



Cumbria, Northumberland,
Tyne and Wear
NHS Foundation Trust



OLDER
PEOPLE
SERVICES

INPATIENT CARE

LEARNING
DISABILITIES

MOTHER AND BABY UNIT
SPECIALIST SERVICES

DRUG AND ALCOHOL SERVICES

COMMUNITY SERVICES

RECOVERY

CHILDREN AND YOUNG PEOPLE'S SERVICES

NEUROREHABILITATION

DISABILITIES

PSYCHIATRIC
INTENSIVE CARE

PSYCHOLOGICAL THERAPY

MENTAL
HEALTH

AUTISM

DEMENTIA
SERVICES

MEMORY
SUPPORT

A GREAT CAREER IN THE GREAT NORTH



Non-Executive Director(s) Vacancy
Candidate Pack – September 2023

Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust

Non-Executive Director(s) vacancy

Typically, 4 days per month (equivalent)

Remuneration £13,500 per annum

We are seeking to appoint 2 Non-Executive Directors to join our Board. The role will require individuals whose personal values are aligned to those of the NHS and of CNTW. If you can answer the following questions positively, please contact Debbie Henderson, Director of Communications and Corporate Affairs to discuss the role further.

- Do you keep service users and carers at the centre of all you do and, in your mind, and heart?
- Are you committed to good relationships with the Governors, members of the Board and our colleagues of every profession and occupation?
- Can you lead and manage, support others to manage and encourage leadership throughout the Trust?
- Do you understand that CNTW cannot deliver for the people we serve on our own and that relationships with Local Government, Primary Care Networks, the Third Sector and all our partners are fundamental to all we do?
- Can you fulfil the role of Non-Executive Director of a Statutory organisation and play a full part in the work of the Integrated Care System?
- Can you work with our Staff Networks and Service User and Carer Networks, and all our colleagues to progress the Equality, Diversity and Inclusion agenda and combat discrimination of any kind?
- Will you do your best to live the values of CNTW – caring and compassionate, respectful, honest, and transparent?

If you can answer these questions positively, you could be our next Non-Executive Director. The Trust would welcome applications from candidates with any of the following backgrounds:

- Local Authority, Social Care or other public sector experience
- Lived experience of living with mental health issues and/or disabilities

To make the best possible decisions, CNTW require diverse, inclusive, and compassionate leadership. To have a Board made up of people with a mix of experience and skills gained from a range of backgrounds and lived experience brings fresh ideas, greater challenge and more robust decision making, helping us make a positive difference to the lives of people in our communities.

In doing so, we try to be reflective of our local communities in terms of gender, ethnicity, disability, sexuality, will be more equipped to understand the communities and patients we serve and have a genuine commitment to service users and carers and the promotion of excellent mental health care services.

CNTW values lived experience on the same level as that of learned and practised expertise. Our lived experience Non-Executive Director will require a patient and community focus, have a strong commitment to the provision of high quality and safe care for patients, and will have a commitment to tackling health inequalities in disadvantaged groups.

They will also be required to demonstrate a strong understanding of the role of a unitary Board, and the associated statutory responsibilities and accountabilities outlined in the main job description. For this role, there will be more flexibility in the ability to meet the requirements of the Person Specification (in terms of the 'essential' and 'desirable' criteria) to reflect the different experience required for this role.

How to apply

Applications should be submitted by sending a full CV (covering a minimum of six year employment history) and a supporting statement outlining how can meet the requirements of the role, in the context of the job description, person specification and questions outlined in the advert. All CVs and supporting statements should be sent via email to corporateaffairs@cntw.nhs.uk

If you have any queries regarding the application process, please contact Debbie Henderson, Director of Communications and Corporate Affairs via email at debbie.henderson@cntw.nhs.uk

Should you be interested in this role and would like to have an informal discussion with Darren Best, Chair Designate or James Duncan Chief Executive, please contact the Corporate Affairs Team via email at corporateaffairs@cntw.nhs.uk.

Closing date for applications: **Midnight Sunday 22 October 2023**

Interviews will be held over two days during week commencing 6 November 2023

Please note: successful candidates will be subject to the NHS England Fit and Proper Person Test Framework requirements

Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust

The Trust works from more than 70 sites across Cumbria, Northumberland, Newcastle, North Tyneside, Gateshead, South Tyneside, Sunderland and Middlesbrough. We also run a number of regional and national specialist services. Along with partners, we deliver support to people in their own homes, and from community and hospital-based premises, making CNTW one of the largest NHS Foundation Trusts of its kind in the country. We have more than 7,000 people working for us and a budget of over £380 million.

