01 AN INTRODUCTION

SETTING THE SCENE

Derby Teaching Hospitals and Burton Hospitals had a long history of working closely together, and two years ago plans to formally merge the two organisations were first explored, resulting in the creation on 1 July 2018 of University Hospitals of Derby and Burton. Bringing the two hospital trusts together has clear benefits for local people in southern Derbyshire and south east Staffordshire as we bring together the expertise of our 12,000 staff across our five hospital sites. All five of our hospitals retain their individual names and their own unique identities and each has an important part to play in our future. By coming together we will build on the strengths of both Derby and Burton, to achieve our aim of delivering exceptional care together.

ABOUT UNIVERSITY HOSPITALS OF DERBY AND BURTON NHS FOUNDATION TRUST

University Hospitals of Derby and Burton NHS Foundation Trust (UHDB) is one of the largest NHS Trusts in the country. UHDB has a vision to be one of the best hospitals in the country and significantly contributes to the population it serves not simply in terms of our specialist health and well-being services, but also as one of the largest employers in the region and as an emerging leader in healthcare research, education and innovation.

The healthcare systems across Derbyshire and Staffordshire (Clinical Commissioning Groups, local authorities and NHS providers, including GPs) are working to develop sustainable and transformational plans that will bring real benefits to patients and make the NHS more efficient. In addition, the Trust will be working closer with all partners as the new 10 year long-term plan for the NHS sets out how local health and care services will be transformed and become sustainable over the next decade, building and strengthening local partnerships and supporting local people to live healthier lives, access care in different settings and change how care is delivered.

As a Teaching Hospital we work closely with our partners in the University of Nottingham and the University of Derby and we are a very research active Trust. What’s more, we’re nationally recognised for volunteering, which gives our Trust a warm family friendly environment. We believe our Trust and region are a great place to live, learn and work.

Did you know?

- Every day our hospitals see more than 4,000 outpatients
- We see more than 860 patients each day in our busy A&E departments
- An average of 25 babies are born each day in our maternity units
- Our hospitals admit on average more than 220 emergency patients every day
- We carry out more than 380 elective procedures each working day
The Trust has five hospitals across the region, with the largest being the Royal Derby Hospital and the second largest being Queen's Hospital Burton, covering the historic Peak District, Southern Derbyshire and East Staffordshire. Due to our expertise and infrastructure, some of our highly specialist services draw patients from across the region and country. In total more than 12,000 staff provide care across our five hospitals and provide clinical services in 48 specialities, with aspirations to grow specialist services further. The Trust's Trauma and Orthopaedic service is one of the biggest in the country and the Southern Derbyshire and Burton Children's Hospitals are also part of the Trust.

UHDB has a strong reputation for leading advancements in healthcare and is noted as an emerging market leader. The Trust has one of the largest elective care centres in the country with the third highest number of elective operations. The Royal Derby Hospital is a leading cancer site and one of only a few hospitals in the country with three surgical robots, which aid in minimally invasive surgery. Not only that, UHDB is a world renowned Hand Unit providing specialist care and therapy. In addition, every day our hospitals see more than 4,000 outpatients, more than 860 patients in our busy A&E departments and we carry out more than 380 elective procedures.
VISION, VALUES, STRATEGY AND OBJECTIVES

This is an exciting time at UHDB as we move towards developing our first co-created vision, set of values and behavioural promise as a new organisation. What's more, we've opened up the whole process to each and every one of our 12,000 staff through an innovative process called CleverTogether. We started the process with five Big Conversations that attracted more than 1,000 of our staff. This was an incredible moment for all involved as it brought together people from different communities and professions that had never met before.

Those that attended the five Big Conversations were asked three simple questions, Why? How? And What?. The 'why' looks at our vision - what type of Trust will we become? Our 'how' looks at the values and behaviours we will share and the ‘what’ looks at our goals. Following this, those staff who weren't able to attend a Big Conversation could access an online platform to give their views, and thousands did so.

To have so many staff embrace this change and co-create our vision and values in this way has probably never been done before within an NHS Trust. It has been truly ground-breaking and we'll soon have a new vision, set of values, behavioural promise that co-created by all staff - #TeamUHDB.

