

Non-Executive Directors

Candidate information pack

June 2025

Welcome

Thank you for your interest in joining the Board of University Hospitals of Derby and Burton NHS Foundation Trust in one of our two Non-Executive Director positions.

We are one of the largest and most complex NHS trusts in the country, serving a population of over one million people across Derbyshire and Staffordshire. We are proud of our five hospitals and the dedicated teams who deliver high-quality care every day. Our ambition is to be a consistently outstanding provider of healthcare, and we are committed to delivering this through compassionate leadership, strong governance, and a relentless focus on improvement.

As a Non-Executive Director, you will bring strategic insight, respectful challenge, and a spirit of collaboration to our Board. We are seeking individuals who can contribute to our unitary Board with integrity, independence of thought, and a commitment to public service. Your experience, whether in healthcare, finance, transformation, or another sector – will help us navigate the opportunities and challenges ahead.

This is a pivotal time for UHDB. We are strengthening our partnerships across the Integrated Care System, embedding a culture of continuous quality improvement through 'Always Improving' and advancing our strategic priorities. As a Board, we are united in our purpose and values, and we welcome the fresh perspectives that new Non-Executive Directors will bring.

I hope you will consider joining us in working together to make a lasting difference for our patients, staff, and communities.

If you would like to have a confidential discussion and learn more about this opportunity, please contact Sam Cresswell (07562 650935 and scresswell@hunter-healthcare.com) or James McLeod (07842 424530 and jmcleod@hunter-healthcare.com) at Hunter Healthcare.

Prem Singh (Chair)

Ian Lichfield (Interim Chair)

University Hospitals of Derby and Burton
NHS Foundation Trust



About UHDB

UHDB was formed in 2018 by two trusts coming together – formerly Burton Hospitals NHS Foundation Trust and Derby Teaching Hospitals NHS Foundation Trust.

The hospitals include Royal Derby Hospital, Queen's Hospital Burton, Samuel Johnson Community Hospital, Sir Robert Peel Community Hospital, and Florence Nightingale Community Hospital. It is now one of the largest hospital providers in the region.

UHDB aims to provide high-quality care to patients across Derbyshire and Staffordshire. With a workforce of around 14,500 staff, the Trust serves a population of over one million people. Our annual turnover is circa £1.3bn.

The Trust offers a wide range of services, including emergency care, maternity services, cancer treatment, and specialist services. We are proud to be the third largest elective care provider in England, in the top ten nationally for number of births as well as in the top ten for urgent and emergency care attendances.

As a university hospital, UHDB is a research active Trust and works closely with the National Institute for Health Research (NIHR) and with partner universities in Nottingham, Derby and Leicester.

It is also a leading provider of healthcare education, from apprenticeships to post graduate qualifications, with partners at Health Education England (HEE) and with local higher and further education institutions.



We serve a population of more than **one million**



£1.3bn budget



We employ **14,500** people



115,000 inpatients each year



53,000 operations each year



1,800 beds



275,000 attending A&E each year



120,000 daycases each year



9,000 babies born each year

Our Strategy 2024-2030

As we enter our seventh year as University Hospitals of Derby and Burton NHS Foundation Trust, the world around us, the NHS nationally, and our Trust have changed significantly.

As we provide care to our population of over one million people across Derbyshire and Staffordshire, our vision of **Exceptional Care Together** remains steadfast, but we know we must adapt to our changed environment and do things differently.

We have listened to our people, our patients and our partners and our updated strategy sets out our ambitions, challenges and opportunities, and the direction for our future UHDB. We are grateful and share our thanks to all those who have shaped the next stage of our journey, with over 1,200 colleagues, patients, members of our community and health and care system partners sharing their reflections, aspirations and ideas.

The strategy is our roadmap of how we will achieve the best outcomes for our patients, our communities and the best experience for our people.