In August 2016 we were rated 'Outstanding' by the Care Quality Commission, one of the first mental health Trusts in the country to achieve this. In 2018 we were again awarded an 'Outstanding' rating.

Although this recognition of the work done by our colleagues is very welcome, like other Trusts providing autism, learning disability, neuro-disability and mental health services, CNTW is facing immense challenges including the rising demand for services and staffing shortages.

At the heart of all we do is a commitment to developing services that enable and empower our service users to reach their potential and live fulfilling lives.

Background information

CNTW was formed in 2019 when the mental health and learning disability services in North Cumbria were transferred to Northumberland, Tyne and Wear NHS Foundation Trust. Northumberland, Tyne and Wear NHS Foundation Trust was created back in 2006. This was through the merger of three different NHS Trusts: Newcastle, North Tyneside and Northumberland Mental Health NHS Trust; South of Tyne and Wearside Mental Health NHS Trust; and Northgate and Prudhoe NHS Trust.

Since then, there have been some dramatic changes that have helped shape how we care and support the people we serve. For instance, we have been able to provide some state-of-the-art facilities, which have dramatically improved inpatient services.

The Trust provides support to people in the communities of Cumbria, Northumberland, Newcastle, North Tyneside, Gateshead, South Tyneside, Sunderland and Middlesbrough working with a range of partners to deliver care and support to people in their own homes and from community and hospital-based premises. Our main hospital sites are:

- Walkergate Park, Newcastle upon Tyne;
- St. Nicholas Hospital, Newcastle upon Tyne;
- St. George's Park, Morpeth;
- Northgate Hospital, Morpeth;
- Hopewood Park Hospital, Sunderland;
- Monkwearmouth Hospital, Sunderland;
- Ferndene, Prudhoe;
- Carleton Clinic, Cumbria.

Our commitment to Equality, Diversity and Inclusion

Equality is about creating a fairer society where everyone has the opportunity to fulfil their potential. Diversity is about recognising and valuing difference in its broadest sense. Inclusion is about an individual's experience within the workplace and in wider society and the extent to which they feel valued and included (*NHS Employers*).

We commit to promoting equality, fairness and respect for all in our employment, whether temporary, part-time or full-time, as well as for volunteers, bank and agency workers.

We are working hard together with our staff Networks: Cultural Diversity Network; LGBT+ Network; and Disability Network, to prevent discrimination of any kind. This includes creating a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all colleagues are recognised and valued.

Promoting equality, diversity and inclusion is at the heart of our Trust values. We aim to employ a workforce which is as representative as possible of our local population including ensuring our Board of Directors are representative of the communities we serve. You can find further information on our commitment to equality, diversity and inclusion [here](#).

NTW Solutions Limited

The Trust established NTW Solutions Limited as a wholly owned subsidiary company, which became operational in April 2017. Wholly owned subsidiary companies are an organisational and governance form that NHS Foundation Trusts can legally establish to manage part of their organisation. Wholly owned subsidiary companies are separate legal entities. NTW Solutions Limited is part of the "CNTW Group", sharing the vision and values of the Trust in carrying out its activities, with the Trust holding 100% of the Company's shares. All profits generated by NTW Solutions are retained and reinvested by the Trust as part of the CNTW Group.

NTW Solutions provides our estates and facilities management services and a range of other services including workforce recruitment; staff records; procurement; materials management; some financial services; car leasing and other staff benefit schemes; digital dictation; and outpatient pharmacy dispensing.

Our vision, values, and strategic objectives

Our vision:

**To work together, with compassion and care,
to keep you well over the whole of your life.**

Our values:

Our values are what bind us. We have considered these in the light of what people have asked of us. We believe that these are the values that we share together, and that we need to uphold if we are to meet our commitments:

We are caring and compassionate...

because that is how we'd want others to treat those we love.

We are respectful...

because everyone is of equal value, is born with equal rights and is entitled to be treated with dignity. We want to protect the rights of future generations and the planet that sustains us all.

We are honest and transparent...

because we want to be fair and open, and to help people make informed decisions.

