



# Non- Executive Director

Application Pack

Hampshire and  
Isle of Wight Healthcare  
NHS Foundation Trust

# Welcome from our Chair, **Lynne Hunt**

**Hello and thank you for your interest  
in our Non-Executive Director role.**



**This is an exciting and unique time for you to join our team here in Hampshire and the Isle of Wight.**

We are creating a new, combined provider Foundation Trust to deliver the vast majority of NHS community, mental health services and learning disability services across the county. Furthermore, we will be a major partner with and provider of Primary Care for a population of nearly two million people.

Set to launch in 2024, the name of our new Trust will be **Hampshire and Isle of Wight Healthcare NHS Foundation Trust.**

The new organisation will bring together services that are currently provided by Solent NHS Trust, Isle of Wight NHS Trust, Southern Health NHS Foundation Trust, and Sussex Partnership NHS Foundation Trust. In doing so we have a wonderful opportunity to improve access, consistency of care and outcomes for patients and communities.

We are at the heart of developing the Hampshire and Isle of Wight Integrated Care System (ICS), taking a strategic approach to delivering and transforming healthcare for our local population. We are also focused on 'Place' based delivery by building effective relationships with all our partners, third sector colleagues, and the many different communities we serve.

In providing county-wide health services, we work closely with three local authorities, four acute foundation trusts and three universities. The increasingly closer alignment of health and care, both nationally and locally, offers real opportunities for the new Foundation Trust to innovate in the transformation of healthcare provision and therefore in improving people's wellbeing. A central tenet of what we do is to work in partnership with the people who use our services, their carers, and their families, such that their views, experiences, and particular needs inform our decision-making and actions.

We are now seeking to appoint to a non-executive director to join the Board of the new organisation at this crucial, formative stage.

If you have the experience, drive and imagination to help realise our strategic ambitions, then we would very much look forward to hearing from you.

**Lynne Hunt**  
**Designate Chair**  
**Hampshire and Isle of Wight Healthcare NHS Foundation Trust**

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## About the role

Hampshire and Isle of Wight Healthcare NHS Foundation Trust will employ around 12,000 people, with a turnover of approximately £800m, delivering a highly diverse range of services to a population of two million people. You can find out more about the emerging Trust in the accompanying Full Business Case summary and Clinical Strategy documents.

We are seeking to appoint a non-executive director with a range of specific skills and experience, to complete our new Board of Directors for this large and complex new organisation. We are particularly looking for someone who is connected with our local communities, has links to the voluntary sector, and has a good level of financial acumen (although no formal financial qualification is required for this position). Additional areas of skills and experience that we are interested in are: accounting, legal, strategic marketing, digital and research and development, service user and carer engagement, sustainability, and public health.

In addition, candidates should also demonstrate:

- A record of significant change management, including embedding cultural change, gained at board or senior executive level in an organisation of similar size and complexity.
- A good understanding of governance and accountability; of the importance of using data to drive effective decision making; and of the role of the Non-Executive director within a unitary board.
- The ability to question intelligently; debate and challenge constructively, thoughtfully and sensitively; and to determine outcomes fairly.
- Excellent interpersonal skills, including the ability to remain calm under pressure, develop creative solutions, manage a variety of situations and ensure that outcomes are in the best interest of the population we serve rather than self.
- The ability to respond to and reconcile the differing needs and perspectives of multiple stakeholders whilst driving for the best possible outcomes for staff, service users and carers.
- Courage when listening, bravery when challenging and calculated risk taking in decision making to help drive up performance and contribute to the creation of an engaged workforce.
- Commitment to the vision and strategic aims of Hampshire and Isle of Wight Healthcare and to the population we serve.
- The ability to think clearly and creatively, remain calm under pressure and at all times to act with integrity and candour, in accordance with the Nolan principles.
- A commitment to the principles of the NHS and public benefit.



# Job Description

## Role summary

- 1.1. Uphold the values of the Trust and ensure that the Trust promotes equality and diversity for all its patients, services users and other stakeholders.
- 1.2. Ensure the Trust complies with all the Constitution and any other applicable legislation and regulations at all times.
- 1.3. Oversee Trust financial information to ensure its accuracy and that financial controls and risk management systems are robust and defensible, in accordance with the requirements set out by NHS Improvement.
- 1.4. Ensure the Trust operates within the highest standards of probity, value for money and governance at all times.
- 1.5. Provide independent judgement and advice on issues of strategy, vision, performance, resources and standards of conduct and constructively challenge, influence and support the Board.
- 1.6. Support, and challenge where appropriate, the Chief Executive and other board directors to ensure the Board conforms to the highest standards of corporate governance.
- 1.7. Candidates should also demonstrate:**
  - 1.7.1. A record of significant change management, including embedding cultural change, gained at board or senior executive level in an organisation of similar size and complexity.
  - 1.7.2. A good understanding of governance and accountability; of the importance of using data to drive effective decision making; and of the role of the non-executive director within a unitary board.
  - 1.7.3. The ability to question intelligently; debate and challenge constructively, thoughtfully and sensitively; and to determine outcomes fairly.
  - 1.7.4. Excellent interpersonal skills, including the ability to remain calm under pressure, develop creative solutions, manage a variety of situations and ensure that outcomes are in the best interest of the population we serve rather than self.
  - 1.7.5. The ability to respond to and reconcile the differing needs and perspectives of multiple stakeholders whilst driving for the best possible outcomes for staff, service users and carers.
  - 1.7.6. Courage when listening, bravery when challenging and calculated risk taking in decision making to help drive up performance and contribute to the creation of an engaged workforce.
  - 1.7.7. Commitment to the vision and strategic aims of Hampshire and Isle of Wight Healthcare and to the population we serve.
  - 1.7.8. The ability to think clearly and creatively, remain calm under pressure and at all times to act with integrity and candour, in accordance with the Nolan principles.
  - 1.7.9. A commitment to the principles of the NHS and public benefit.

