



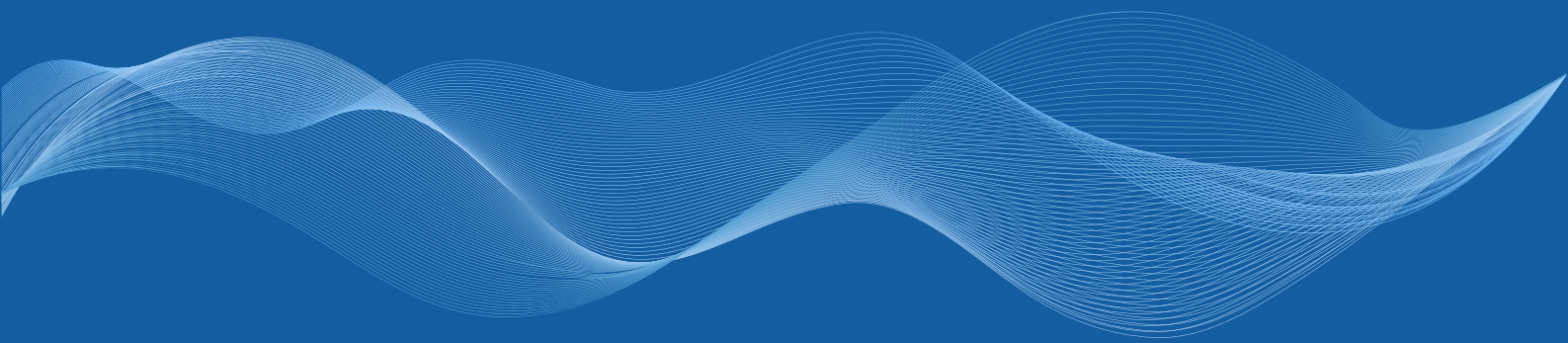
The Walton Centre
NHS Foundation Trust



**Liverpool Heart and
Chest Hospital**
NHS Foundation Trust

Associate Non Executive Director

Recruitment Information Pack
NExT Director Scheme



NEXT DIRECTOR SCHEME: SUPPORTING TOMORROW'S NON-EXECUTIVES

The Opportunity

There is emphatic evidence that diverse boards make the best decisions. The NHS wants to take positive action to increase the diversity of its talent pool of people who want to be NHS non-executives, so that they can learn first-hand about the challenges and opportunities associated with being a non-executive director in the NHS today.

The NExT Director Scheme is a development programme created and designed to help support the next generation of talented people into board level roles in the National Health Service (NHS). In particular, it aims to develop those with leadership experience with local minority ethnic backgrounds and communities, and people with disabilities.

Placements

The 12-month programme gives successful candidates a unique insight into the role and responsibilities of being an NHS Associate non-executive director by supporting candidates in bridging knowledge gaps, for example by helping them with:

- Operating at board level
- Transitioning from operational to non-executive roles
- Board level exposure in an organisation of huge size and complexity
- Understanding NHS structures and accountability, how the money flows, who the key partners are, where all the regulators fit and the board's role in quality and safety

Liverpool Heart and Chest Hospital NHS Foundation Trust and The Walton Centre NHS Foundation Trust are both part of the Cheshire and Merseyside Integrated Care System (ICS). Both NHS organisations are currently working together, through the NExT Directors programme, to offer a placement at each organisation for up to 12 months, with an option to extend for a further 12 months at the discretion of the Trust, depending on an individual's rate of progression.

This will provide the opportunity to learn first-hand about the challenges and opportunities associated with being a non-executive director in the NHS today.

ABOUT LIVERPOOL HEART AND CHEST HOSPITAL

LHCH is a twice-rated 'Outstanding' specialist trust, providing services in cardiothoracic surgery, cardiology, respiratory medicine including adult cystic fibrosis and diagnostic imaging, both in the hospital and out in the community.

We serve a catchment area of 2.8 million people, spanning Merseyside, Cheshire, North Wales and the Isle of Man, and increasingly receive referrals from outside these areas for other highly specialised services..

