



HUNTER

Executive talent for the healthcare sector



Royal Berkshire
NHS Foundation Trust

Non Executive Director

Candidate information pack

March 2021



Welcome

The Royal Berkshire NHS Foundation Trust has a rich history of providing healthcare to the people of Reading, West Berkshire and South Oxfordshire, touching the lives of more than half a million of our residents every year. We are committed to innovation, always looking ahead to the challenges of the future, the health and wellbeing of the people we serve and developing and investing in our amazing staff.

This is a challenging time to be working in the NHS, but it is also one rich in opportunity and we know that we are in a strong position to deliver on our vision of working together to provide outstanding care for our community.

To support us on our journey and help us to build on our success as a digital exemplar, we are looking for a new Non-Executive Director. The ideal candidates will have well-developed leadership skills gained at a senior management/Board level in a technological, IT, information management or artificial intelligence environment. Beyond this, candidates will need to demonstrate experience of working inclusively with diverse populations, good communication and interpersonal skills and the ability to think independently, challenge appropriately and work effectively as part of a team.

Please note, candidates must live in one of the Trust's constituent areas and Interviews have been scheduled for 10 June 2021.

To learn more please contact our recruitment consultants Rhiannon Smith and Jenny Adrian at Hunter Healthcare on jadrian@hunter-healthcare.com or phone: **07939 250362**.

Graham Sims
Chair

Who we are

The Royal Berkshire NHS Foundation Trust is the main provider of hospital services for the population of Reading, Newbury, Wokingham and the towns and villages of west Berkshire.

At our heart we are a local hospital that works with NHS and social care partners to provide excellent healthcare services for over 500,000 people who live in our catchment area. We also provide specialist hospital services beyond the county's borders.

We employ more than 5,500 staff from 39 different nationalities and deliver care from a network of facilities across sites in Bracknell, Henley-on-Thames, Reading, Thatcham and Windsor.

Each year we are responsible for efficiently and effectively spending more than £400m of NHS resources on the services we provide.

As a founder member of the Berkshire West Integrated Care System, we are one of NHS England's demonstrator sites for integration between primary, community, mental health and acute healthcare services.

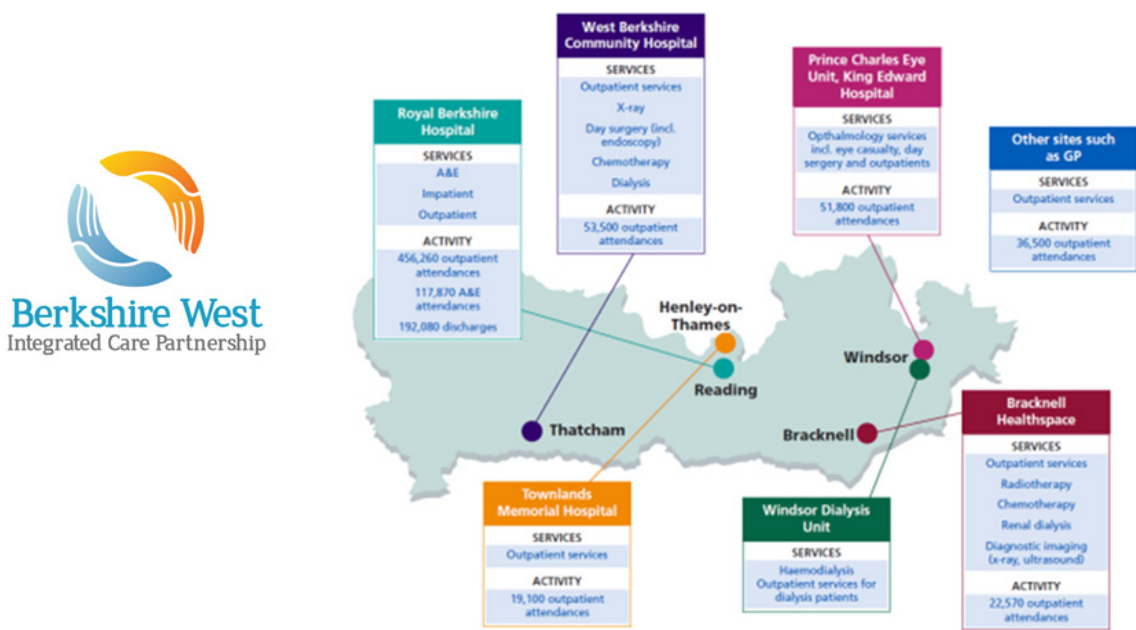
We are actively involved in research and development which supports our high quality work and benefits both patients and staff. We offer great careers for doctors, nurses, midwives and other professions.