This piece of work is to bring our vision of ‘Exceptional Care Together’ to life. Though this and our values of Compassionate, Approachable, Respect and Excellence, we've been striving to achieve five objectives for the Trust.

- Putting patients first
- Right first time
- Investing our resources wisely
- Developing our people
- Ensuring value through partnership

Underpinning each of these five objectives are detailed aims for UHDB. We're also working on our new strategy for the Trust, a strategy that will bring our ambitions to fruition, such as the plans to create a Healthcare Village on surplus land at Queen’s Hospital Burton, which has been allocated £21.88 million of capital funding from the Department of Health and Social Care. It will include a nursery, GP surgery and residential accommodation, whilst the work will also make use of existing buildings, including the Medical Education Centre and a newly-built dementia centre.

We're creating an organisation that genuinely puts patients first. Given this, we will have three primary supporting strategies which describe how we best meet this principle:

- **Our Quality Strategy** – which describe how, through our new approach to continuous quality improvement, we will improve clinical outcomes patients can expect so that their care and experience is truly exceptional.
- **Our Clinical and Professional Service Strategy** – which describes our approach to service delivery (across the three tiers of tertiary (complex), secondary (general hospital) and primary/community care) and research.
- **Our Integration Strategy** – which describes how, through adopting a different relationship with our partners, a seamless integration of pathways is delivered in order to proactively support health needs as well as being responsive to demand.
OUR FUTURE

In order to achieve our vision to deliver Exceptional Care Together, we recognise that there are a number of ambitions we need to reach. Our first goal is to improve the health and wellbeing of the population we serve and the quality of care across the range of services should be regarded as exceptional.

Underpinning all of our work moving forward is our approach to transforming our services to improve the operational efficiency of the organisation. We know that early diagnosis and earlier treatment improves outcomes for our patients as well as their overall experience, so improving patient access to our services will be a priority, but more than this is the principle that patients should not have to wait.

In order to achieve these improvements in quality and productivity, we need to be able to invest in improvements to our services to ensure that we are at the cutting edge of innovation. The freedom to invest in the infrastructure and resources to achieve our clinical strategy is therefore a key aim for us.

The services we provide to our patients are delivered by dedicated, enthusiastic and motivated teams. Increasing demand and expectations, and of how people wish to work, is driving the development and retention of our staff. Linked to our University Hospital status, we therefore want to be the top employer and educator in order to ensure we deliver the integrated care agenda to improve population health. As a large University Hospital Trust we are now more attractive to new staff and provide more opportunities to existing staff.

Our aim is to deliver outstanding care for local people as we bring together the expertise of our 12,000 staff across our five hospital sites. Services that had a low volume of clinical activity, which impacts on maintaining a stable, fully established and multi-professional workforce, have benefitted from an increased population of patients to help to solve this problem. Highly specialised services, such as cancer surgery, require minimum numbers of patients, so increasing the population covered is having a positive effect on this.

We're transforming our cardiology services, be that through access to services seven days a week or a fuller range of services in cardiology. Our single cardiology service, with consultants working across both Burton and Derby campuses, will mean care closer to home, including the fitting of pacemakers, and ensure that patients can receive more treatments in one place without the need for further referrals.

Already well known for our orthopaedic care, the new department will become a larger, more resilient unit to compete with other large organisations. The combined team will provide services across a wider range of locations and will support quality and productivity improvements, reduced waiting times and improved satisfaction for patients through more streamlined processes.

We propose to deliver a Hyper Acute Stroke Unit for our communities, complete with rehabilitation in an enhanced service closer to home. The benefits to patients include improved clinical outcomes as 24/7 Hyper Acute services are available and access to specialist consultant care seven days a week. At the same time we'll reduce waiting times and lengths of stay and bring about better survival rates.

Finally, the single clinical team that diagnoses and treats cancer will help share best practice amongst clinicians and our research team will reduce undiagnosed Acute Kidney Injury due to better diagnostic skills and improved outcomes for dialysis patients.

