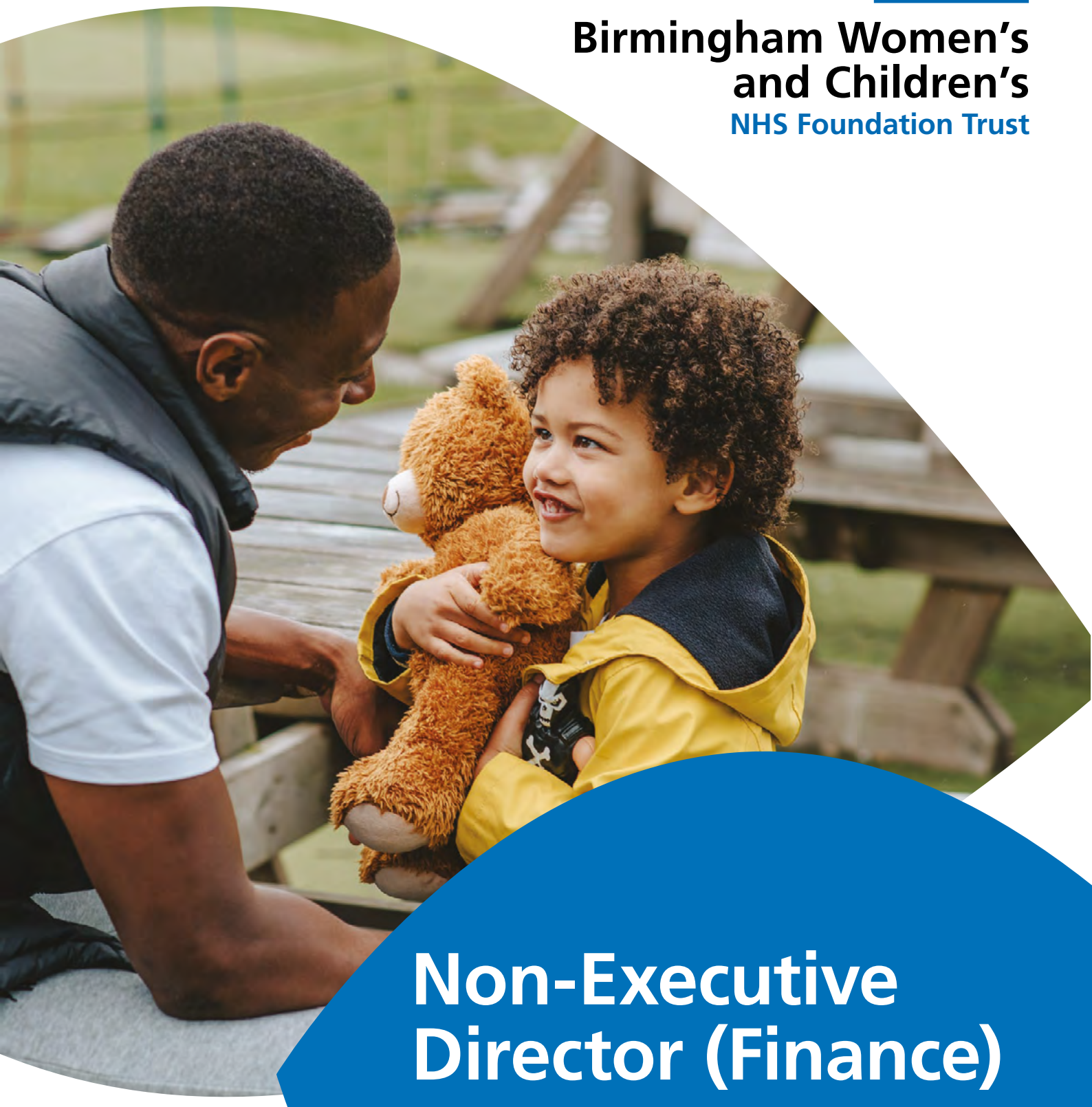
NHS

Birmingham Women's and Children's

NHS Foundation Trust



Non-Executive Director (Finance)

Candidate information pack

November 2026

By your side

Hunter Healthcare

Welcome

Thank you for your interest in joining Birmingham Women's and Children's NHS Foundation Trust (BWC) as a Non-Executive Director.