We have a rich history of providing healthcare to the people of Reading, west Berkshire and south Oxfordshire. Our legacy is one of innovation and change, always looking ahead to the challenges of the future, and the health and wellbeing of the people we serve.

To make our vision a reality, we will be working in partnership with our staff, our patients and visitors, our health and social care colleagues, and with other local organisations across the community. We will look to innovate, make the best use of new technologies and learn from our failures and our successes so that we are better today than yesterday.

It is a challenging time to be working in the NHS but the dedication of our staff means that we are in a strong position to deliver. Services at the Royal Berkshire Hospital have been rated as 'outstanding' by the Care Quality Commission and as a Trust we achieved a 'good' rating. We offer some of the shortest waiting times in the country and the outcomes we achieve are among the highest for a hospital of our type.

We are confident that we can build on these successes by harnessing the capabilities of our staff, driven by our values which underpin our learning culture. We work hard to listen and engage with our staff about the issues that matter to them and invest in them so they can develop their skills and build fruitful and rewarding careers.



Our Values

Our values are a focus for how our staff and volunteers work with each other to provide care for our patients. These values are a set of guiding principles to refer to when making decisions and interacting with people and they help us to work together to continuously improve the organisation and ourselves.

Royal Berkshire NHS Foundation Trust

Inspected and rated

Good



7 January 2020

COMPASSIONATE:

All our relationships are based on empathy, respect, integrity and dignity. In every interaction and communication, we treat colleagues, patients and their families with care and understanding.

ASPIRATIONAL:

We strive to continuously improve, to be the very best that we can be – as individuals and as an organisation.

RESOURCEFUL:

We live within our means. We respond to the challenges of today and tomorrow in effective, efficient, innovative and optimistic ways.

EXCELLENT:

We commit to excellence in everything that we do – placing patient safety and quality at our heart. We learn from mistakes, we do what we say we are going to do and hold ourselves and colleagues to the highest standards.

Our Vision

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Our strategy 'Vision 2025' sets out who we are and what we stand for, as well as describing the current challenges we face and our priorities for the future. We hope it inspires you and gives you confidence, that the Royal Berkshire NHS Foundation Trust has the vision, the determination, and the people it takes to create an even better future for our patients.



**WORKING TOGETHER TO PROVIDE
OUTSTANDING CARE FOR OUR COMMUNITY**

What we have achieved

- Our services provide some of the best clinical performances in the country such as our hyper-acute stroke service, our heart attack centre and our cancer services.
- The CQC recognised that the services we provide from the Royal Berkshire Hospital are 'outstanding' and that across our whole organisation services are 'good'.
- We have increased capacity and established additional services on some of our sites; for example, dialysis is now available in Bracknell, Reading, Thatcham and Windsor.
- We are one of the best rated acute trusts for doctors in training.
- We are valued by patients with consistently high levels of satisfaction. The Friends and Family test places us in the top 10% of hospitals in the country.
- We are a Fast Follower of the national Global Digital Exemplar initiative, working to improve NHS digital technology.
- We are one of the most research-active district general hospitals in the country and one of the top recruiters of patients into trials.
- Our academic relationships allow us to develop our workforce and the clinical leaders of tomorrow.

Our Mission

- Continuing to provide our community with the full range of acute healthcare services that they need, as close to their homes as we can.
- Striving to ensure that the services patients receive from us are as safe as possible and that the outcomes we deliver are on a par with the best the NHS can offer.
- Working with partners to deliver more integrated health and care services.
- Engaging more extensively in clinical and non-clinical research to bring new techniques and technologies to our patients.
- Being a leader of workforce, clinical, operational and digital change in the NHS.
- Becoming a learning focussed organisation, making the most from both our successes and our failures and being a place where people can develop their skills and build fruitful and rewarding careers.
- Fully participating in the economic and civic life of the towns and places that we serve, acting as an asset and resource for our community.