## Person Specification

### Main Duties and Responsibilities

#### Background and experience

- A record of achievement at board/senior executive level in an organisation of similar size and complexity whether private, public or voluntary sector.
- Commercially and financially astute with experience of the overview of complex budgets.
- Evidence of providing effective strategic direction supported by knowledge of governance and how boards should add value.
- Experience of building successful alliances and working relationships with a capability to influence a complex range of stakeholders.
- Evidence of exercising independence of judgement.
- Experience of holding senior management teams to account and, in turn, accustomed to a high level of accountability.
- Experience of leading or managing significant change.

#### Skills and attributes

- Politically astute, able to grasp relevant issues and understand the relationships between interested parties.
- Appreciation of the difference between governance and management.
- Excellent engagement and communication skills with a wide range of audiences: staff, public, the media and other stakeholders.
- Sound knowledge of corporate governance
- Ability to demonstrate an appreciation of service user issues and to maintain a balanced perspective across the organisation.
- Strong interpersonal and influencing skills.

#### Personal attributes

- Impartial, fair and objective.
- Able to engender respect from others and ensure board member views are listened to and considered. A good listener and disciplined speaker, able to weigh up arguments and summarise for others.
- Effective team member.
- Intellectual calibre to grasp complexity.
- Able to demonstrate a high level of commitment to patients, carers, service users and the community.
- Evidence of commitment to Hampshire and Isle of Wight Healthcare's values.

#### Compliance with the Trust Code of Governance for NHS Provider Trusts

- Non-Executive Directors must meet the independence criteria as set out in the Code of Governance for NHS provider Trusts. In addition, all other significant commitments must be declared prior to appointment, e.g. other Chair and Executive or Non Executive directorships. All other significant commitments must be disclosed to the Council of Governors prior to appointment.

## How to apply

To make the application process as straightforward as possible, please provide the following:

- A CV that includes your address and contact details, highlighting and explaining any gaps in your employment history.
- A supporting statement that highlights why you are applying and your understanding of the NHS and the role. Please 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 four referees. At least one of your referees should be an individual in a line management capacity, and cover your most recent employer. Your references will be taken prior to interview and may be shared with the selection panel.

**Please submit your application, including the details requested above, via email to [Charlie.vigors@southernhealth.nhs.uk](mailto:Charlie.vigors@southernhealth.nhs.uk) by no later than noon on July 19, 2024.**

## Timeline

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Date	Event
July 19, 2024	Applications close at noon
August 5, 2024	Longlisting calls
August 12, 2024	Final shortlisting
August 23, 2024	Stakeholder events and panel interviews
September 4, 2024	Meeting of the Council of Governors to approve appointment

**If you want to know more about the role or selection process, please contact Lynne Hunt, Chair, via Dr Satnam Sagoo, Chief People Officer, on [Satnam.Sagoo@southernhealth.nhs.uk](mailto:Satnam.Sagoo@southernhealth.nhs.uk)**

We positively encourage applications from all sections of the community and we are committed to developing a workforce fully representative of our communities at all levels. We particularly welcome applications from women, people from the local black and minority ethnic communities, and disabled people who we know are under-represented in chair and non-executive roles.

Shortlisted candidates will be expected to meet the Fit and Proper Persons Test – further information can be found by searching our policies at [www.southernhealth.nhs.uk/aboutus/trust/policies-and-procedures](http://www.southernhealth.nhs.uk/aboutus/trust/policies-and-procedures) and to fully comply with, and role model, the Nolan Principles of Public Service.

We will only use personal data where we have your consent or where we need to comply with a legal or statutory obligation. For more information about our privacy policy, please visit our website at: [www.southernhealth.nhs.uk/privacy-notice](http://www.southernhealth.nhs.uk/privacy-notice)

We understand that protecting your privacy is essential to building a lasting relationship with you, and we're committed to doing the right thing with the information you've shared with us. If you have any queries or feedback, or wish to withdraw your consent at any time please get in touch via email.

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## Additional Information

The Project Fusion microsite with news and updates can be found here:

<https://fusion.hiow.nhs.uk/>

Click on the images below or follow the links to go to the Fusion Full Business Case Plan and the Fusion Clinical Strategy.



**NHS**

**PROJECT FUSION**

### Our Plan

Summary of our plan to bring together NHS Community, Mental Health and Learning Disability Services in Hampshire and Isle of Wight

[https://www.southernhealth.nhs.uk/download\\_file/3219/0](https://www.southernhealth.nhs.uk/download_file/3219/0)



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**PROJECT FUSION**

### Clinical Strategy

November 2023

[https://www.southernhealth.nhs.uk/download\\_file/3275/0](https://www.southernhealth.nhs.uk/download_file/3275/0)

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