BWC holds a distinctive place in the NHS. By bringing together specialist women's and children's services, we have an extraordinary opportunity to improve health outcomes for women, children and families in Birmingham, across the West Midlands and far beyond. Our talented teams deliver highly specialised care, advance research and innovation, and work every day to make a difference to the communities we serve.

Our 2026–2030 strategy sets an ambitious direction: outstanding care and experience, working at the cutting-edge, improving health and tackling inequities, and sustaining excellence. Achieving these ambitions will require sound financial stewardship, thoughtful investment and a relentless focus on quality, safety and value for money. We must make difficult decisions well, while protecting our ability to innovate and deliver excellent care for future generations.

We are therefore seeking an experienced and strategically minded finance professional to join our Board. You will bring the judgement and independence to scrutinise complex financial decisions, offer constructive challenge and support effective governance. We would particularly welcome candidates who have held senior positions within a leading accountancy or professional services firm, bringing substantial expertise in audit, risk and assurance. The ability to engage confidently and credibly with external auditors, understand the complexities of financial reporting and internal controls, and provide informed, independent challenge will be invaluable in helping the Board maintain the highest standards of financial governance and accountability.

We are also interested in candidates who have overseen significant capital investment programmes and understand the disciplines required to deliver major projects responsibly and successfully.

This is an opportunity to make an immediate contribution to our Board. Just as importantly, we are looking for someone who will be visible, engaged and collaborative, able to build trusted relationships while asking the questions that matter.

Birmingham is a vibrant, richly diverse city, but too many women, children and families continue to experience profound health inequalities. We want our Board to reflect and understand the communities we serve, and we warmly encourage applications from people of all backgrounds, particularly those currently under-represented in NHS boardrooms. Connections to Birmingham or the wider West Midlands, and a genuine commitment to spending time with our people and partners, would be especially welcome.

Our values – Ambitious, Brave and Compassionate, guide how we work and the standards we expect of ourselves. If you share those values and can bring the financial expertise, perspective and commitment to help us meet the challenges ahead, I hope you will consider joining us.

If you would like to learn more, please contact James McLeod at our recruitment partners, Hunter Healthcare, on **jmcleod@hunter-healthcare.com** or by phone: 07842 424530.

Yours sincerely,



Sir Bruce Keogh
Chair

About BWC

Our Trust is the first of its type in the UK, formed in February 2017 to drive forward our commitment to providing the highest quality, world-class care that women, children and families want, and deserve.

Uniting our hospitals means more seamless care; more investment to make greater advances in our specialist treatment and world-leading neo-natal and fetal work. Importantly, it also gives us a greater voice in shaping the future of family-centred care. We have a clear mission, vision and goal for what we want to achieve:

- Our **mission** is to provide outstanding care and treatment, to share and spread new knowledge and practice, and always to be at the forefront of what is possible.
- Our **vision** is to be a world-leading team, providing world-leading care.
- Our **goal** is to be the best place to work and be cared for, where research and innovation thrives, creating a global impact.

With more than 641,000 visits from patients each year, we are a busy Trust and pride ourselves on the commitment of our 6,000 strong team, which works tirelessly to provide the very best treatment and support to our women, children and families.

Every day our UK and globally-respected surgeons, doctors, nurses, midwives and allied healthcare professionals provide some of the most advanced treatments, complex surgical procedures and cutting-edge research, to improve care today and develop even better care for the future.

Home to the country's leading teaching centres, we're passionate about nurturing and developing the skills of our present and future workforce, along with investing in the very best training and education to foster life-long learning.



Our vision and values

We know that organisations which have strong values and behaviours do well and that employees are engaged, happy and motivated in their work.

We've worked closely with staff to develop and embed our values and we will continue to ensure that they underpin the way we care for our patients and each other.



Ambitious

We continually challenge ourselves to improve care and services through innovation, research and education.

