



Independent Non-Executive Director and Audit Committee Chair

Candidate Information Pack

August 2026

Welcome from the Chair

Thank you for your interest in becoming a Non-Executive Director and Chair of the Audit Committee for NHS Surrey and Sussex Integrated Care Board.



This is an exciting high-impact leadership opportunity for a Non-Executive Director to play a key role in overseeing the governance and stewardship of resources across one of the country's largest integrated care systems.

NHS Surrey and Sussex Integrated Care Board (ICB) was established on 1 April 2026 and is responsible for leading the planning, commissioning and improvement of NHS services across Surrey and Sussex.

The organisation works in partnership with local authorities, NHS providers, primary care, the voluntary sector and local communities to improve health outcomes, tackle inequalities and ensure the best possible use of public resources.

We are seeking an exceptional individual with keen financial, governance and leadership experience who can provide robust independent challenge, assurance and oversight as Chair of our Audit Committee. As a Board member, you will help shape the future direction of health and care services for a population of more than three million people across Surrey and Sussex, ensuring that we remain focused on delivering high-quality, sustainable services and value for money.

We are committed to promoting equality, diversity and inclusion and welcome applications from individuals with diverse skills, backgrounds and life experiences. Appointments will be made on merit following a fair and open recruitment process.

For an initial conversation about the post, please contact Rhiannon Smith or Jenny Adrian at our recruitment partners, Hunter Healthcare by email: jadrian@hunter-healthcare.com or phone: 07939 250362. I look forward to receiving your application.

Ian Smith
Chair, NHS Surrey and Sussex



About NHS Surrey and Sussex

NHS Surrey and Sussex was established on 1 April 2026 through the merger of NHS Surrey Heartlands and NHS Sussex, also incorporating the Surrey Heath, Farnham and Ash areas of Surrey which were previously part of NHS Frimley ICB.

As a strategic commissioner, we are responsible for setting a clear strategy for improving the health of our population, based on the needs of local people, and making sure that the way we spend our money has a direct impact on improving people's health and in reducing the inequalities we know exist in how some people access and receive care and treatment.

Our unique role is to coordinate the allocation of resources, getting the best use of our population's health budget by aligning funding and resources strategically with long-term population health outcomes.

Importantly we have a responsibility to use our understanding of the local context to make sure that every pound spent is improving outcomes, tackling inequalities, delivering best value and building long-term health resilience for local communities, including the left shift (from treatment to prevention; from hospital to community; from analogue to digital) set out in the NHS 10 Year Health Plan.

NHS Surrey and Sussex work closely with:

- Surrey County Council.
- West Sussex County Council.
- East Sussex County Council.
- Brighton & Hove City Council.
- NHS acute, community and mental health providers.
- Primary care providers.
- Voluntary, community and social enterprise organisations.

Further information about NHS Surrey and Sussex can be found on the ICB [website](#)



Our Vision

We recognise that the three million people across Surrey and Sussex are the people we are here to serve – they are our families, our friends, our neighbours, our communities, our colleagues. And they will continue to be the reason we strive to improve care, to innovate, to design new pathways and transform health and care to enhance the outcomes for our populations.

NHS Surrey and Sussex have worked with partners to develop a five-year strategic commissioning plan. Our plan focuses on four interconnected areas of opportunity for the next five years:

- Reducing the growth and progression of ill health, through scaled prevention and early intervention programmes targeting the conditions driving nearly half of future demand, including cardiovascular disease, diabetes, respiratory disease, obesity, chronic kidney disease and anxiety and depression.
- Transforming models of care by redesigning pathways around people and populations – expanding digital first access, integrated neighbourhood teams, proactive care for those with serious mental illness, reformed planned care and re-imaging outpatient models, and high-quality community-based palliative and rehabilitation services.

- Improving care for our most disadvantaged communities through targeted, place-based commissioning that narrows the widest gaps in access and outcomes, including paediatric hubs, community-based screening and outreach, and strengthened neighbourhood mental health support in areas of highest deprivation.
- Delivering structural change and system reform, rebalancing investment from acute to community and prevention, reshaping the estate, modernising digital infrastructure, and aligning workforce, financial and commissioning levers to support long-term transformation.

In short, our ambition is to improve the health outcomes, reduce health inequalities and secure the best value for money from NHS services for the people and communities living in Surrey and Sussex in line with the Government's 10 Year Health Plan.

The Opportunity

The successful candidate will join the Board as an Independent Non-Executive Director and Chair of the Audit Committee.

The Chair of the Audit Committee will:

- Lead a high-performing Board Committee.
- Ensure agendas focus on strategic risks and key assurance issues.
- Facilitate open, constructive and challenging discussion.
- Provide assurance to the Board regarding financial stewardship.
- Promote a culture of good governance throughout the organisation.
- Support the Board in maintaining compliance with statutory and regulatory requirements.
- Work closely with the Chair, Chief Executive, Chief Financial Officer and Governance Team.

Subject to Board arrangements, the Audit Committee Chair may also undertake additional governance responsibilities linked to standards, integrity and conflicts management.

Accountabilities

NHS Surrey and Sussex Independent Non-Executive Directors will:

- be accountable to the NHS Surrey and Sussex Chair
- have designated areas of responsibilities, as agreed with the NHS Surrey and Sussex Chair
- have a collective responsibility with the other members of the NHS Surrey and Sussex Board to ensure corporate accountability for the performance of the organisation, ensuring its functions are effectively and efficiently discharge, and its financial obligations are met.

