

| PERSON SPECIFICATION | | | | | | | |
|--|-------------------------------------|----------------------|---|---|---|--|--|
| Job Title: | Non Executive Director | | | | | | |
| Team: | Corporate | | | | | | |
| Reports to: | Chair | | | | | | |
| Criteria | Essential/ Desirable Criteria | Assessment Method | | | | | |
| | | A | I | T | R | | |
| Education and qualifications | | | | | | | |
| Degree or equivalent level of experience | E | | ✓ | | | | |
| A balanced understanding of the NHS, local government and private sector | | D | ✓ | ✓ | | | |
| Experience and knowledge | | | | | | | |
| Change management/service transformation | E | | ✓ | ✓ | | | |
| Excellent interpersonal communication skills | E | | | ✓ | | | |
| Ability to question, challenge, influence and be independent minded | E | | | ✓ | | | |
| Ability to think strategically and consider complex challenges | E | | | ✓ | | | |
| Ability to relate to groups and individuals at all levels | | D | | ✓ | | | |
| Integrity, honesty and high ethical standards | E | | | ✓ | | | |
| Ability to build effective networks across the Trust and with Trust partners. | | D | | ✓ | | | |
| Ability to anticipate and exploit change | | D | ✓ | ✓ | | | |
| Understanding of robust analytical and project management requirements and techniques | | D | ✓ | ✓ | | | |
| To complement the skills of other Directors, qualifications and/or expertise we are looking for the following: | | | | | | | |
| <ul style="list-style-type: none"> Member of the CCAB and previous experience to meet the “recent and relevant financial experience” requirement to chair the Board’s Audit Committee | E | | ✓ | ✓ | | | |
| Effective use of resources | E | | ✓ | ✓ | | | |
| Skills, abilities and competencies | | | | | | | |
| An interest in healthcare issues with a strong commitment to the NHS and the principles of Foundation Trust status | E | | ✓ | ✓ | | | |
| Board experience at Director level with public or private sector organisation | | D | ✓ | ✓ | | | |
| Board level experience in the NHS | | D | ✓ | ✓ | | | |
| Held a senior position in a large and complex organisation | | D | ✓ | ✓ | | | |
| A commitment to the needs of the local community and knowledge of stakeholder communities | E | | ✓ | ✓ | | | |

| Criteria | Essential/ Desirable Criteria | | Assessment Method | | | |
|---|-------------------------------------|---|----------------------|---|---|---|
| | | | A | I | T | R |
| An understanding of public service values of accountability, probity, openness and equality of opportunity and a commitment to them | E | | ✓ | ✓ | | |
| Understanding of the analysis and management of risk | E | | ✓ | ✓ | | |
| Experience of strategic planning | | D | ✓ | ✓ | | |
| Breadth of experience in a range of appointments including voluntary, academic or community roles | | D | ✓ | ✓ | | |
| Understanding/experience of effective investment appraisal | E | | ✓ | ✓ | | |
| Experience of commercial development | | D | ✓ | ✓ | | |
| Behavioural qualities | | | | | | |
| Courteous and Respectful | E | | ✓ | ✓ | | |
| Kind and Helpful | E | | ✓ | ✓ | | |
| Responsive Communication | E | | ✓ | ✓ | | |
| Effective and Professional | E | | ✓ | ✓ | | |
| Other | | | | | | |
| Meet Fit and Proper Person expectations in line with Care Quality Commission requirements | E | | ✓ | ✓ | | |
| Credibility to represent the community interest | E | | ✓ | ✓ | | |
| Member of Foundation Trust (live within the Trust's membership area) | E | | ✓ | | | |
| Meet relevant time commitment | E | | ✓ | ✓ | | |

Assessment Criteria: A – Application, I – Interview, T – Test, R - Reference