Our strategic priorities

To support the delivery of our vision we have identified five strategic priorities:

- Provide the highest quality care and ensure that safety and quality for every patient is our top priority and all our services are outstanding every day of the week.
- Invest in our staff and live out our values to ensure that we can recruit, support, motivate, develop and reward the highest calibre staff.
- Drive the development of integrated services by working with our system partners and harnessing modern technology to deliver more care closer to home, provide a seamless service for patients and support improvements in wellness and prevention.
- Cultivate innovation and transformation to make the most from advancements in medical practice and technology.
- Achieve long-term financial sustainability which will allow the Trust to invest in developing and improving services for patients and renewing the buildings from which we operate.

At the beginning of each year we will identify priority actions in each area as part of our operational planning cycle. The Board will monitor progress against each priority on a regular basis and report on our performance in our annual report. In March 2017 we launched 'What Matters', a big conversation with our staff about our values and how this affects all of our behaviours.

In the first nine months, more than 3,000 staff across all occupational and professional groups, specialities and Trust locations have taken part in 'What Matters'. We continue this conversation and will build a values-based behavioural framework which will shape and form our culture.

2018  2025

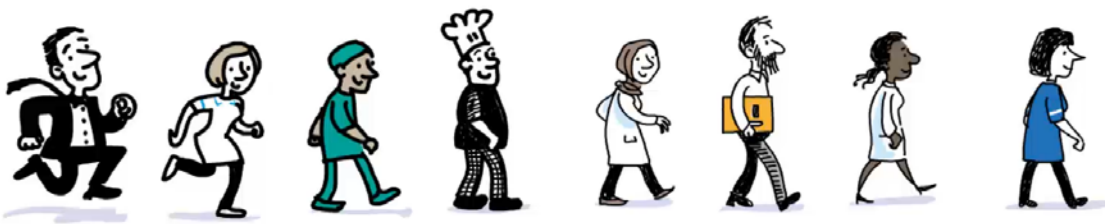
PROVIDE THE HIGHEST QUALITY CARE

INVEST IN OUR STAFF & LIVE OUT OUR VALUES

DRIVE THE DEVELOPMENT OF INTEGRATED SERVICES

CULTIVATE INNOVATION & TRANSFORMATION

ACHIEVE LONG TERM FINANCIAL SUSTAINABILITY



2018  2025

What our vision means:



For patients

- Patients receive 'outstanding' services every day across all our sites.
- More services are provided outside the hospital borders and closer to your home and through digital channels.
- Reducing the use of paper communication between patients and the Trust and increasing use of online technologies.
- More specialist skills and services are available locally, reducing the need for patients to travel out of area for treatment and care.
- Most of our patients have the opportunity to take part in pioneering research and clinical trials.
- Services are integrated with other providers such as GPs and community service providers.
- More of our time is spent on prevention and promoting wellness.