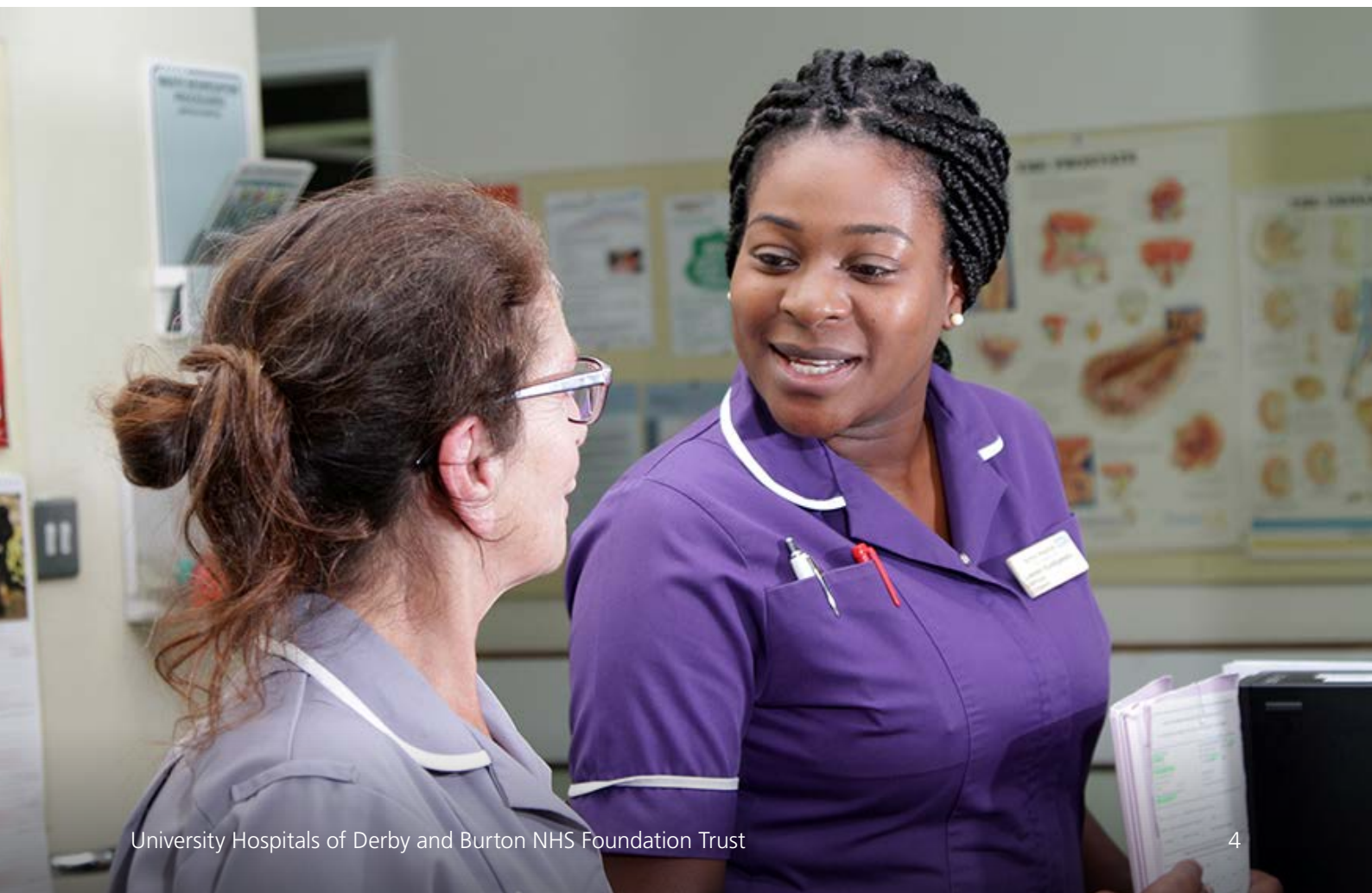
We are proud to be investing in our people and leaders to develop our culture, innovate the ways we improve and learn and lay the foundations to allow us to collectively continue our way to exceptional care together at UHDB.

