

Could you help lead the NHS in your area?

**Shropshire Community Health
NHS Trust - M3516**

**The Shrewsbury and Telford Hospital
NHS Trust – M3717**

Non-executive Directors

Candidate information pack

Reference: M3516 & M3717

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

Currently, there are two vacancies for Non-Executive Directors (NEDs) at the Shrewsbury and Telford Hospital NHS Trust, **and** Shropshire Community Health NHS Trust, (one NED per Trust). This follows the Trusts' agreement to form 'Shropshire, Telford and Wrekin Community and Hospitals NHS Group' in April 2026.

This is an exciting time to join the organisations and provides an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people served by the Group.

2. The person specification

Essential criteria

Shropshire Community Health NHS Trust - M3516

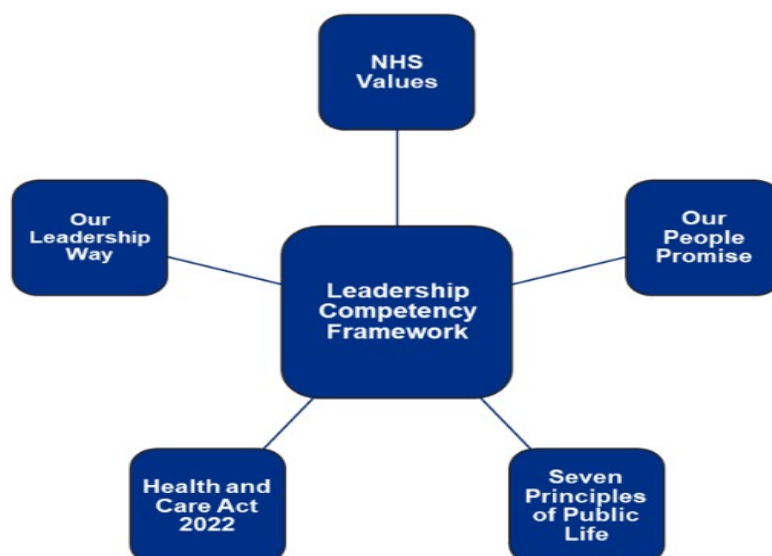
The Shrewsbury and Telford Hospital NHS Trust – M3717

You will need to have a genuine commitment to patients and the promotion of excellent health care services. You will have senior level experience in one or more of the following areas:

- Recent and relevant corporate financial experience in a Board level position in a large and complex organisation. We are particularly keen to hear from individuals with a wider range of experiences that may additionally include commercial or strategy roles. There is scope for successful individuals to become Chair of one of the two Trusts' Audit Committees.

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 overleaf 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 reflect the workforce and communities they serve. We particularly welcome applications from people of all backgrounds, including those from



underrepresented groups and people living with disabilities, who remain under-represented in these important roles.

- 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 base 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 Shropshire, Telford & Wrekin, Community and Hospitals NHS Group

By forming a Group model, the two Trusts believe they can deliver better care for patients and a better experience for staff through closer integration. A Group model builds on the strong foundations that already exist to continue to strengthen local services, improve resilience and performance and deliver value for taxpayers.

The aims of the Group model are to provide a united and stronger provider voice, that works together with partners, to respond to the collective challenges faced across the health and care system. Acting as one NHS and working at scale, the Trusts believe shared leadership will address the clinical, performance and financial pressures and enable the shift towards a preventative and neighbourhood service to meet the needs of an ageing and growing population.

Delivering high quality, patient-centred care, and an improved patient experience is the overarching priority. Both organisations have shared priorities, aligned with the national 10 Year plan:

- Deliver more care and resources in the community, supported by two thriving acute hospitals (hospital to community). The Group will play a leading role in transforming neighbourhood health services working with primary care and other partners.
- Neighbourhood Health Implementation Programme and Hospitals Transformation Programme.
- Increased focus on prevention and tackling inequalities through neighbourhood working (sickness to prevention).

- Developing our workforce – right staff, with the right skills, in the right places and at the right times.
- Collective focus on analogue to digital agenda, optimising the opportunities of vertical integration to streamline patient pathways. Modern clinical models and ways of working, with the right tools and environment.
- Supporting the health and wellbeing of staff.
- Building an inclusive workforce – everyone has a voice and is valued.
- Both Boards recognise they cannot deliver this transformation in isolation, and a shared leadership is critical to delivering the ambitious plans and realising the step-change in care for patients.
- Listening to feedback from staff, partners, volunteers, patients and community representatives during Summer 2025, the Case for Change, on the Trusts' websites, sets out the benefits, issues, risks and mitigations of the two Trusts working more closely together.
- The Trusts will remain as separate statutory organisations, with a shared leadership across both organisations to oversee strategy and service delivery. A Transition Committee has been established to ensure a seamless transition and ongoing engagement to further formalise the Group.
- The Group model alone is not a panacea for improving performance. However, it allows the Trusts to use scale as a platform and an enabler for driving improvements in clinical, operational and financial performance.
- Both Boards are committed to driving quality improvement, developing more seamless patient pathways for residents of all ages, growing and supporting the workforce and redesigning models of care to deliver a more modern NHS.
- The Group model can both enable these efforts and amplify their benefit for all the communities we serve.