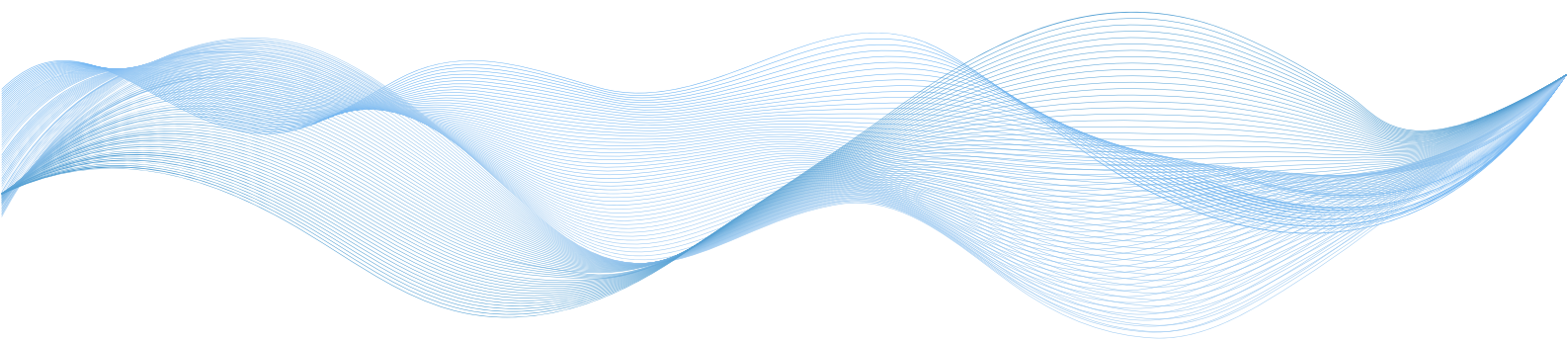
Heart and lung disease continue to be amongst the biggest killers in the UK and the communities we serve are marked by increased prevalence of cardiovascular disease, higher levels of heart failure, hypertension, coronary artery disease and an ageing population.

Our reputation for strong performance is important in delivering the best care for our patients and high quality clinical services. This is underpinned by a culture of research and innovation, delivered in modern estate and facilitated by technology. New and upgraded clinical areas are designed with patients and families fully involved to deliver their needs.

As part of our long term plan, we aim to form strong clinical and organisational relationships where possible. There is clear evidence that partnerships improve patient care and enhance quality and we aim to collaborate with a range of other providers and professionals with the aim to extending access and improve quality.

Watch and find out more:

Please take a couple of minutes to find out more about LHCH - click the image.



ABOUT LIVERPOOL HEART AND CHEST HOSPITAL

Vision

Our vision is 'to be the best - leading and delivering outstanding heart and chest care and research'

This vision is underpinned by six strategic objective themes:

- Delivering world class care
- Advancing quality and outcomes
- Increasing value
- Developing people
- Leading through collaboration
- Improving population health

Values

We aim to provide 'excellent, compassionate and safe care for all our patients and populations, every day'. We have firmly embedded the values and behaviours expected of all our staff and volunteers, through IMPACT:

- Inclusivity
- Making a difference
- People centred
- Accountability
- Continuous improvement
- Teamwork



IMPACT

Strategy

We have chosen to call our Trust five strategy '**Patients, Partnerships and Populations**'. This indicates our conviction in providing outstanding care for patients within the hospital, to work (within networked arrangements) with partners outside of the hospital and to put prevention at the forefront of our intent in caring for the wider population.

To read the full strategy, please visit:

www.lhch.nhs.uk/media/7482/lhch-final-strategic-plan.pdf

Or alternatively, please scan the QR code opposite.



Annual Report and Accounts

Our latest Annual Reports and Accounts 21/22 are available for you to view on the LHCH website www.lhch.nhs.uk. These are our latest published accounts.