Our five ambitions

To deliver our commitments and the care that we want to achieve, we have five ambitions in this strategy:

- 1. Quality care, every day** – We want to deliver expert, compassionate, person-led care in every team, every day.
- 2. Person-led care, when and where it is needed** – We will work with partners and communities to support the changing needs of people over their whole lives. We know that we need to make big, radical changes. We want to transfer power from organisations to individuals.
- 3. A great place to work** – We will make sure that our workforce has the right values, skills, diversity and experience to meet the changing needs of our service users and carers.
- 4. Sustainable for the long term, innovating every day** – We will be a sustainable, high performing organisation, use our resources well and be digitally enabled.
- 5. Working with and for our communities** – We will create trusted, long-term partnerships that work together to help people and communities.

Developing this strategy to reflect what's important

To develop our strategy, we asked service users, carers, their families, our staff and partners to describe what matters to them.

They asked us to work together, with them in mind, with compassion, humanity and care. This is at the heart of this strategy.

We have developed long-term commitments in response to these asks, which will guide everything we do. We know that we are not currently achieving these commitments – but we want them to be our guide. We want these commitments to be our inspiration for how we work and how we change over the years ahead.

Our aim is to deliver on these commitments every day, in every contact. In this document we set out how we will meet these commitments, through our vision, our values, and the ambitions that we are setting ourselves.

Our commitments

Commitment to our service users:

- Understand me, my story, my strengths, needs and risks. Work with me and others, so I can keep healthy and safe;
- Protect my rights, choices and freedom;
- Respect me and earn my trust by being honest, helpful and explaining things clearly;
- Support me, my family and carers in an effective, joined-up way that considers all my needs, and
- Respond quickly if I am unwell or in crisis, arranging support from people with the right expertise. Make sure I don't have to keep repeating my story.

Commitment to our families and carers (also known as our 'Carer Promise'):

- Recognise, value and involve me;
- Work with me to ensure you're aware of my needs as a carer;
- Listen to me, share information with me, and be honest with me when there is information you can't share;
- Talk with me about where I can get further help and information, and about what I can expect from you.

Commitment to our staff:

- Respect me for who I am, trust me, value me and treat me fairly;
- Allow me freedom to act, to use my judgement and innovate in line with our shared values;
- Protect my time by making systems and processes as simple as possible so I can deliver the work I aspire to, learn, progress and get a balance between work and home;
- Offer me safe, meaningful work and give me a voice, working as part of a team that includes other professions and services, and
- Support me with compassionate managers who communicate clearly and understand what it's like to do my job.

Commitment to our partners and communities:

- Explain what to expect from CNTW;
- Help us to fight illness, unfairness and stigma;
- Make sure that organisations talk to each other and put the needs of people's before their own. Share responsibility for getting things right;
- Get to know local communities. Respect their wisdom and history;
- Be responsible with public funds;
- Share our buildings, grounds and land; and
- Protect the planet.

The challenges and opportunities

As the NHS strives to continue to provide high quality services and to live up to the high expectations of patients and the public, we must have regard to today's challenges and anticipate the challenges of the future. People are living much longer which is good news, but an ageing population presents a number of serious challenges for the health and social care system. The cost of providing care is getting more expensive and the NHS is facing these challenges at a time of unprecedented austerity and adjusting to an era of much tighter public finances.

Our world feels very challenged. We are recovering from a global pandemic. We are living through a cost-of-living crisis, which makes it hard for a lot of people to make ends meet. And we feel the impact of war in Europe and other parts of the globe. Health and care services are stretched to limits as demand for help grows. We can feel threatened, and we certainly understand the impact that this has on our mental wellbeing. This is a time of struggle. But it is also a time of great opportunity.

We need to change. Over the years our health and care systems have become competitive, divided and in many ways disjointed. We have also seen funding levels slow and in some sectors decline. And the pandemic has opened great holes where there were gaps in care. And this has hit the most vulnerable in our communities harder, at the same time as the gap between rich and poor is growing.

Our opportunity now is to think differently, to be bold and radical in our thinking. We have integrated care systems that bind us together rather than a competitive world that sets us apart. Now is the time for us to build relationships with our partners in primary care, the charitable and voluntary sector, with local authorities and other health providers. Together we can work better, simpler, and create time to focus on the things that matter to the people and communities we serve. [Our strategy](#) sets out our vision for what this can look like.