This is only the start, we're doing so much for our patients across all of our communities and we have much more planned in the future.
PERFORMANCE

CLINICAL

We are proud of our clinical performance and have been rated ‘Good’ by the Care Quality Commission. We have a number of services that are nationally renowned. Royal Derby Hospital and all our community hospitals - Sir Robert Peel in Tamworth, Samuel Johnson in Lichfield and London Road in Derby have a CQC rating of ‘Good’. Queen’s Hospital Burton campus has a CQC rating of ‘Requires Improvement’ that we are keen to improve upon to reflect the good work at the campus. We are going through another CQC inspection and we anticipate that the rating for all our five sites will be ‘Good’. Over the next few months, we will build on our CQC ‘Good’ rating to make progress with our ambition to achieve ‘Outstanding.

FINANCIAL

As a new combined Trust we treat over 1.4 million patients a year with annual turnover of more than £750m. We are now well into our ambitious integration journey, which will deliver excellent patient experiences and outcomes as described in our Patient Benefit Case and improve local access to services, not just in Derby and Burton, but also for Tamworth and Lichfield. As the Trusts have come together, this has provided us an opportunity to work together to set the financial direction of the Trust, focusing on a 5 year plan to make the most of our financial resources focused on moving away from the current deficit. UHDB, like many other Trusts, is facing a challenging financial times where we are focused on innovating so we can do more with the resources we have.
TRUST GOVERNANCE

The Board of Directors and the Council of Governors

Foundation Trusts are led by a Board of Directors and a Council of Governors. The Chairman of a Foundation Trust is the Chairman of both these bodies. The Board of Directors is a corporate board and has a business and quality focus, developing strategic plans, monitoring and delivering those plans, and managing risk. The Board consists of the Chair, the Chief Executive, the Non-Executive Directors and the Executive Directors. Its role includes:

- determining the Trust's strategic direction, having regard to the views of the Council of Governors acting on behalf of the members;
- making sure the Trust performs economically and efficiently and within legal and statutory requirements;
- ensuring the Trust complies with its Licence;
- discharging specific duties relating to audit, remuneration, clinical governance, charitable funds and risk assurance; and
- working in partnership with the Council of Governors.

The Board of Directors includes eight Executive Directors and nine Non-Executives, including both the Chairman and CEO. A profile of each of the Board members can be found on the Trust website.

The Council of Governors is responsible for the appointment, remuneration and removal of the Chairman and Non-Executive Directors, and for the appointment and removal of the external auditors. The Council of Governors is responsible for holding the Chairman and Non-Executive Directors to account for the performance of the Board, and approving significant transactions, mergers, acquisitions, separations and dissolutions and other matters of significance to the Trust's future plans. It does not, however, have any role in the day-to-day management of the Trust.

The Council of Governors represents the Trust's 28,000 public and staff members and the wider local community in the stewardship of the Trust. It is made up of 32 elected governor seats (22 public and 10 staff) and nine appointed governors from partner organisations who are key stakeholders.

The Board sub-committees are:

- Quality Committee
- Audit Committee
- Finance, Investment and Performance Committee
- People Committee
- Nominations and Remuneration Committee

Clinical Leadership Model

UHDB has a clinical leadership model delivered through four Divisions - Medicine Division, Surgery Division, Cancer, Diagnostics and Clinical Support Division, and Women's and Children's Division. Each Division has a Director, Medical Director and Divisional Nurse Director, reporting into the Executive Chief Operating Officer. The Divisions are supported by corporate functions such as finance, digital services and workforce.

Further details regarding the Board of Directors, Council of Governors and Divisional Management can be found on the Trust website here: https://www.uhdb.nhs.uk/about-us/
Our Chief Executive, Gavin Boyle, writes a weekly blog about the Trust's activity which can be found here: https://www.uhdb.nhs.uk/blog/

THE OPPORTUNITIES

We are looking for an exceptional leader to chair University Hospitals of Derby and Burton NHS Foundation Trust (UHDB) as well as two Non-Executive Directors – one with private sector commercial/financial experience and one with medical experience as a doctor.

This a particularly exciting time to join UHDB – having merged two single organisations from Derby and Burton – Derby Teaching Hospitals NHS Foundation Trust and Burton Hospitals NHS Foundation Trust, in July 2018. The Chairman and Non-Executive Directors must be able to continue the integration of UHDB – particularly to support its staff – working across all 5 sites. The Board of Directors and the Council of Governors will work in partnership to achieve these important goals, building on rising staff engagement, strong clinical leadership and increasingly important relationships with many partners cross Derbyshire and Staffordshire, as well as nationally.