Our Board of Directors

For full information about our Board of Directors, please visit the LHCH website - www.lhch.nhs.uk/about-lhch/our-board-of-directors/

ABOUT THE WALTON CENTRE

The Walton Centre is a leader in the treatment and care of neurology and neurosurgery, placing the patient and their family at the heart of everything we do.

As the only specialist hospital trust in the UK dedicated to providing comprehensive neurology, neurosurgery, spinal and pain management services we are proud to be rated as an 'Outstanding' Trust by the Care Quality Commission (CQC), and champion change throughout the field of neuroscience.

We have leading specialists and incredibly dedicated staff delivering excellent clinical outcomes for brain, spinal and neurological care both national and internationally.

We serve a catchment area of 3.5 million people across Merseyside, Cheshire, Lancashire, Greater Manchester, the Isle of Man, north Wales and beyond with service partnerships with 18 NHS hospitals. Our 'Walton Clinics' model on 44 sites providing care for neurology means that many people are able to access outpatient consultations and many tests closer to home, and takes specialist services as close to service users as possible.

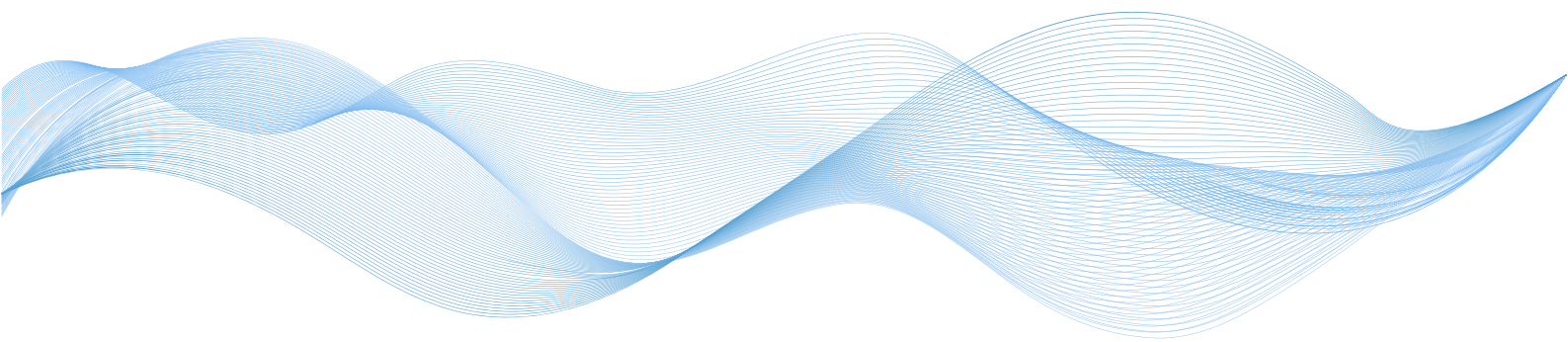
Underpinning all our work is a learning culture that empowers staff to believe they can make and lead change, be curious and seek continuous improvement. Our Walton way values – dignity, respect, caring, pride, and openness - are at the heart of this culture.

The Walton Centre is a teaching hospital and is closely associated with the University of Liverpool and Edge Hill University.

Vision

Our vision is: **Excellence in Neuroscience**

Our mission is to provide a high quality of treatment, care and patient experience in the most appropriate place for the needs of our patients.



ABOUT THE WALTON CENTRE

Values

Our **Walton Way** values were developed through staff engagement and are values that underpin everything we do at our Trust.

The five Walton Way values are:

- **Caring:** Caring enough to put the needs of others first
- **Dignity:** Passionate about delivering dignity for all
- **Openness:** Open and honest in all we do
- **Pride:** Proud to be part of one big team
- **Respect:** Courtesy and professionalism



The values are embedded within all our policies and are also part of the Personal Development Review process undertaken by all members of our staff.

Strategy

In September 2022 we launched our new three year strategy (2022-25) which set out how we will continue to develop excellent clinical outcomes and patient experience with our teams of dedicated, specialist staff.