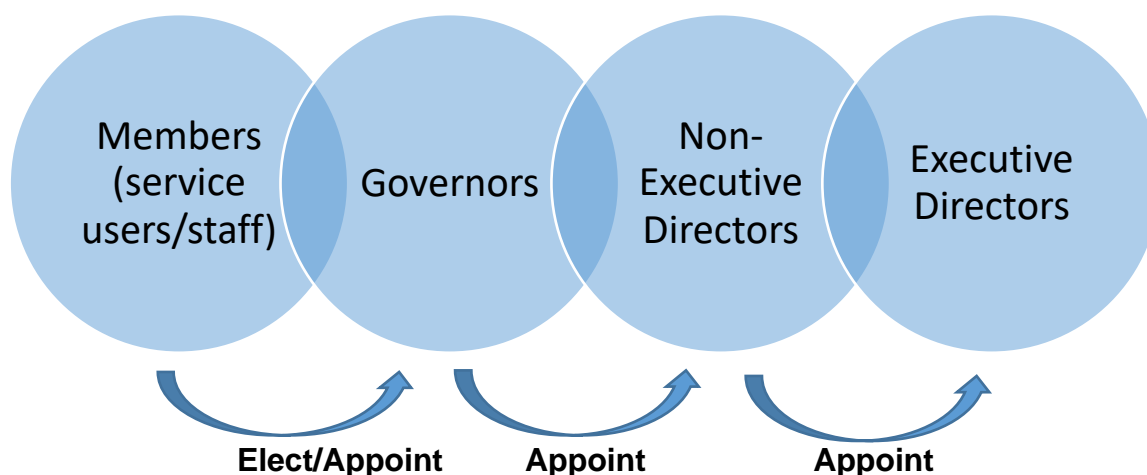
The North East and North Cumbria Integrated Care System (NENC ICS)?

Now, more than ever before, health and care services need to work together to deliver the right care, at the right time and in the best place. The NHS Long Term Plan, published 7 January 2019, makes it clear that ICSs are central to bringing together local organisations, to redesign care and improve health.

The ICS for the North East and North Cumbria is not about developing a new organisation or structure. It's about looking at new ways of working for the benefit of all patients and staff. The NENC ICS brings together health and social care organisations to agree joint priorities and decide how best to deliver efficient services where there is a common need or opportunity. By collaborating and making best use of combined resources, including technology, data, money, and our workforce, we have a shared focus on improving the health and wellbeing of people in all communities.

The ICS supports joint decisions and make it easier to work 'at scale' on common issues which are bigger than one organisation. This results in planning and tailoring care for local populations and communities by working across local boundaries to reduce some of the costs associated with planning and delivering services, in addition to sharing what works best to improve the health of local people.

The CNTW Accountability Framework



Our members (including service users, staff, and stakeholders)

As a Public Benefit Corporation, CNTW has members. We have four membership constituencies to represent stakeholder interests:

- Public constituency;
- Service users and carers constituency;
- Staff constituency;
- Partner organisation constituency.

Members elect public, service user and carer Governors into post, and key partner organisations appoint representatives to the Council of Governors. Membership ensures that NHS Foundation Trusts truly represent and understand the needs of their local communities in the development of services and delivery of strategy and objectives.

The Trust's Constitution provides further detail on the governance of the Trust and the accountability framework. The Constitution is available at <https://www.cntw.nhs.uk/about/publications/trust-constitution-september-2019/cntw-constitution/>

The Council of Governors

The duties of the Council of Governors include:

- To hold the Non-Executive Directors to account for the performance of the Board of Directors, which includes ensuring the Board of Directors acts so that the Trust does not breach the terms of its Provider Licence.
- To represent the interests of the members of the NHS Foundation Trust as a whole and the interests of the public.
- Appoint and, if appropriate, remove the Chair.
- Appoint and, if appropriate, remove the other Non-Executive Directors.

- Decide the remuneration and allowances, and other terms and conditions of office, of the Chair and the other non-executive directors.
- Approve (or not) any new appointment of a Chief Executive.
- Appoint and, if appropriate, remove the Trust's Auditor.
- Contribute to the Trust Forward Planning process.
- Approve significant transactions (including mergers, acquisitions etc.).
- Approve amendments to the Trust's constitution;

The role of the Board of Directors

The Board of Directors will consist of eight Non-Executive Directors including the Chair and six Executive Directors including the Chief Executive. They are collectively responsible for the exercise of the powers and the performance of the Trust. As a unitary Board all directors have joint responsibility for every decision of the Board of Directors and share the same liability. This does not impact upon the responsibilities of the Chief Executive as the accounting officer.