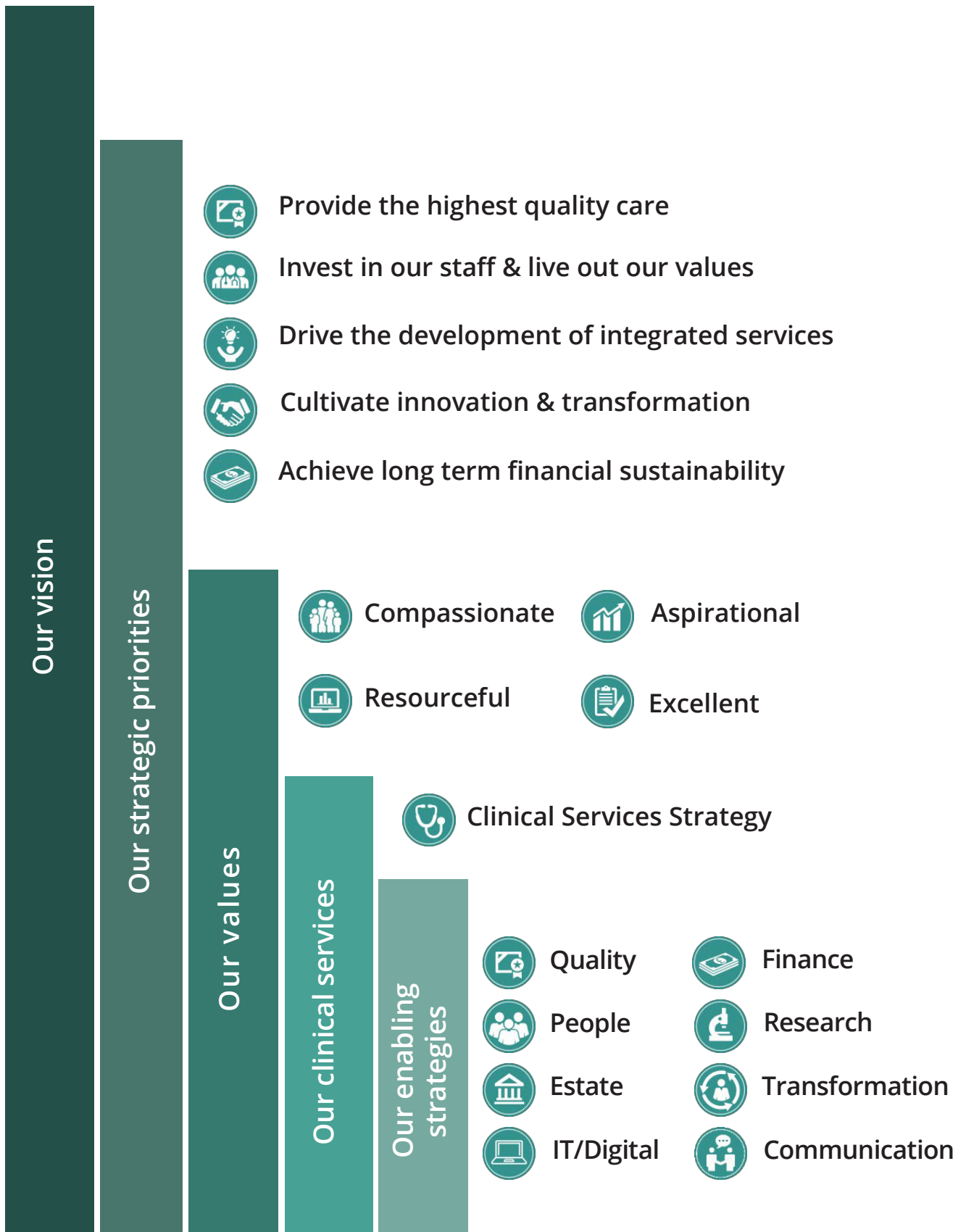
For staff

- Our staff consider the Trust a great place to work.
- We offer a wide range of opportunities for personal and professional development.
- We are recognised by NHS employers as a pioneer of new roles.
- We will have greater representation of minorities in management and leadership positions.
- More of our staff have the opportunity to conduct research from RBFT.
- More work is in multi-disciplinary teams and in the community.
- There are new facilities and IT infrastructure to support staff in their roles.
- We have opportunities to show other parts of the NHS how we did it.
- We are a values driven organisation.

For the community

- Our partnerships with local technology and life cycle companies and the University are one of the drivers of economic growth in Reading.
- We provide local people with the opportunity to build the skills needed in modern healthcare.
- We have preserved the historic hospital buildings on the London Road site for the benefit of future generations.
- Working with our partners in local government we have improved transport and access to all of our sites.

Our framework to achieve Vision 2025



Job Description

Job Title	Non-Executive Director
Accountable to	Chair of the Trust
Responsible for	Foundation Trust Non-Executive Directors are Directors of a public benefit corporation whose Board is a unitary Board. The members therefore carry the shared corporate responsibility for the business success, the culture of the organisation and the probity of its behaviours. Their main duties are, through the Board of Directors and through direct support as appropriate, to ensure that the Trust delivers continuously improving high quality, affordable and sustainable patient services and care.
Key Relationships	<ul style="list-style-type: none"> ● Trust Board ● Council of Governors
Job Purpose	<p>As a member of the Board of Directors</p> <ul style="list-style-type: none"> ● contribute to the development of the strategy, and the appropriate culture of the Trust ● monitor Trust performance and governance across the range of indicators and, through scrutiny and constructive challenge, obtain assurance that the Trust: <ol style="list-style-type: none"> a. Continuously improves patient care and the overall patient experience b. Is and remains at all times commercially and materially viable and its plans are sustainable c. Meets its statutory, policy and governance obligations