About Shropshire Community Health NHS Trust (SCHT)

Shropshire Community Health NHS Trust (SCHT) aims to be the best local provider of high-quality innovative community health services close to people's homes.

We provide a range of community-based health services for adults and children in Shropshire, Telford and Wrekin, and some services to people in surrounding areas including the Black Country.

Working with our partners to provide people with well-co-ordinated and effective care, we employ circa 1,600 people who together help deliver community services to a population of around 500,000. Much of this care is delivered in peoples' homes and across 75 sites including four community hospitals at Bridgnorth, Whitchurch, Ludlow and Bishop's Castle.

As a Community Trust, we have a unique role as an essential 'connector' in the local health system, working directly alongside the many organisations that also provide care and support to people. We are proud to be the lead organisation on a number of innovative programmes of work.

The Trust and our staff are passionate about providing the highest quality of care to our patients in an environment that enriches and develops the skill and talent of our colleagues. We provide a wide range of services to our local communities, and we work closely with GPs, acute hospitals, and with experienced health care staff to keep care as close to the homes of our patients as possible

To learn more about SCHT, visit:

<https://www.shropscommunityhealth.nhs.uk/about-us>

About the Shrewsbury and Telford Hospital NHS Trust (SaTH)

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Our main service locations are Princess Royal Hospital (PRH) in Telford and Royal Shrewsbury Hospital (RSH) in Shrewsbury, located 20 minutes' drive apart. Both hospitals provide a wide range of acute hospital services including urgent and emergency care, outpatients, diagnostics, inpatient medical care and critical care.

Our first Community Diagnostic Centre opened in 2023, in Telford, bringing diagnostic tests closer to the community. We also provide outreach services in Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen, and at the Bridgnorth, Ludlow and Whitchurch Community Hospitals, and other local centres.

We have an ambitious "Moving to Excellence" transformation programme underway. In 2025 we were awarded university status, with our partners Keele University. We want to deliver excellent care and an excellent working environment for our staff. Find out more at: <https://www.sath.nhs.uk/about-us/moving-to-excellence/>

We employ more than 7,300 amazing staff, and hundreds of colleagues and students from other organisations who also work in our hospitals. We benefit from around 300 wonderful volunteers, and our main charitable partners are the League of Friends at the Shrewsbury and Telford Hospital, and the Lingen Davies Centre.

About the Hospitals Transformation Programme

Our Hospitals Transformation Programme (HTP) is a multi-million pound investment that will improve care for everyone through modern, purpose-built facilities and ensure more people get the care they need, at the right time and in the right place. These plans have been led by our doctors and nurses to develop two thriving hospitals, supported by more services in the community.

Construction work is well underway at Royal Shrewsbury Hospital to build a new four-storey building set to open in 2028 and will provide the space we need to start our new ways of working. We're also investing in services at Princess Royal Hospital in Telford to provide a more positive experience for patients in calm, dedicated planned care facilities.

Princess Royal Hospital in Telford will become the site specialising in planned care. Patients will have a more positive experience in improved, dedicated planned care facilities.

Royal Shrewsbury Hospital will become the site specialising in emergency care. All the right doctors and nurses who support our emergency care teams will be on the same site as the remodelled, bigger Emergency Department. This means they can make quicker decisions about patient care. Most patients will continue to use their local hospital, including for outpatient appointments and urgent care services. Most people that currently use our Emergency Department (A&E) will use the Urgent Treatment Centre at their local hospital.

This new clinical model will provide several benefits for our staff and patients. By having our planned care services in one hospital we can:

- Reduce the number of cancelled operations and waiting times
- Provide modern theatres to give a better environment for patients
- Create a calm environment, with unplanned, emergency care on another site
- Reduce the risk of spreading infections

By having our emergency care services in one hospital we can:

- Have a bigger and improved Emergency Department designed to meet the needs of our communities now and in the future
- Provide faster access to the right care from the right teams that support emergency care
- Make quicker decisions about patient care, with all the specialist teams on one site with the Emergency Department
- Improve the working environment for our staff with modern facilities

This is more than a new building. A significant amount of work is taking place to develop the clinical pathways and reform our workforce, to be ready to open the doors in 2028 and deliver the step-change in care we aspire to.

Find out more:

<https://www.sath.nhs.uk/about-us/hospitals-transformation-programme/>

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 Trusts, such as business plans, annual reports, and services, visit their websites, links below:

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:

- We strongly recommend an informal and confidential discussion with **Andrew Morgan, Group Chair**. Please contact Lisa Mitchell on 01743 261000 ext 1428 or by emailing lisa.mitchell19@nhs.net
- **NHS England** – for general process enquiries contact Helen Barlow by emailing helen.barlow2@nhs.net

If you wish to be considered for one of these roles 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 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: 8 September 2026 at 11am.**
Please forward your completed application to england.chairsandneds@nhs.net outlining which post you would like to apply for:

Shropshire Community Health NHS Trust - M3516

The Shrewsbury and Telford Hospital NHS Trust – M3717

- Interview date: tbc
- proposed start date: tbc

NHS England

E: england.chairsandneds@nhs.net

W: england.nhs.uk