Brave

We take personal responsibility always to do our best for our patients, families, and each other, challenging behaviours and attitudes whenever we need to; we speak up and ask for help.

Compassionate

We deliver care and services, with respect and kindness, for our patients, families, ourselves, and each other; we listen and are inclusive.

Ambitious
Brave
Compassionate



Our hospitals

Birmingham Women's Hospital is a centre of excellence, providing specialist services to more than 50,000 women, men and their families every year from our city, the wider region and beyond.

We are one of only two dedicated women's hospitals in the UK, with the busiest single site maternity unit, delivering more than 8,200 babies a year.

We offer a full range of gynaecological, maternity and neonatal care. Our Fertility Centre is one of the best in the country. Our fetal medicine centre receives regional and national referrals and we are home to the West Midlands Regional Genetics Laboratory – the largest of its type in Europe.

We're also proud to be an international centre for education, research and development with a research budget of more than £3 million per year.

Birmingham Children's Hospital is the UK's leading specialist paediatric centre, caring for sick children and young people up to the age of 16.

Rated as 'Good' by the CQC in February 2017, we are world leaders in some of the most advanced treatments, complex surgical procedures and cutting-edge research and development.

We have a national liver and small bowel transplant centre and are a global centre of excellence for complex heart conditions, the treatment of burns, cancer and liver and kidney disease.

We are a nationally designated specialist centre for epilepsy surgery and boast a paediatric major trauma centre for the West Midlands.



Our charities

At **Birmingham Women's Hospital Charity**, we are passionate about improving patient experience for all the women and families at our hospital.

Thanks to kind and generous donations, we are able to provide our patients with a service over and above what the hospital alone can deliver.

These donations help us to provide:

- Welfare services to support patients through difficult times and conversations
- Innovative equipment, to make processes more efficient and enhance patient experiences
- Research and development of cures, treatments and also new technology
- Building & refurbishment to keep our hospital appealing, current and cared for

At **Birmingham Children's Hospital Charity**, we believe every patient deserves a childhood, which is why we always strive to do more for sick children.

Every patient and family benefits from our charity, but the impact of fundraising is much more than purely financial. It makes a real difference to the spaces, treatment and equipment we provide to children and their families.

Charitable donations allow our hospital to be at the forefront of what's possible, ensuring our patients and families benefit from the best care, treatment, experience and environments. Our priority areas are:

- Funding research, learning and innovation
- Enabling technology and equipment advances
- Developing hospital environments
- Child and family experience