CHAIR (TYDX11)

The Chair is responsible for the leadership of both the Board of Directors and the Council of Governors and ensures their effectiveness in all aspects of their roles.

The Board is collectively responsible for the success of UHDB. This includes the effective delivery of UHDB’s vision, values and strategic objectives.

This is an exciting opportunity to lead a Board committed to delivering the highest quality patient care, education and research, through a period of significant transformation. Leading the Board of Directors and the Council of Governors, UHDB’s in-coming Chair will share the Trust’s values and vision. Drawing on a background of significant leadership experience, the Chair will bring a collaborative, partnership-orientated approach and the ability to work with an exceptional team of colleagues to develop this already high-performing organisation further, for the health benefit of the local population.

KEY ACCOUNTABILITIES

- Uphold the highest standards of corporate governance, integrity and probity.
- Set a enabling, collaborative style and tone that will promote effective decision making and constructive debate.
- Establish a relationship of trust, collaboration and openness with the Chief Executive, other Board members and the Governors.
- Ensure that constructive relationships based on candour, trust and mutual respect exist between Executive and Non-Executive Directors, elected and appointed members of the Council, and between the Board and the Council of Governors.
- Understand and give priority to the interests of patients and recognise the key role of UHDB staff.
- Ensure the effective running of the Board and the Council of Governors.
- Undertake regular performance evaluation of the Board, its Committees and Directors.
- Establish and develop constructive relationships with professionals and stakeholders and Regulators, including NHS Improvement, NHS England, the Department of Health and Social Care, healthcare partner organisations, especially UHDB’s partner stakeholders in the Derbyshire and Staffordshire Health and Social Care sector.
- Represent the Trust and act as both a spokesperson and an ambassador.
KEY RESPONSIBILITIES

- Ensure that UHDB works in strong partnership with NHS health partners, national and local government, and community and voluntary sector partners to maximise the benefits for the patients and public it serves.
- Promote high standards of corporate governance, including a clear structure for the effective running of Board committees and support for non-executive directors so as to capitalise on their contribution and maintain their independence.
- Set the agenda for Board of Directors in consultation with the Chief Executive, ensuring that discussions promote effective decision making and constructive debate.
- Ensure the effective implementation and communication of Board of Directors’ decisions, holding the Chief Executive accountable for their delivery.
- Ensure the Board of Directors maintains the financial viability of the Trust, using its resources effectively to meet its responsibilities within the requirements issued by NHS Improvement (our economic regulator).
- Develop an effective relationship of trust with the Chief Executive and directors, providing support and advice whilst respecting executive responsibility.
- Develop an effective relationship of trust with the Lead Governor and governors, ensuring that accountability lines are respected and maintained.
- Chair the Remuneration Committee, which determines the levels of remuneration for the Chief Executive and executive directors.
- Conduct an annual appraisal of the Chief Executive and Non-executive directors and lead the appointment process for a replacement when necessary.
- Overall responsibility for ensuring Board compliance with the Fit and Proper Person Regulations.
- Develop and refresh the knowledge and skills of Board members and ensure that the non-executive directors as a team provide effective and constructive challenge to the executive team.
- Promote inclusion and equality in the treatment of staff and patients.
- Lead the Council of Governors working closely with the Lead Governor, setting the agenda and providing clear direction and focus, and ensure that the Board and the Council collaborate effectively for the benefit of UHDB.
- With the assistance of the Director of Governance & Communications (Trust Secretary), promoting the highest standards of corporate governance in compliance with the NHS Foundation Trust Code of Governance and other regulatory requirements and best practice, where appropriate.
- Promote open communication with all governors and encourage them to use their skills to maximise their contribution, promoting their work both inside and outside the Trust.

PERSON SPECIFICATION

UHDB is seeking to appoint an exceptional individual as Chairman with an enabling style for whom the welfare of UHDB, its patients and staff will be paramount. The successful candidate will have a demonstrable track record of achievement, including the ability to lead when required, managing change - ideally gained in a senior leadership role within an organisation with a significant budget and of significant size and complexity in the public, private, voluntary or community sectors.

