



Role Purpose

Collectively, the Board of Directors is responsible for the performance of the organisation to deliver high quality care and effective use of resources. The Non-Executive Directors play a vital and independent role in developing strategy and setting the direction of the Trust as well as overseeing the performance of the Executive Directors to meet the agreed goals and objectives of the Trust.

Main Duties and Responsibilities

Leadership

- Monitor appropriate governance of the Trust which complies with the right laws and regulations, that its strategies are robust, its business plans achieved, and stakeholder and patient interests are protected
- As a member of the Board, assess and monitor the culture of the organisation, celebrating success and taking corrective action as required, together with investing in, rewarding and promoting the wellbeing of our people
- Have the ability to analyse Board papers and other statistics and elicit the knowledge needed to perform the role effectively while respecting executive operational responsibility and authority
- Establish and maintain structured contact with fellow Non-Executive Directors and Executive Directors to share best practice between meetings
- Model the Trust values, ensure these are widely communicated and that the behaviour of the Board is entirely consistent with those values
- Promote high standards of corporate governance and personal integrity
- Work effectively with stakeholders, including Council of Governors and public membership through a programme of engagement events and activities
- Provide independent scrutiny ensuring excellence in management
- Attend and contribute to Board of Directors' meetings and Board development activities



- Attend the annual members' meeting and meetings with the Council of Governors and its subgroups, as appropriate
- Act as an ambassador for the Trust in the wider health and care environment through meetings and events attendance and networking opportunities with the wider community

Strategy

- As a member of the Board of Directors contribute to the setting of the Trust's strategic vision, aims and objectives ensuring the necessary resources are in place
- Monitor delivery of the Annual Plan

Performance

- Seek assurance that the Trust operates effectively, efficiently and economically
- Support the continued financial viability and long-term sustainability
- Monitor the achievement of financial and quality targets and the requirements of stakeholders within available resources
- Contribute to the objectives of the Integrated Care Partnerships (ICPs) and Integrated Care Boards (ICBs)
- Undertake such training as is necessary to fulfil the role, including any mandatory training requirements
- Participate in an annual review and appraisal with the Chair

Governance

- Monitor and seek assurance on the comprehensive framework of governance and system of internal control established across the Trust so that risks are effectively managed
- Support compliance with regulatory standards



- Promote the systematic delivery of excellent, safe, compassionate care that is patient and family centred
- Actively support the Board of Directors working in conjunction with the Council of Governors to promote the interests of Foundation Trust Members
- Determine the appropriate level of remuneration for Executive Directors (through membership of the Remuneration Committee)
- As Chair and members of committees of the Board of Directors ensure information flows are timely and appropriate and the necessary assurances are sought and reported effectively
- Effectively engage with key stakeholders

PERSON 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
- Be independent minded and have integrity



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
- A clear understanding of our culture, values and the demographics and the community that we serve
- 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



SWASFT believes the Board should represent its workforce and the communities they serve, and so is committed to appointing diverse, talented, and high-performing individuals, welcoming applications from candidates from underrepresented communities.

Appointments are made in keeping with SWASFT'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.