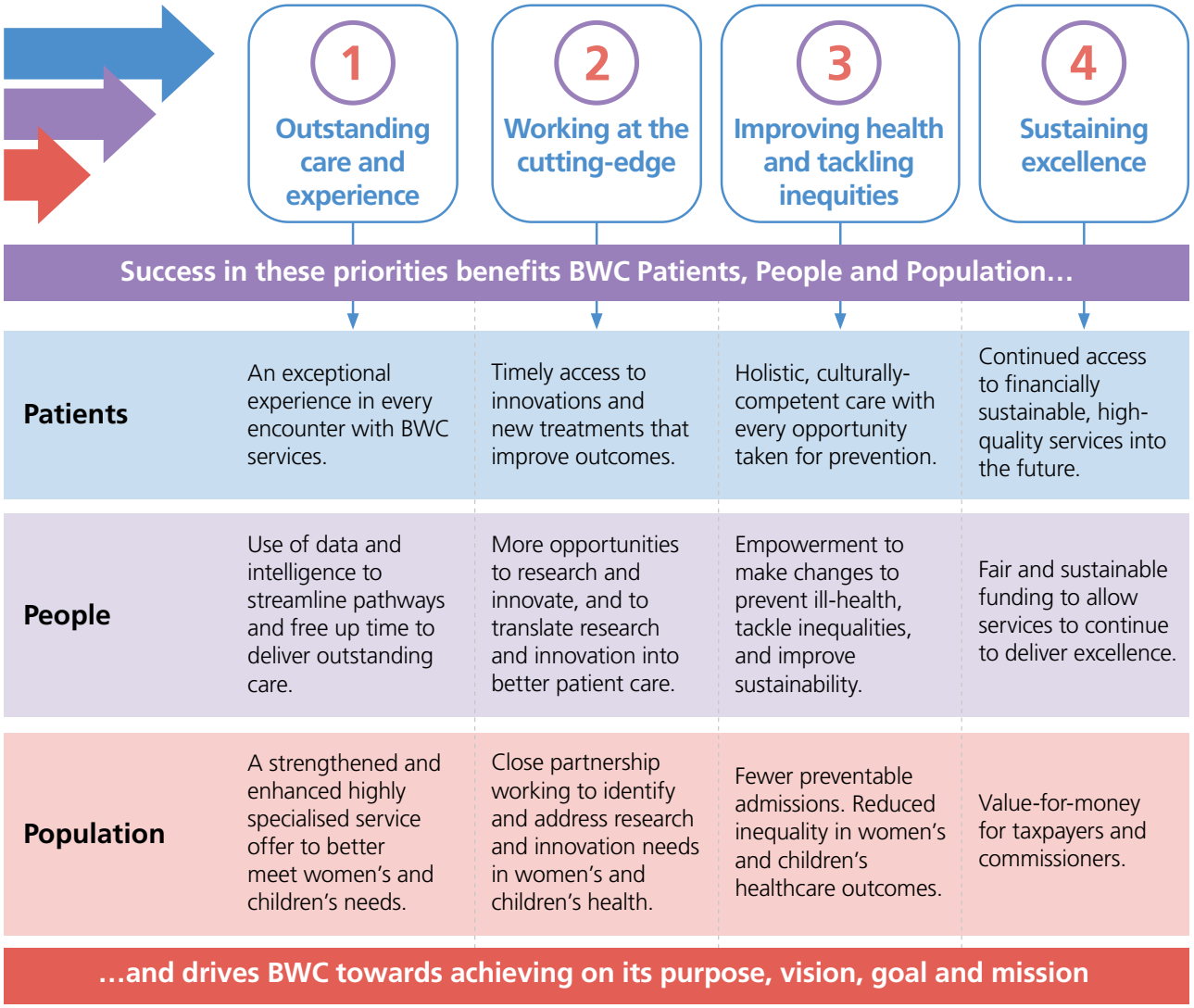


Our strategy 2026-2030

Our strategy defines four strategic priorities that will help us to reach this position: **outstanding care and experience**, **working at the cutting-edge**, **improving health and tackling inequities**, and **sustaining excellence**.

The strategy describes how progress in each of these priorities (supported by four key enablers) will create improvements for our patients, people and populations, and is integral to achieving on our purpose and vision as an organisation.

(Read the full strategy document **here**)



BWC Purpose

To maximise health outcomes for women and children in Birmingham and far beyond.

BWC Vision

A world-leading team providing world-leading care for women and children.

BWC Goal

To be the best place to work and be cared for, where research and innovation thrive, creating a global impact.

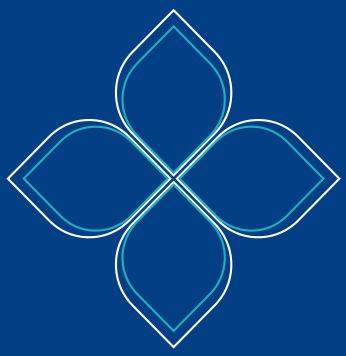
BWC Mission

To provide outstanding care and treatment, to share and spread new knowledge and practice, and to be at the forefront of what is possible.

4is: Our five year plan

4is is our five year plan for bringing together Improvement, Innovation, Investigation and Information to provide healthcare at the cutting-edge for women, children and families.

About the 4is:



- **Improvement:**
  Drive up standards by always looking for ways to work better.
- **Innovation:**
  Develop and test new ideas and technology.
- **Investigation:**
  Carry out important clinical research.
- **Information:**
  Collect, study and share information about how well medical treatments work.