Specifically the ideal candidate should demonstrate the following:

- Substantial chairing experience, coupled with evidence of successful leadership and of holding senior management teams to account, driving continuous improvement in quality and managing change, demonstrable financial acumen and proven ability to assess and prioritise competing requests.
- An enabling style with first class chairing skills, the ability to engender respect from others at all levels of the organisation, fostering an inclusive culture.
- Ability to give a lead when required.
- Highly developed interpersonal and communication skills with the ability to work in a constructive way and listen sensitively to the views of a wide range of others.
An ability to influence and persuade at the highest levels in private and public sector contexts, along with experience of building strong alliances and productive working relationships with a range of stakeholders, securing high quality outcomes for public benefit.

Sound knowledge of governance, including strategic planning, financial management, risk management, performance management and service development.

Evidence of a commitment to inclusion, diversity and equality of opportunity.

An interest in healthcare and commitment to NHS values and to the needs of UHDB patients, staff and the local and national communities served by the Trust.

Political awareness and an ability to think strategically, to assimilate complex data and make informed judgements, together with an appreciation of the NHS political and operational environment.

A willingness and ability to devote the time required. It is expected that this position will require an overall time commitment of three days per week and that this will be the main or sole element of the successful candidate's portfolio. There is likely to be a particular need in the early months to devote significant effort to becoming familiar with the Trust, its Staff, Governors, and the NHS.

Miscellaneous

- Uphold the highest standards of integrity and probity, adhering to the Nolan Principles ('The Seven Principles of Public Life' including: selflessness, integrity, objectivity, accountability, openness, honesty and leadership).
- Ensuring the Trust promotes equality and diversity for all its patients, staff and other stakeholders.
- Safeguarding the good name and reputation of the Trust.

Personal Qualities

- Strong team player with a enabling, collaborative and engaging working style.
- Positive relationship builder, able to form alliances and work diplomatically across complex interfaces and with external partners.
- The desire and ability to put the patient at the heart of all Trust matters and to strive continuously to improve patient care.
- Sufficient time and commitment to fulfil the role.
- The ability to command respect from others.
- A commitment to uphold the NHS Constitution and principles of good governance applicable to NHS Foundation Trusts.

UHDB is committed to appointing diverse, talented and high-performing individuals and therefore welcomes applications from candidates irrespective of their background.

Appointments are made in keeping with UHDB's commitment to value diversity and promote equality in that there should be equal opportunities for all and no discrimination on the grounds of age, disability, gender, race, religion or sexual orientation, providing individuals meet the required criteria.

The position specification is not exhaustive. There will be other accountabilities not specified here that would be expected from a Chair.

TERMS OF APPOINTMENT

Eligibility

To apply for this appointment you need to be eligible to be a public member of UHDB. A member is a resident within the Trust's catchment area, which includes Derbyshire and Staffordshire and the Rest of England. Applicants from the Trust's local catchment are preferred.

Term of office and time commitment

The appointment will be for an initial term of 3 years. The appointment and term renewal is subject to the approval Council of Governors on recommendation of its Appointments and Remuneration Committee. Time commitment
will be in the region of 3 days per week but other than attendance at meetings (including Board meetings) much of this commitment will be flexible.

**Remuneration**

£50,000 per annum. Mileage and other expenses are payable in line with the Trust’s Policy.

**Location**

Across all of our five Hospital sites in Derbyshire and Staffordshire with an office base located at the Trust Headquarters, Royal Derby Hospital, Derby.

**Proposed start date**

The Council of Governors will be recommended to approve the appointment at its meeting on 21 May 2019 and the start date will be negotiated in line with availability, noting that the current Chair’s term of office comes to an end on 30 September 2019. Depending on the agreed start date, the successful candidate will be expected to undertake some advance preparatory work on behalf of the Trust.

**NON-EXECUTIVE DIRECTORS**

Non-Executive Directors are responsible for providing appropriate oversight, governance and leadership to the Trust in the pursuit of its strategies to provide effective and high quality health and social care services. Non-Executive Directors should scrutinise the performance of the Trust’s Executive Team in meeting agreed goals and objectives and monitor the reporting of performance. They should satisfy themselves as to the integrity of financial, clinical and other information and that financial and clinical quality controls and systems of risk management are robust and defensible. They are responsible for determining appropriate levels of remuneration of Executive Directors and have a prime role in appointing and where necessary, removing Executive Directors and in succession planning.