The strategy reflects the pace of change in the NHS to move to a more collaborative approach and the ambition of the Trust to deliver services that meet the needs of our patients and communities.

Our strategy 2022-25 sets out how we will expand our services further across the region and nationally, in collaboration with system partners and continue to innovate, research and develop.

www.thewaltoncentre.nhs.uk/strategy

Annual Report and Accounts

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Our Board of Directors

For full information about our Board of Directors, please visit The Walton Centre website - www.thewaltoncentre.nhs.uk/about-us/meet-our-board.htm

NEXT DIRECTOR - PERSON SPECIFICATION

This specification describes the skills, experience and attributes that are required to be considered for one of these placements as a NExT Director with either Liverpool Heart and Chest Hospital or The Walton Centre.

The NHS is founded on principles and values that bind together the diverse communities and people it serves – patients and public – and the staff who work for it.

Values

You must demonstrate a clear commitment to the trust's values and the NHS values and principles outlined in the NHS Constitution and the standards of public life by upholding the highest standards of conduct and candour by displaying the principles of selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

Core competencies

You will work alongside non-executive and executive board colleagues. We need diverse, inclusive and compassionate leaders who not only reflect the community we serve and the staff we employ but have the leadership style and breadth of perspective to make good collective decisions. You will be able to demonstrate the ability to contribute confidently and effectively in the NHS provider non-executive director's role. More information about the non-executive director role in the NHS is available from NHS England.

You will need to be able to demonstrate you can use your senior level experience to:

- bring independence, external perspectives, skills and challenge to strategy development
- shape and support an inclusive, compassionate, person-centred culture for the trust, encouraging diversity, change and innovation using a collaborative and engaging leadership style
- use personal knowledge and experience to hold the executive to account by providing purposeful, constructive scrutiny and challenge using strong analytical skills to review and interpret complex information to identify risks and evaluate options
- achieve the best sustainable outcomes for patients and service users by encouraging continuous improvement, clinical excellence and value for money
- balance organisational governance priorities with system collaboration; able to form alliances and work diplomatically across complex interfaces to prioritise population health in line with the NHS Long Term Plan

NEXT DIRECTOR - PERSON SPECIFICATION

Lived experience

Personally, you will bring a range of professional expertise as well as community understanding and experience.

We are interested in your life experience and personal motivation that will add valuable personal insights such as:

- a patient or carer of a service user
- engaging with diverse ethnic, cultural, social and economic groups and communities
- experience of engaging with gender and women's issues
- experience and challenges of younger people's issues
- and those with lived experience of mental health issues and/or living with physical disability.

Additional criteria

You will also have:

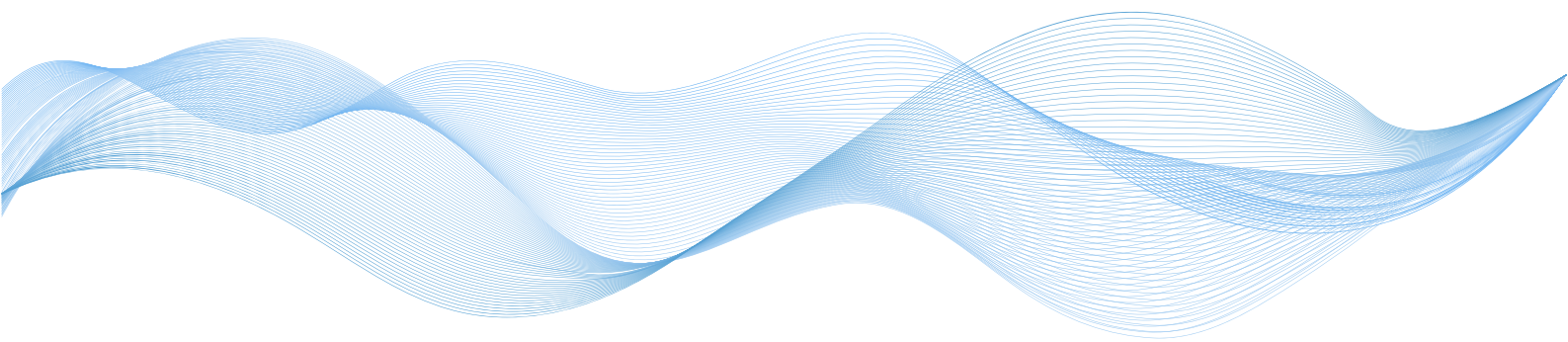
- the self-knowledge and appetite to drive your own learning and development, and the ability to engage with and add value to the work of either LHCH or The Walton Centre's board and sub committees
- senior experience from private, public or voluntary sector with a strong understanding the of legal duties, liabilities and responsibilities of being a non-executive director in today's NHS.