Principle Responsibilities

- To contribute to developing and upholding the Trust's strategy, mission, vision and values, ensuring that the Trust's obligations to its staff, stakeholders and the wider community are understood and fairly balanced at all times.
- Assist fellow Directors in setting the Trusts strategic objectives and in ensuring that the necessary financial, physical and human resources are in place for the Trust to meet its objectives, and that efficiency and performance is effectively monitored, challenged and reviewed.
- To receive and review performance reports and information and scrutinise progress against those plans to ensure that, where appropriate, action is taken to improve performance holding the Executive to account as appropriate on outcome targets - e.g. financial sustainability and patient experience/safety.
- As a member of the Board, set the tone of the organisation and through effective leadership behaviours help to influence and shape the culture of the organisation, particularly in relation to developing staff commitment and ownership of the Trust's strategy, mission, vision, values and objectives and seeing this translate into behaviour.
- Support fellow Directors in providing good leadership, within a framework of prudent and effective controls that enable risks to be assessed and managed.
- As both a Non-Executive Director and a member of the Board participate in and promote a partnership approach as required within but not limited to, the Integrated Care Partnership and System.
- Provide guidance and support to Directors, including coaching or mentoring as appropriate.

- To foster and drive a fully inclusive and diverse organisation in all appointments, activities and decisions. To accept no excuses.
- To engage positively and collaboratively in Board discussions, supporting and constructively challenging the Board of Directors, including the Chairman and Chief Executive, to ensure the Board conforms to the highest standards of corporate governance, acts in the interests of the population it serves and other stakeholders and is accountable for the services provided and the resources deployed.
- To commit to working to and encouraging the highest standards of probity, integrity and governance and to seek assurance that effective operational governance and control arrangements are in place to secure high levels of quality and value for money.
- To seek assurance that processes and procedures are established to deliver high quality professional, clinical, governance, financial and personal standards and behaviours across the Trust.
- Adhere to the Foundation Trust's Constitution and License, the NHSI Code of Governance, Foundation Trust policies, Standing Financial Instructions, Scheme of Delegation and Reservation of Powers.
- Chair or participate in designated committees established by the Board of Directors and to support the work of the Council of Governors.
- To work with the Council of Governors in accordance with its constitution and agreed practices to ensure that issues raised by their constituents are considered by the Board of Directors.
- At the request of the Chair, to take a particular interest in or lead role on specific matters in support of the key activities, principles and objectives of the Trust Board.
- To represent the Trust in dealings with national, regional or local bodies or individuals to ensure that the views of a wide range of stakeholders are considered and the position of the Trust is enhanced.
- Help relationships with other Trusts, the private sector, and other stakeholders, ensuring that the Trusts strategic direction takes account of the competitive and other forces at work in its environment, in the wider sense.
- Participate in programmes of internal and external engagement to support the broadening of awareness of the Trust priorities, plans and issues.
- Provide feedback and contribute to the effectiveness of Governors and the Executive.
- Take responsibility for own personal development and contribution.

Supplementary Notes

- The Non-Executive Director is an office holder not an employee of the Foundation Trust.

Person Specification

Essential Requirements	Desirable Requirements
<ul style="list-style-type: none"> ● Well-developed leadership skills. ● Experience of working inclusively with diverse populations and representing a range of interests within a local and regional community ● Experienced Director with senior management and/or Board level experience having worked in a technological, IT, information management or artificial intelligence environment. ● Skills/ability to provide both support and challenge to Director colleagues in a balanced and constructive way. ● A strong commitment to the NHS and an interest in healthcare issues. ● A good knowledge of corporate governance issues. ● Good communication and interpersonal skills, ability to engender respect from others, and work effectively as part of a team. ● Accustomed to a high level of accountability and comfortable operating in a complex environment. ● The ability to bring independent judgement to debates and influence thinking. 	<ul style="list-style-type: none"> ● Experience in strategic thinking and strategy development ● Understanding of NHS structures and regulatory environment.

How to apply

The closing date for applications is **2 May 2021**. Applications should be made by submitting a full and updated CV, with a covering letter of no more than two sides of A4. Your supporting statement should give evidence of how you meet the requirements of the person specification relating to the role.

Along with your application, please include:

- Contact details for up to four referees (who will not be contacted without your permission)
- A contact email address and telephone number
- A completed **Equal Opportunities Monitoring Form** and **Fit and Proper Person Monitoring Form**.