**MAIN DUTIES AND RESPONSIBILITIES**

**STRATEGY**

- Establishing clear objectives to deliver the agreed plans and strategy to meet the regulatory requirements and regularly review performance against those objectives.
- Ensuring the effective implementation of Board of Directors decisions by the Chief Executive and the Executive Team.
- Holding the Chief Executive to account for the effective management and delivery of the organisation’s strategic aims and objectives.
- Ensuring the long term sustainability of the Trust.
- Analysing and contributing positively to the strategic development of long term healthcare plans for the community.
- Leading in the discussions on the strategic development of the Foundation Trust.
- Providing vision to the Trust to capitalise on the freedoms it enjoys as a result of its status as a Foundation Trust.
- Contributing to constructive debate regarding the strategic development of the Trust and any other material and significant issues facing the organisation and maintaining close relations between constituencies and stakeholder groups to promote the effective operation of the Trust’s activities.
- Ensuring the Board of Directors sets challenging objectives for improving performance and ensuring that strategies and actions approved by the Board of Directors are implemented effectively by the Chief Executive and the Executive Team.
- Ensuring that the Trust complies with its Terms of Authorisation, Licence and Constitution and any other applicable legislation and regulations.
• Maintaining mandatory services and retaining protected property as defined in the Terms of Authorisation/Licence.
• Maintaining the Trust’s financial viability, using resources effectively, controlling and reporting on financial affairs in accordance with the requirements set out by NHS Improvement, the Independent Regulator of NHS Foundation Trusts.
• Ensuring the best use of financial and other resources in order to maximise effective treatment of patients.
• Ensuring that financial controls and systems of risk management are robust and that the Board of Directors is kept fully informed through timely and relevant information.
• Participating in the appointment of the Chief Executive, Executive Directors and as appropriate, senior staff.
• Working with commissioners of health and/or social care services to ensure the effective delivery of services commissioned through contracted arrangements.
• With the assistance of the Director of Governance & Communications (Trust Secretary), promoting the highest standards of corporate governance in compliance with the NHS Foundation Trust Code of Governance and other regulatory requirements and best practice, where appropriate.
• Upholding the values of the Trust by example and to ensure that the organisation promotes equality and diversity for all its patients, staff and other stakeholders.
• Participating fully in the work of the Board of Directors, ensuring the corporate responsibilities of the Board of Directors are fully discharged.
• Attending and possibly chairing committees of the Board of Directors.
• Working corporately and cooperatively with other Non-Executive and the Executive Directors.
• Liaising and co-operating with the Council of Governors and having due regard of their opinions, as appropriate.
• Participating in any Board induction, training and evaluation identified for the post as an individual and as part to the Board or Committee.

MISCELLANEOUS

• Uphold the highest standards of integrity and probity, adhering to the Nolan Principles (‘The Seven Principles of Public Life’ including: selflessness, integrity, objectivity, accountability, openness, honesty and leadership).
• Ensuring the Trust promotes equality and diversity for all its patients, staff and other stakeholders.
• Safeguarding the good name and reputation of the Trust.

PERSONAL SPECIFICATION

PERSONAL QUALITIES

• Strong team player with a collaborative and engaging working style.
• Positive relationship builder, able to form alliances and work diplomatically across complex interfaces and with external partners.
• The desire and ability to put the patient at the heart of all Trust matters and to strive continuously to improve patient care.
• Sufficient time and commitment to fulfil the role.
• The ability to command respect from others.
• A commitment to uphold the NHS Constitution and principles of good governance applicable to NHS Foundation Trusts.
SKILLS

• Excellent communication skills with ability to work with a range of key stakeholders, including governors and members.
• The ability to challenge board directors, clinicians and partners to deliver difficult messages whilst retaining the respect and confidence of all parties.
• Strong analytical skills, and the ability to review and interpret complex data, spot trends and risks and evaluate a range of options.
• A sound strategic thinker.
• Highly developed interpersonal and communication skills.
• Proven leadership skills.
• Ability to understand complex strategic issues, analyse and resolve difficult problems as well as the ability to question, debate and challenge.
•Sound, independent judgement, common sense and diplomacy.
• Politically astute, with the ability to grasp relevant issues and understand relationships between interested parties.
• Effective networking skills.