Time commitment

The non-executive role is part-time to ensure independence and objectivity is maintained.

The time commitment for our NExT Director placements will include attendance at all board meetings and board development sessions and enough preparation time to ensure you are well briefed on internal and external context.

A minimum of 2 days a month would be expected to undertake the role successfully.



NEXT DIRECTOR - PERSON SPECIFICATION

Eligibility

The NExT Director Scheme is a development programme created by NHS England focussed on supporting people from groups who are currently under-represented on our NHS boards into these important non-executive roles.

It focuses on supporting people with protected characteristics and senior level experience into board level roles in the NHS.

Both LHCH and The Walton Centre serve the populations of Merseyside and Cheshire, and play an integral role within the Cheshire and Merseyside acute and specialist trust provider collaborative CMAST (Cheshire and Merseyside Acute and Specialist Trusts).

Preference will be given to candidates who live in and have a strong affinity and connections within these areas and an understanding of the diverse communities we serve.

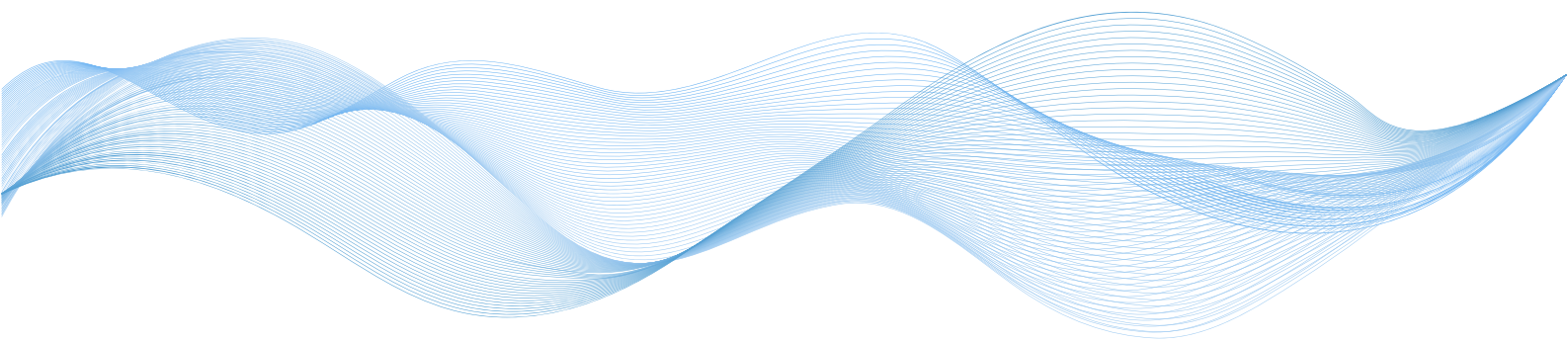
As part of the governance and assurance works undertaken by our boards, you may be asked to address questions relating to topics including misconduct or mismanagement, bankruptcy and convictions and we will make a number of specific background checks.

Expenses

As this is a development opportunity there will be no remuneration for this 12 month placement.

LHCH and The Walton Centre will reimburse individuals with appropriate expenses in accordance with NHS terms and conditions.