Our cross-cutting themes:

- **Data:**
  Using our data to benefit patients and research, while prioritising information governance.
- **Genomics:**
  Strengthen regional leadership in genomic medicine.
- **Sustainability**
  Embed environmental and operational sustainability in all initiatives.

Alignment and Rationale:

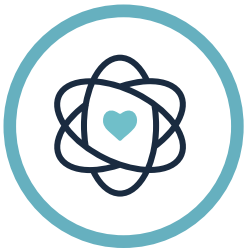
- Built on national NHS priorities, local health challenges, and partner collaboration.
- Integrates with BWC's clinical strategy, health inequalities plan, and academic partnerships.

Our four priority themes:

- **Personalised Medicine:**
  Bespoke treatments via genomics and targeted care.
- **Processes:**
  Improve care pathways across services and sectors.
- **Public Health:**
  Address inequalities, prevention, and wider determinants of health.
- **Complex Care:**
  Optimise treatment for patients with multiple conditions.

(Read the full document **here**)

Key Actions (The 4is Enablers):



Build core infrastructure

Establish a dedicated 4is division and oversight group.

Create new posts (e.g. Director of 4is) and refurbish innovation/ research spaces.

Strengthen operational, governance, and financial systems.



Improve communication of opportunities and our successes

Develop communication tools to share opportunities and celebrate success.

Host an annual 4is conference and publish research reports.

Revamp web presence and enhance media engagement.



Embed culture change

Promote 4is awareness across all staff.

Align induction and mandatory training with innovation, improvement, and research.

Use internal awards and storytelling to sustain engagement.



Focus on career trajectory

Establish Research Academy and scholar programmes.

Provide funded time and mentorship for clinicians and non-medical researchers.

Collaborate with universities and NIHR to expand academic posts and opportunities.

Measurement and Outcomes:

- 4is Dashboard – track progress via process and outcome metrics.
- Use EPIC data to assess clinical and patient-reported outcomes (PROMs).
- Integrate improvement, innovation, and research results into measurable impact.

Expected Benefits:

- Enhanced recruitment, retention, and staff satisfaction.
- Increased access to cutting-edge treatments and trials.
- Stronger research reputation and external partnerships.
- Tangible improvements in health outcomes and reduced inequalities.

Future Vision:

- Every staff member and patient actively part of the 4is approach.
- Recognised regionally and nationally as a leader in women's and children's healthcare.
- Fully integrated with partners (universities, voluntary sector, corporate collaborators).
- Trust where innovation, investigation, information and improvement are everyday practice.
- Research and innovation from the front door.

Our health inequality strategy

Health inequalities refer to avoidable and unfair differences in health outcomes, impacting both physical and mental health.

In our city, there is a stark 12-year gap in male life expectancy depending on the area of birth, and pregnancy-related risks are higher for Black and Asian women and their babies.

Within our Trust, over half of the patients come from deprived communities, which increases their risk of health inequalities. These individuals often face barriers such as difficulty attending appointments or frequent visits to the Emergency Department.

Health inequalities not only affect patients but also impact their ability to access services. To improve health outcomes, it's essential to address these disparities within both our patients and local communities, as well as among staff who may experience inequalities themselves. Recently, we launched our staff Equality, Diversity, and Inclusion Strategy, signaling our commitment to combating these issues within the Trust.

The strategy aims to coordinate and expand efforts to address health inequalities, creating a tangible impact on affected individuals. We recognise that we cannot tackle these challenges alone, and that those experiencing inequalities are best suited to help identify solutions. This approach of 'coproduction' is central to the strategy.

Our efforts will focus on three areas: educating staff to support patients better, ensuring that addressing health inequalities is a priority across all Trust levels, and undertaking targeted projects that address these issues, backed by data collection to monitor progress. The strategy emphasises respect, open-mindedness, and listening to those affected by inequalities.

We seek collaboration with our communities to create equitable health outcomes for all and rely on input from local partners to guide this work forward. Only through partnership can we achieve meaningful change.

