

NON-EXECUTIVE DIRECTOR

ROLE DESCRIPTION / TERMS OF APPOINTMENT

Role Description

As a Non-Executive Director (NED) of The Rotherham NHS Foundation Trust you will work alongside other NEDs, including the Chairman, as a voting member of the Board of Directors.

You will share responsibility with the other Directors for the success of the organisation, and you will contribute to the success by using all available resources to deliver health care and improving the health of local people.

You will be required to bring independent and objective judgement to bear on issues of strategy, service improvement, performance and resources.

Key responsibilities include:

- Contribute to ensuring that the Trust provides efficient, effective and continually improving Healthcare Services to its patients and the wider community.
- Assist to ensure the best use of financial and other resources so as to maximise benefits for patients and meet targets for healthcare treatment.
- Contribute to the development of strategic direction and business plan.
- Participate as required in the work of the Trust through membership of committees of the Board of Directors.
- Participate in the appointment of the Chief Executive and other Executive Directors.
- Help to ensure the Trust promotes equality of opportunity and prevents discrimination in the treatment of its patients and staff.
- Contribute to building and maintaining good working relationships with the Council of Governors.
- Help to develop and maintain close relationships with all stakeholders in the health and social care community.
- Represent the Board at official events.

Location

This role requires regular on-site presence at TRFT. The majority of the meetings will be held at TRFT and other locations required from time to time for site visits.

Eligibility

To be eligible for appointment candidates must be a member of The Rotherham NHS Foundation Trust. Details of how to become a member can be found at <https://www.therotherhamft.nhs.uk/get-involved/membership>.

Time Commitment

NEDs of the Trust are required to devote sufficient time to ensure the satisfactory discharge of their duties. This will mean an average of four days per month which may be during the working day or in the evening according to the requirements of the trust.

Remuneration

- The rate of remuneration for services will be £15,500pa subject to annual review.
- Remuneration is taxable and subject to National Insurance contributions. Remuneration only applies to the period for which the office is held.
- NEDs are eligible to claim travel and subsistence allowances for costs necessarily incurred on Trust business.

Tenure

This appointment will commence as soon as possible and will be for an initial period of up to 3 years from appointment date.

Confidentiality

All information, including patient and staff records, and any details of contract prices and terms acquired during the appointment is confidential to the Foundation Trust and should not be released either during the appointment or following termination (by whatever means) to any unauthorised person or persons.

Appointment

- The appointment does not create a contract of service (employment) and is not within the jurisdiction of Employment Tribunals, neither is there any entitlement for compensation for loss of office through employment law.
- To ensure public services values are maintained, all Directors of NHS Boards are required, on appointment, to subscribe to the codes of Conduct and Accountability and to adhere to Trust Policies and Procedures at all times.
- As an NED you must demonstrate high standards of professional and personal conduct.
- Successful applicants will be subject to the Fit and Proper Persons Requirement (FPPR). All organisations regulated by the Care Quality Commission are required to ensure that successful candidates meet the Fit and Proper Persons Requirement (Regulation 5, The Health and Social Care Act 2008 (Regulated Activities) Regulations Act). Full information about the FPPR is available at:
<https://www.england.nhs.uk/non-executive-opportunities/support-for-candidates/fit-proper-persons-requirements/>
- You should note particularly the requirement to declare any conflict of interest that arises in the course of Trust business and the need to declare any relevant business interests, positions of authority or connections with commercial, public or voluntary bodies.

Equal Opportunities

The Rotherham NHS Foundation Trust is committed to equal opportunities for all.

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 that they serve.

We particularly welcome suitable applications from women, people from the local black and minority ethnic communities, and disabled people who we know are under-represented in non-executive roles and on Boards.

NON-EXECUTIVE DIRECTOR

PERSON SPECIFICATION

This specification outlines the qualities and experience a suitable candidate will need to demonstrate.

CORE CRITERIA	How this will be demonstrated	How this will be assessed	Essential (E) Desirable (D)
Qualifications	• Possessing a professional qualification or appropriate degree; or equivalent experience	Application	E
Experience	• Experience at senior management level. • Experience of working in a large and complex organisation in the public, private, or third sector. • Experience of working in the NHS. • Experience of the following: ○ Strategic financial leadership ○ Partnership working ○ Community or social care ○ Digital transformation	Application Application Application Application	E E D D
Knowledge	• Knowledge of issues affecting Foundation Trusts and the NHS environment. • Knowledge of NHS & Healthcare Professional knowledge. • An understanding of corporate reporting and governance	Interview Interview Interview	D E E
Skills	• Ability to demonstrate intellectual flexibility, clear and original thinking and desire to develop. • Willingness and ability to evaluate the ideas of others critically and constructively. • Ability to develop constructive relationships within and outside the organisation and work effectively within a team. • Ability to demonstrate excellent influencing and communication skills.	Interview Application/Interview Interview Application/Interview	E E E E

CORE CRITERIA	How this will be demonstrated	How this will be assessed	Essential (E) Desirable (D)
Personal Qualities	Be able to constructively hold others to account for their performance and be able to accept being held to account for their own performance.	Interview	E
	Enthusiastic and committed to improvement.	Interview	E
	Personal Integrity and Probity	Interview	E
	Must demonstrate an understanding of, and interest in, healthcare issues, a commitment to NHS principles and the aims of The Rotherham NHS Foundation Trust, and be a good ambassador for the Trust.	Application/Interview	E
	Must demonstrate personal values and behaviours that match with the values of the Trust.	Application/Interview	E
	Live or work in Rotherham or have strong connections with the area.	Application/Interview	D

Note: When assessing candidates for appointment the selection panel will take account of the skills and experience of the current Board and the future requirements of the Trust. The Rotherham NHS Foundation Trust's aim is to appoint Non-Executive Directors who reflect the communities that they serve.