the organisation to align improvement activity and deliver measurable outcomes.

Our Priorities



The Trust's strategy describes our ambitions for each priority and what they will do to achieve them. Through the 3 year Operating Plan, Clinical Service Strategy, enabling strategies and plans we will deliver and monitor progress in achieving our goals and vision.

Quality Strategy

The Trust's Quality strategy "[MY Strategy for Delivering Outstanding Quality 2023-28](#)" was developed with key stakeholders and was built on the 2018 to 2022 Quality Strategy. The strategy provides a framework to:

- Deliver outstanding high quality, safe and patient-centred care and increase the provision of community health and care services.
- Co-produce quality improvements with our staff, service users, patients, communities and partners.
- Ensure that our Quality Approach and Annual Quality Goals are delivered and supported by the Mid Yorkshire quality improvement approach called Improving Together.
- Work in partnership to accelerate innovation, teaching and quality improvement.
- Develop quality improvement capabilities and capacity within the organisation and strengthen the culture of continuous quality improvement.

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:**
 - Role and responsibilities
 - 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:

- **Mid Yorkshire Teaching NHS Trust** - for an informal and confidential discussion with our Chair, Keith Ramsay, please contact Robin Staveley, Emily Smith, or Joanna Riley via Joanna.Riley@gatenbysanderson.com
- **GatenbySanderson** - are helping us to identify potential candidates, if you would like a confidential discussion about the role contact Robin Staveley Robin.Staveley@gatenbysanderson.com, Emily Smith emily.smith@gatenbysanderson.com, or Joanna Riley Joanna.Riley@gatenbysanderson.com
- **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 submit an application via the GatenbySanderson website: <https://www.gatenbysanderson.com>

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
- 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, 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. 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 and is available for download
- tell us about any dates when you will not be available

Appendix 4: Key dates

- **Closing date for receipt of applications:** 9am Tuesday 15 September.
- **Stakeholder event:** the shortlisted candidates will be invited to the Trust to meet groups of its key stakeholders on **Friday 9 October 2026**
- **Interview date:** Friday 9 October 2026
- **Proposed start dates:** 1 November 2026 (or as soon after recruitment checks have completed)