(Read the full strategy document **here**)

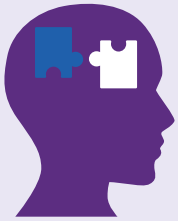
Health inequality impacts

As well preventable deaths, health inequalities impact on many other health outcomes; for example children with mental health difficulties experience additional inequalities:



4x
risk of serious mental illness

By 11 years if from most deprived 20% households compared to the wealthiest 20%



3x
risk of mental health problem

If have a learning disability



7 in 10
have a mental health condition

If have autism



Over 1 in 4
have no contact with mental health services

If have a learning disability and mental health problem

Our green plan

Our Green Plan outlines our commitment to becoming an environmentally responsible organisation while delivering a clear strategy to meet ambitious carbon reduction targets.

Climate change poses a serious and growing threat to health and well-being, affecting essential determinants such as clean air, water, food, and shelter. These impacts are felt most acutely by vulnerable and deprived communities, particularly women and children who are disproportionately affected by climate-related illness and harm.

Air pollution remains a major environmental health risk in the UK, contributing to approximately 40,000 premature deaths annually. With the NHS responsible for around 4% of national carbon emissions, the Trust acknowledges its responsibility to lead by example in reducing environmental impact.

Progress has already been made toward national targets, including achieving net zero emissions by 2040 for directly controlled emissions and by 2045 for those influenced indirectly.

Key achievements include eliminating the use of desflurane, a highly polluting anaesthetic gas, and securing £63 million in funding to decarbonise buildings through more sustainable heating and cooling systems. Additionally, the Trust has ensured that none of its waste has gone to landfill over the past four years, instead prioritising recycling and repurposing.

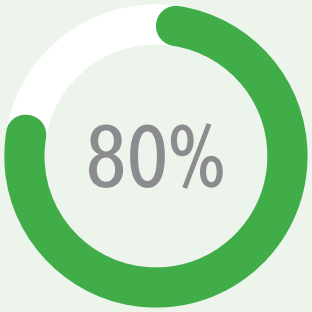
Staff engagement has been central to progress, with 13 dedicated working groups driving sustainability initiatives. The Trust aims not only to meet NHS targets but to become a leader in sustainable healthcare by fostering innovation, collaboration, and shared learning. It is also committed to involving children and young people in shaping its environmental efforts.

Recognising that carbon reduction requires collective action, the Trust continues to work closely with partners across the NHS and local communities to advance its sustainability goals.

(Read the full plan document **here**)

Green plan targets

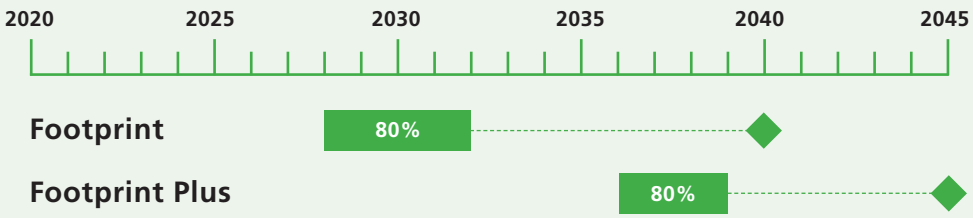
We pledge to the following targets (against a baseline of 2014/2015):



Carbon reduction by 2032



100% carbon reduction by 2040 (2045 for footprint plus)



Footprint: *emissions from sources that are owned or controlled by the reporting entity.*

Footprint Plus: *emissions produced as a consequence of the activities of the reporting entity but occurring at sources owned or controlled by another entity (for example the emissions resulting from the development, manufacture and transport of medicines).*

Role description

Purpose of the Role

Birmingham Women's and Children's NHS Foundation Trust has a national and international reputation as one of the leading providers of services for children, young people, women and their families and is a centre of excellence, providing a range of specialist health care services.

The Trust is led by a unitary Board of Directors whose expertise and skills will drive the vision and mission of the organisation.

Accountable to the Council of Governors, the Non-Executive Directors play a pivotal role in the success of the Trust, having responsibility for holding the Executive members of the Board to account and providing independence within the Board of Directors.