Priorities

NHS Surrey and Sussex Independent Non-Executive Directors will:

- Work collaboratively to shape the long-term, viable plan for the delivery of functions, duties, and strategic objectives of NHS Surrey and Sussex; determine strategy and priorities; identify and mitigate risks; and ensure the effective stewardship of public money
- Ensure that the Board is effective at all aspects of its role and appropriately focused on its core purposes
- Be champions of robust governance, collaborative leadership and effective partnership working, including with local government, NHS bodies, voluntary sector, education and local communities
- Support the NHS Surrey and Sussex Chair and the wider Board on issues that impact organisations and workforce across the Surrey and Sussex systems, such as integration, productivity, digital transformation and emergency preparedness, resilience and response
- Play a key role in ensuring that NHS Surrey and Sussex meetings its statutory duties and builds strong leadership.

Responsibilities

The successful candidate will work alongside the Chair, other Non-Executive Directors, Executive Directors and Partner Members as equal members of the NHS Surrey and Sussex Board. Each Non-Executive Director will also be expected to chair and/ or be a member of at least two Board committees.

All Board members will bring independent and respectful challenge to the plans, aims and priorities of NHS Surrey and Sussex, as well as promoting open and transparent decision-making to facilitate consensus and deliver the best possible outcomes for our population.

The Chair of the Audit Committee will:

- Provide leadership and direction to the Committee.
- Ensure effective scrutiny of governance, risk and assurance arrangements.
- Develop constructive relationships with internal and external auditors.
- Promote high standards of transparency, integrity and accountability.
- Ensure that audit findings are adequately addressed.
- Support continuous improvement in governance and assurance arrangements.

Experience

- We are looking to appoint a new Chair of the Audit Committee and are looking for someone with a strong background in strategic finance, at or close to board level, gained within a large and complex organisation.
- In addition, the successful candidate will be able to use their lived experience of being a patient, carer or service user, together with an understanding of the different needs and inequalities that exist in our local communities across Surrey and Sussex, to help inform the work of the Board.

Terms of Appointment

Remuneration

Remuneration will be in accordance with nationally determined arrangements for NHS Integrated Care Board Non-Executive Directors.

Term of Office

The initial term will normally be for up to three years, subject to national approval requirements and performance review.

To be eligible for appointment as an Independent Non-Executive Member, candidates must satisfy the NHS fit and proper person requirements, demonstrate a commitment to the Nolan Principles of Public Life, and possess the experience, skills and attributes required for the role. Independent Non-Executive Members must be independent of the ICB and wider local health and care system, meaning they cannot be employees of the ICB or hold a role in another health and care organisation within the area.

Appointments are made through an open, merit-based process with due regard to diversity, inclusion and representation of the communities served.

Individuals will be ineligible if they are subject to statutory disqualification criteria, including certain criminal convictions, bankruptcy restrictions, director disqualifications, recent dismissal from an NHS body, removal from public office for misconduct, unresolved professional regulatory sanctions, or conflicts of interest that would prevent them from fulfilling the role independently and effectively. Members of Parliament and individuals whose interests could reasonably be regarded as undermining the independence of the NHS are also disqualified. All appointments are subject to assessment of declared interests and any actual or perceived conflicts that may compromise the individual's ability to act in the best interests of the ICB.

Time Commitment

Successful candidates will have considerable flexibility to decide how they manage the time needed to undertake their role. On average, the role will require a minimum of four days per month, including meetings, stakeholder engagement activities, preparation time and specific events intended to support your continuous development.

Person Specification

Essential Experience

- Evidence of significant financial, audit, assurance or public sector governance expertise sufficient to provide credible challenge and assurance on finance, audit, risk management and internal control matters. This may be demonstrated through relevant professional qualifications and substantial relevant senior experience.
- Significant board-level leadership experience.
- Experience working with auditors and audit committees.
- Ability to remain neutral to provide independent and unbiased leadership with a high degree of personal integrity.
- Strong strategic thinking and analytical skills.
- Problem-solving skills and the ability to identify issues and areas of risk, leading stakeholders to effective resolutions and decisions.
- Experience in contributing effectively to complex professional meetings at a very senior level.

Desirable Experience

- Have recent and relevant senior financial leadership experience in a large and complex organisation.
- Knowledge of the NHS or wider public sector.
- Experience of partnership working across complex systems.
- Experience leading organisational transformation.
- A track record of independent judgment and effective challenge.



How to apply

The closing date for applications is **4 October 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 (**no more than two pages**).
- A **Curriculum Vitae (CV)** 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 three referees. References will not be taken without your permission (**no more than three pages**).
- You will need the following reference code: **S&S_ICB_NEDS_0826**

All applications will be acknowledged.

For an informal conversation about the post, please contact Rhiannon Smith or Jenny Adrian at our recruitment partners, Hunter Healthcare by email: jadrian@hunter-healthcare.com or phone: **07939 250362**

[CLICK HERE TO APPLY ONLINE](#) ➔

Key dates:

Application Deadline	4 October 2026
Shortlisting	13 October 2026
Interviews	26 October 2026





Surrey and Sussex



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