KNOWLEDGE AND EXPERIENCE CLINICAL NED (TYDXI2)

• **Medically qualified** with experience of clinical leadership. A Consultant/Doctor, ideally with Acute Sector experience able to contribute to the Board and the Quality Committee on a range of clinical matters and in particular where there are serious issues concerning clinical services which might affect UHDB's reputation.
• An interest in understanding the NHS and its statutory requirements, governance and principles.
• Sound knowledge of clinical governance.
• Clear understanding and acceptance of the legal duties, liabilities and responsibilities of Non-Executive Directors.

KNOWLEDGE AND EXPERIENCE FINANCE NED (TYDXI3)

• Financially qualified (FCA, FCCA, CCAB) with private sector experience at director/senior level with responsibility for the finance/commercial function of a large complex organisation or senior experience in an accountancy firm with experience of working with a range of clients.
• Significant senior level experience gained in a large organisation, preferably customer facing and with board operating knowledge.
• An interest in understanding the NHS and its statutory requirements, governance and principles;
• Sound knowledge of corporate governance.
• Clear understanding and acceptance of the legal duties, liabilities and responsibilities of Non-Executive Directors.

UHDB is committed to appointing diverse, talented and high-performing individuals and therefore welcomes applications from candidates irrespective of their background.

Appointments are made in keeping with UHDB's commitment to value diversity and promote equality in that there should be equal opportunities for all and no discrimination on the grounds of age, disability, gender, race, religion or sexual orientation, providing individuals meet the required criteria.

The position specification is not exhaustive. There will be other accountabilities not specified here that would be expected from a Non-Executive Director.

TERMS OF APPOINTMENT
Eligibility
To apply for this appointment you need to be eligible to be a public member of UHDB. A member is a resident within the Trust's catchment area, which includes Derbyshire and Staffordshire and the Rest of England. Applicants from the Trust's local catchment will be preferred.

Remuneration
The remuneration for Non-Executive Directors at the Trust is £13,500 per annum. Additional responsibility allowances (£1,500pa) are payable to Committee Chairs. Mileage and other expenses are payable in line with the Trust's Policy. Time commitment will be in the region of 4-6 days a month but other than attendance at meetings (including Board meetings) much of this commitment will be flexible.

Whilst it is anticipated that most applicants may hold a portfolio of part-time appointments, the Trust is open to receiving applicants in full-time employment who may be able to fit in NED commitments with those of their employer.

Term
The appointments will be for an initial term of three years. All appointments and term renewals are subject to the approval Council of Governors on recommendation of its Appointments and Remuneration Committee.

Location
Across all of our five Hospital sites in Derbyshire and Staffordshire with an office base located at the Trust Headquarters, Royal Derby Hospital, Derby.

HOW TO APPLY

Preliminary interviews: long-listed candidates will be invited for preliminary interview with Saxton Bampfylde before the interview date below. Feedback from these interviews will be provided to the selection panel. Initial interviews for all three roles with Saxton Bampfylde will take place in late March and early April after the search and advertisement processes close on 12th March.

Stakeholder engagement: shortlisted candidates will be invited to the Trust to meet groups of its key stakeholders prior to being interviewed by the selection panel.

Interview dates: All interviews will take place in a Derbyshire/Staffordshire location. Formal interviews for the Chair role will be held on the 7th of May. Formal interviews for the Finance NED will be held on the 1st of May and interviews for the Clinical NED will be held on the 2nd of May. Please ensure these dates are held in your diaries, or clearly state within your application if you are unable to make this date.
HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to University Hospitals of Derby and Burton on this appointment.

Candidates should apply for this through our website at www.saxbam.com/appointments. If applying for the Chair role, please use code TYDXI1, if applying for the Clinical NED use code TYDXI2, and if applying for the Finance NED use code TYDXI3.

Click on the ‘apply’ button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on 12th March 2019.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.