The Non-Executive Directors participate in the Board's development of the Trust's vision, strategies and objectives, holding the Executive Board members to account for their delivery. They work with their colleagues on the Board of Directors to establish networks and partnerships to support the delivery of the Trust's strategy and development of the Trust's role as a key national lead in the delivery of women's, children's and young people's health services.

The Non-Executive Directors demonstrate and promote high standards of probity, integrity and governance.

The role requires a time commitment, in and outside of business hours, of an average monthly commitment of 4 days.

Main Duties and Responsibilities

Leadership and Strategy

The Non-Executive Directors are responsible for:

- Supporting the chair, chief executive and executive directors in promoting the Trust values.
- Supporting a positive culture throughout the Trust and adopting behaviours in the boardroom and elsewhere that exemplify that culture.
- Providing support, advice and guidance for setting the strategic direction of the Trust and holding the executive directors to account for the effective management and delivery of the Trust's strategic aims and objectives.
- Demonstrating visible and ethical personal attributes by modelling the highest standards of personal behaviour, safeguarding the Trust's values and supporting colleagues on the Board of Directors in emulating this example.
- Building productive working relationships based on candour, trust and mutual respect with executive directors, providing support, guidance and advice to them.
- Supporting the delivery of the Trust's obligations to its key stakeholders.
- Actively contributing to the Board of Directors' setting of the Trust's values and standards.
- Promoting the vision of the Trust to capitalise on the freedoms it enjoys as a result of its status.
- Promoting an understanding of the role of the Board, the scheme of reservation and delegation, the role of non-executive directors and executive directors.



Governance

The Non-Executive Directors are responsible for:

- Scrutinising performance of the executive Board members in meeting agreed goals and objectives.
- Participating in all formal and informal meetings of the Board of Directors and complying with approved procedures.
- Effectively contributing to the Board of Directors and constructively challenging colleagues before taking significant decisions.
- Satisfying themselves that the Board of Directors is focused on strategy, performance, quality and accountability.
- Satisfying themselves that financial and clinical quality controls and systems of risk management and governance are sound and that they are in use.
- Ensuring that they receive adequate information in the form that they specify and to monitor the reporting of performance.
- Challenging colleagues to ensure that meeting agendas take full account of the important strategic issues and key risks facing the Trust.
- Effectively contributing to Board committees of which they may be members or chair.
- Participating in the Board of Directors' identification of the key risks faced by the Trust in implementing its strategy, and supporting prudent processes and controls in place to appropriately monitor and manage those risks.
- Seeking advice from the Company Secretary in their corporate governance role.
- Seeking external advice as necessary.
- Complying with the conditions of the Trust's Licence, the Constitution and any other applicable legislation and regulations, highlighting failures of compliance and monitoring actions taken to address this.

External relations

The Non-Executives are responsible for:

- Promoting effective communications with members and other stakeholders.
- Where necessary, maintaining constructive and appropriate relations with NHS regulators and other NHS organisations.
- Working with the Board to establish and develop partnerships and networks to support the furtherance of the Trust's strategy and reputation.

Council of Governors

The Non-Executive Directors should:

- Engage with the Council of Governors and in particular give heed to governors so that they can be held to account for the performance of the Board by the Council.
- Attend meetings of the Council of Governors to ensure that they understand the views of the governors in relation to Trust strategy, performance and quality issues and in order to facilitate the Council of Governors' contribution to strategy development by the Board.
- Effectively communicate with the Council of Governors in relation to the progress made by the Board in delivering the Trust's strategic objectives and the high level financial and operational performance of the Trust.
- Build productive working relationships based on candour, trust and mutual respect with Council of Governors, appropriately providing support, guidance and advice to them.

Appointments, Succession Planning and Development

The Non-Executives are responsible for:

- Appointing the executives and chief executive, the latter with the approval of the Council of Governors, through the Trust's Appointments and Remuneration Committee.
- Determining appropriate levels of remuneration for the executive directors.
- Considering succession planning for key executive posts to meet the needs of the Trust and ensuring the continual improvement in quality and calibre of executives.
- Where necessary, participating in the process for the removal of executive directors.
- Participating in regular performance evaluations, taking personal responsibility for acting on any results and feedback.
- Contributing to the performance appraisals of executive directors, fellow non-executive directors and the chair.