This programme is for a 12 month period, with an option to extend for a further 12 months.



HOW TO APPLY


This is a competitive process.

If you wish to apply, please provide:

- a covering statement outlining evidence of how you meet the person specification for this role including:
 - your motivation for applying and commitment to the NHS values and principles.
 - your relevant achievements and lived experience that equips you with the core competencies of a non-executive in the NHS.
 - where you feel that you would gain benefit from the programme in developing your experience to be a fully effective non-executive, trustee or governor in the NHS and/or charity sector.
- a CV that includes your address and contact details, highlighting and explaining any gaps in your employment history.
- the names, positions, organisations and contact details for two referees. Your referees should be individuals you know in a professional capacity, and cover your most recent employer, 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.
- the monitoring information form which accompanies this pack and is available for download.
- information about any adjustments and / or dates when you will not be available.

**Please forward your completed application to:
katharine.dowson@nhs.net**

CLOSING DATE AND INTERVIEWS

- The **closing date** for receipt of applications is: 30th June 2023.
 - **Interviews** will take place on 17th July 2023
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CONTACT US

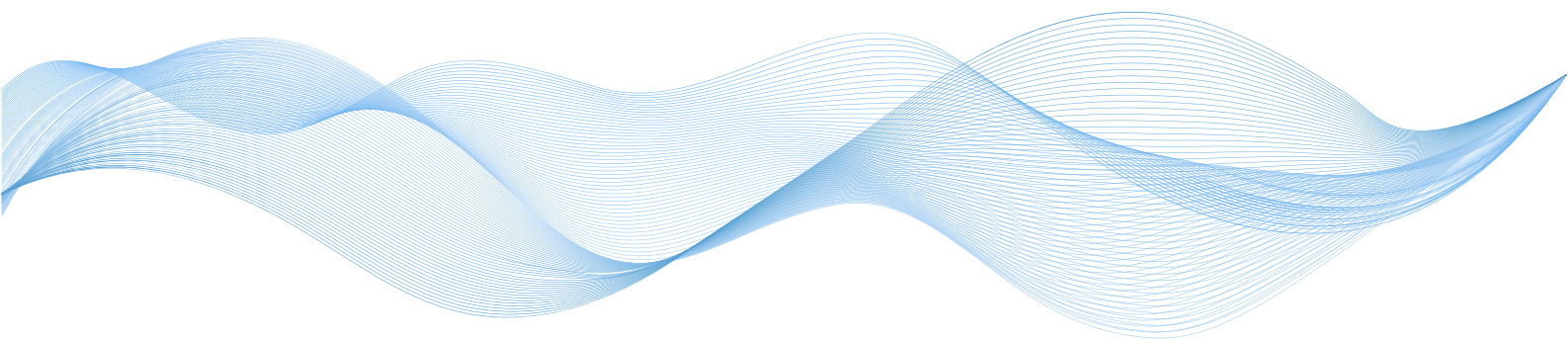
We strongly recommend an informal and confidential discussion with:

Katharine Dowson, Corporate Secretary
The Walton Centre NHS Foundation Trust
Lower Lane
Fazakerley
Liverpool
L9 7LJ
Email: Katharine.dowson@nhs.net

OTHER INFORMATION

Follow the links for more information about:

- The Walton Centre - www.thewaltoncentre.nhs.uk
- Liverpool Heart and Chest Hospital - www.lhch.nhs.uk
- [Becoming a non-executive director in the NHS](#)
- [What it takes to be a non-executive director in the NHS](#)
- [Further information about NExT director scheme](#)



LHCH and The Walton Centre value and promote diversity and are committed to equality of opportunity for all and appointments made on merit. Both trusts believe that the best boards are those that reflect the communities they serve.

Both trusts particularly welcome applications from women, people from the local black and minority ethnic communities, and disabled people who are under-represented in chair and non-executive roles.

The recruitment processes are conducted in accordance with the NHS 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.