Our work will focus on five themes: quality and safety, people and their experience, communities and partnerships, value and sustainability, and research and innovation.

At the centre of everything are our patients and our teams who provide care, alongside demonstrating our Trust values of **compassion, excellence** and **openness**.

We are committed to working with our partners, contributing to improving healthcare at a local and national level through training, research and innovation, and building a strong future at UHDB, for our people, our patients and the communities we serve.

You can download our full strategy document [here](#).



Our Strategy on a page



Our Values and Behaviours

The 'Our Way to Exceptional Care Together' conversation captured over 7,000 ideas, comments and votes from over 1000 people across UHDB, as well as valuable feedback from patients, our public and partners.

We have used this to update the behaviours that bring our three values to life, which will help us to support each other to deliver the consistently high-quality care our communities deserve, and to make this a welcoming, inclusive place to work and learn. These standards apply to all of us, and are a part of everybody's role, every day.

Our Trust recognises the importance of promoting equality and eliminating discrimination in all aspects of our operations, from recruitment and employment practices to patient care and service delivery.

We especially welcome applications from candidates from the global majority, LGBTQ+ community, or those with lived experience of a disability, to strengthen the diversity of our Board so that it is representative of our team and the local population we serve.



COMPASSION

We show kindness to all colleagues, partners, patients, families and carers.

We behave with integrity, upholding the organisation's values and approaching each other with professionalism, honesty, and civility.

We are inclusive; we respect and value everyone and challenge those that do not do the same.



OPENNESS

We are fair and transparent, ensuring equitable treatment of all colleagues and patients, families, and carers.

We collaborate across teams, organisations, and partners in the community, building relationships based on trust, sharing, and dedication to delivering great care.

We listen to understand, **give and seek feedback**, and act constructively on what we've heard.



EXCELLENCE

We take responsibility and hold ourselves and each other accountable for our actions and behaviours.

We continuously learn and grow, challenging ourselves and championing change and innovation in the name of excellent care.

We deliver personalised, safe, and efficient care, with patients' needs and wellbeing driving our decision-making.

Our hospitals



Royal Derby Hospital and Queen's Hospital Burton provide a range of acute hospital services, with both sites providing A&E, critical care, inpatient surgical and medical services, paediatrics and maternity care. Royal Derby Hospital also includes the Derbyshire Children's Hospital, which offers a full range of services in dedicated child and family friendly environments.



Samuel Johnson Community Hospital in Lichfield offers a range of inpatient and outpatient services, including daycase surgery, renal dialysis and rehabilitation services, alongside a Minor Injuries Unit.



Sir Robert Peel Community Hospital in Tamworth provides a Minor Injuries Unit, daycase surgery, rehabilitation, community inpatient care, endoscopy and a range of diagnostic services.



Florence Nightingale Community Hospital in Derby provides a range of services including specialist neurological rehabilitation, therapy, stroke rehabilitation, palliative care, outpatients, and imaging and diagnostic services.



We also provide shared services with partners, such as Derbyshire Pathology, working with Chesterfield Royal Hospital to provide a joint pathology service across Derbyshire and Staffordshire.

We provide outpatient, diagnostic and pathology services from other NHS sites including Ripley Hospital, St. Oswald's Hospital, Memorial Health Centre, Long Eaton Health Centre.

UHDB also has three Community Diagnostic Centres (CDCs) across Derbyshire and Staffordshire, providing a range of tests closer to communities, located at:

- Sir Robert Peel Community Hospital, Tamworth
- Florence Nightingale Community Hospital, Derby
- Ilkeston Community Hospital