Person specification

EDUCATION AND QUALIFICATIONS

- Finance/accountancy qualification

EXPERIENCE

- A strong commitment to developing effective collaborative relationships with partners and key stakeholders.

Desirable experience:

- Recent experience of operating at Board level
- Significant senior level experience within a leading accountancy or professional services firm, bringing a deep understanding of audit, risk management, financial controls and assurance, and the credibility to engage confidently with external auditors and provide informed, constructive challenge at Board level
- Experience of overseeing complex, high-value capital investment programmes, including business cases, risk, assurance, delivery oversight and value for money
- A track record of inclusive leadership, championing equality and tackling health inequalities, and the ability to bring perspectives that strengthen the Board's collective understanding and decision-making
- Strong understanding of the NHS framework and how the health service operates

KNOWLEDGE AND SKILLS

- Effective communication and engagement skills, including the ability to actively listen, promote discussion of views, welcome constructive challenge and be approachable
- Demonstrable understanding and commitment to ensuring appropriate corporate governance, holding the Executive to account for the management of strategic planning, risk and performance management, seeking assurance regarding rigour of controls
- Competent analytical and data-evaluation skills
- Meets or has the ability to meet through development the **NHS Competency Framework for Board Members**

PERSONAL EFFECTIVENESS AND BEHAVIOURS

- Clear commitment to the values of the Trust and the ethical standards of UK public service, system and organisational excellence, including fit and proper persons
- Proven experience as an inclusive leader
- Proven ability to provide independent challenge to the Executive Team and Board to ensure development and delivery of strategic vision and objectives

LEADERSHIP

- Significant personal presence and credibility - able to act as a 'role model'
- Aligned to Trust values and leadership behaviours
- Demonstrable commitment to promoting and celebrating equality and diversity across the organisation and in developing effective working relationships with stakeholders
- A strong commitment to developing effective collaborative relationships with partners and key stakeholders, demonstrating an inclusive leadership style
- Committed to high performing team working which enables all staff to liberate their potential

PERFORMANCE FOCUS

- Passion for healthcare and delivering outstanding outcomes

RELATIONSHIPS AND INFLUENCING

- Political acumen attuned to the different stakeholder interests
- Strategic thinker with highly developed influencing and skills of persuasion
- Able to move from tactical to strategic decision making
- Able to use influencing skills to stimulate debate and discussion and use experience to support innovation and creativity in achievement of strategic objectives
- Credible ability to work constructively and collaboratively building excellent relationships across key partners and stakeholders
- Able to demonstrate clarity of thinking and appropriate challenge to the Board

COMMUNICATION AND ENGAGEMENT SKILLS

- Effective communication and engagement skills, including the ability to actively listen, communicate openly, promote discussion of views, welcome constructive challenge and be approachable
- Able to develop trust

OTHER

- Able to meet the time commitment to discharge responsibilities
- No conflicts of interest
- Strong link to the West Midlands region and the flexibility to participate in organisational activities (Desirable)



How to apply

The closing date for applications is **22 November 2026**.

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 (**ideally no more than two pages**).
- A **Curriculum Vitae** (**CV; ideally no more than three pages**) with education and professional qualifications and full employment history. Please include daytime and evening telephone contact numbers and email addresses. The CV should include names and contact details of referees covering the last six years of employment. References will not be taken without your permission.
- You will need the following reference code: **BHAMWC-NED-1026**

All applications will be acknowledged.

For an informal conversation about the post, please contact Jenny Adrian at our recruitment partners, Hunter Healthcare by email: **jadrian@hunter-healthcare.com** or phone: **07939 250362** or James McLeod on **07842 424530** or **jmcleod@hunter-healthcare.com**

CLICK HERE TO APPLY ONLINE

Key dates:

EVENT	DATE
Application deadline	22 November 2026
Stakeholder sessions	w/c 14 December 2026
Interviews	w/c 14 December 2026



NHS

Birmingham Women's and Children's

NHS Foundation Trust



By your side

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