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

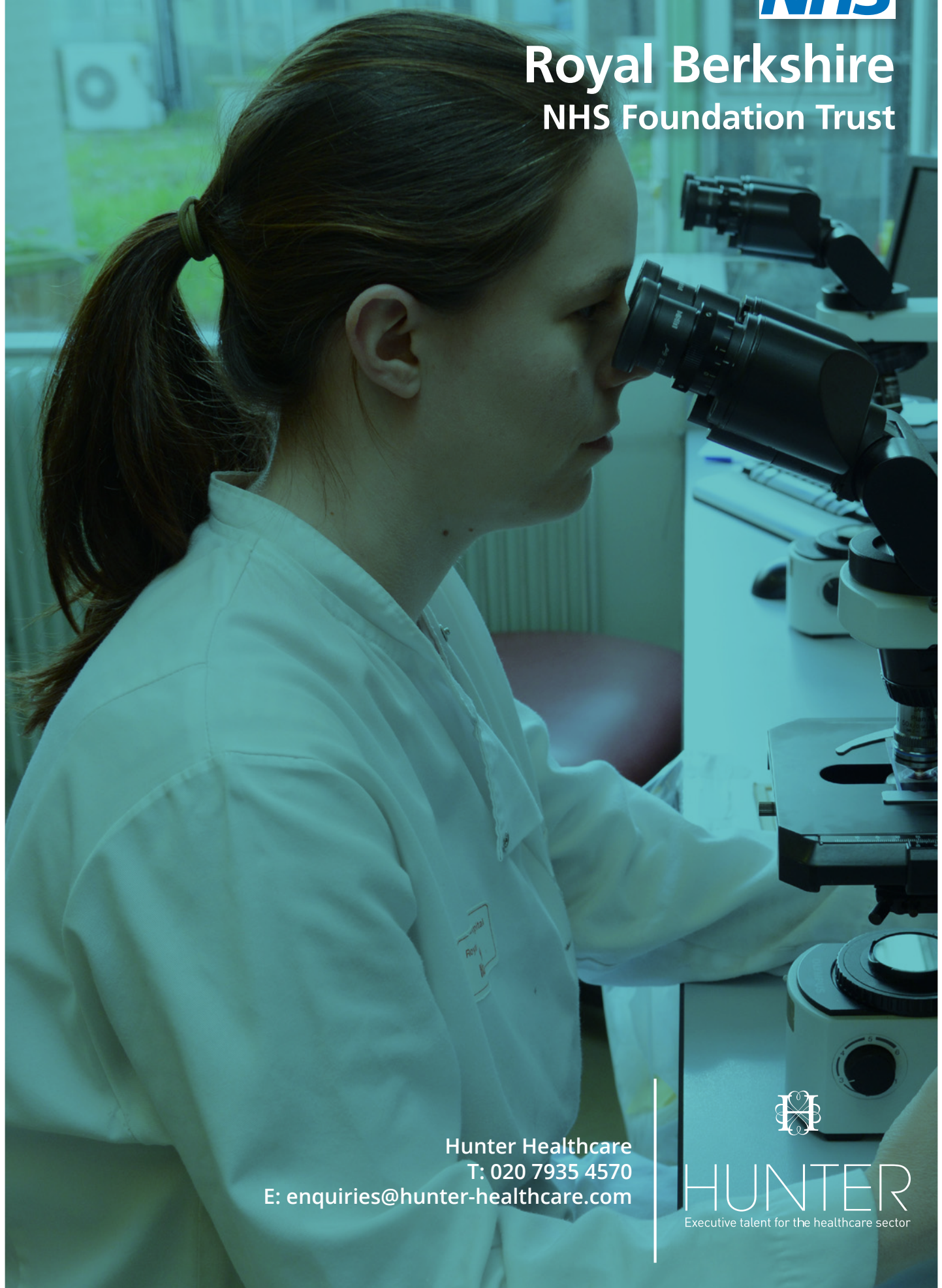
For an informal conversation about the post, please contact Rhiannon Smith or Jenny Adrian at our recruitment partners, Hunter Healthcare by email: **jadrian@hunter-healthcare.com** or phone: **07939 250362**

KEY DATES:

Application Deadline	2 May
Shortlisting	w/c 24 May
Stakeholder Engagement	w/c 31 May
Selection Event	10 June



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