Role description

Role Summary

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 role model our behaviours and values, and 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, and that an inclusive culture aligned with the strategic direction of the Trust is being achieved. They are responsible for determining appropriate levels of remuneration for 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 Trust Board decisions by the Chief Executive and the Executive Team
- Holding the Chief Executive and other executives 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 strategic vision to the Trust and fostering relationships with Governors and other key stakeholders
- 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 Trust Board 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, the Constitution and any other applicable legislation and regulations
- Maintaining mandatory services and retaining protected property as defined in the Terms of Authorisation
- Maintaining the Trust's financial viability, using resources effectively, controlling and reporting on financial affairs in accordance with the requirements set out by NHS England, while working closely with our partners across two ICBs
- 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 Trust Board is kept fully informed through timely and relevant information
- Participating in the appointment of the Chief Executive, executive directors and as appropriate, clinicians and other senior staff
- Working with health and/or social care services system partners to ensure the effective delivery of services commissioned through contracted arrangements
- With the assistance of the Trust Secretary, promoting the highest standards of corporate governance in compliance with regulatory requirements and best practice, where appropriate
- Upholding the values of the Trust by example and to ensure that the organisation promotes equity and inclusion for all its patients, staff and other stakeholders

- Promoting equality of opportunity and human rights in the treatment of all staff and patients
- Ensuring the Trust meets its commitment to patients and targets for treatment
- Ensuring that the Trust Board complies with its responsibilities to give due regard to the NHS Constitution in its decisions and actions

Trust Board activities

- Participating fully in the work of the Trust Board, ensuring the corporate responsibilities of the Board of Directors are fully discharged
- Attending and possibly chairing committees of the Trust Board
- Working corporately with other Non-Executive and the Executive Directors
- Liaising and co-operating with the Council of Governors and having due regard of their opinions
- Participating in any Trust Board induction, training and evaluation identified for the Director as an individual and as part to the Trust 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

UHDB believes that our Trust Board should represent the workforce and communities we serve, and is committed to appointing diverse, talented and high-performing individuals, welcoming applications from candidates from underrepresented communities.

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.

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.

Terms of Appointment

The salary for Non-Executive Directors at the Trust is £13,000 per annum plus additional (£2,000) fee for Committee Chair and expenses. Time commitment will be in the region of three days per month but other than attendance at meetings (including Trust 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.

The appointments will be for an initial term of three years. All appointments and term renewal is subject to the approval of the Appointments and Remuneration Committee and Council of Governors.

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.

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, influencing and communication skills
- Proven leadership skills with the ability to stay non-executive
- 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

- Significant senior level experience gained in a large organisation, preferably regulated and 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 NEDs

Additional knowledge and experience (Audit Committee Chair)

- **Financially qualified** with experience at director/senior level with responsibility for the finance/commercial function of a large complex organisation in the public, private, educational or third sectors, or senior experience in a professional services accountancy firm with experience of working with a range of clients

Additional knowledge and experience (Second NED role)

- **General leadership experience** gained in a senior role, executive or non-executive in an organisation of comparable scale and complexity to the Trust. We are open to a range of professional backgrounds and skill sets, however we are particularly interested in candidates who come from a clinical background (Nursing/Medical/AHP) or those who have experience of large scale digital transformation
- Most important will be your values and behaviours, alongside a demonstrable ability to add different and complementary skill sets to our Trust Board

How to Apply

The closing date for applications is **Sunday 13 July**.

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.
- A Curriculum Vitae (CV) with education and professional qualifications and full employment history. Please include telephone contact numbers and email addresses. The CV should include names and contact details of referees to cover the last six years (in line with NHSE guidance). References will not be taken without your permission.
- A completed **Equal Opportunities Monitoring Form** and **Fit and Proper Person Monitoring Form**. Please note that the information you provide will be treated as confidential, and is for monitoring purposes only. It will not form part of the application process.

All applications should be sent to: applications@hunter-healthcare.com. All applications will be acknowledged.

For an informal conversation about the role, please contact Sam Cresswell (07562 650935 and scresswell@hunter-healthcare.com) or James McLeod (07842 424530 and jmcleod@hunter-healthcare.com) at Hunter Healthcare.

KEY DATES:

Application Deadline	Sunday 13 July
Shortlisting	w/c 28 July
Interviews & stakeholder sessions	w/c 11 or 18 August



EXCEPTIONAL
Care Together



**University Hospitals of
Derby and Burton**
NHS Foundation Trust



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