The general duty of the Board and of each director individually, is to act with a view to promoting the success of the organisation to maximise the benefits for the members of the Trust as a whole and for the public.

Its role is to provide entrepreneurial leadership of the Trust within a framework of prudent and effective controls, which enables risk to be assessed and managed. It is responsible for:

- Ensuring the quality and safety of healthcare services, education, training and research delivered by the Trust and applying the principles and standards of clinical governance set out by the Department of Health, NHS England, the Care Quality Commission, and other relevant NHS bodies.
- Setting the Trust's vision, values and standards of conduct and ensuring that its obligations to its members are understood, clearly communicated and met. In developing and articulating a clear vision for the Trust, it should be a formally agreed statement of the Trust's purpose and intended outcomes which can be used as a basis for the Trust's overall strategy, planning and other decisions.
- Ensuring compliance by the Trust with its licence, its constitution, mandatory guidance issued by Monitor, relevant statutory requirements and contractual obligations.
- Setting the Trust's strategic aims at least annually, taking into consideration the views of the Council of Governors, ensuring that the necessary financial and human resources are in place for the Trust to meet its priorities and objectives and then periodically reviewing progress and management performance.
- Ensuring that the Trust exercises its functions effectively, efficiently and economically.

The Board of Directors keeps its performance and effectiveness under on-going review. It undertakes a self-assessment of effectiveness supported by post Board of Directors' meeting reflections, Board time outs, a development programme, the review of governance arrangements and its committees' annual self-assessment exercise.

The Board of Directors maintains continuous oversight of the Trust's risk management and internal control systems with regular reviews covering all material controls, including financial, operational and compliance controls. The Board of Directors reports on internal control through the Annual Governance Statement as part of the Annual Report and Accounts.

The Board of Directors meets in public ten times per year (excluding Board Away Days).

The appointment of Non-Executive Directors requires approval by the majority of the Governors attending the relevant general meeting.

JOB DESCRIPTION AND PERSON SPECIFICATION

Non-Executive Director (2 vacancies)

The Trust would welcome applications from:

- **Local Authority, Social Care or other public sector experience**
- **Lived experience of living with mental health issues and/or disabilities**

Accountable to: Chair of Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust

Location: Home based, travel to various trust sites is required.

Time commitment: Approximately four days per month

Remuneration: £13,500 NED allowance

Term of appointment: Three years with an opportunity to renew or re-apply.

Job Description

Overall purpose

- Commit to working to, and encouraging within the trust, the highest standards of probity, integrity and governance and contribute to ensuring that the trust's internal governance arrangements conform to best practice and statutory requirements.
- Provide independent judgement and advice on issues of strategy, vision, performance, resources, and standards of conduct and constructively challenge, influence and help the executive board develop proposals on such strategies.
- In accordance with agreed board procedures, monitor the performance and conduct of management in meeting agreed goals and objectives and statutory responsibilities, including the preparation of annual reports and annual accounts and other statutory duties.

Responsibilities

- Contribute to the determination of appropriate levels of remuneration for Executive Directors.
- Participate in your appointed committees and take an active part in other committees (including the remuneration committee) established by the Board of Directors to exercise delegated responsibility.
- Chair sub-committee of the Board, if required as part of the role.
- Bring independent judgement and experience based on commercial, financial, capital investment and governance expertise from outside the trust and apply this to the benefit of the trust, its stakeholders, and its wider community.
- Assist fellow directors in setting the trust's strategic aims, ensuring that the necessary financial and human resources are in place for the trust to meet its objectives, and that performance is effectively monitored and reviewed.

- Assist fellow directors in providing entrepreneurial leadership to the trust within a framework of prudent and effective controls, which enable risk to be assessed and managed.
- Assist fellow directors in setting the trust's values and standards and ensure that its obligations to its stakeholders and the wider community are understood and fairly balanced at all times.
- Engage positively and collaboratively in board discussion of agenda items and act as an ambassador for the Trust in engagement with stakeholders including the local community, dealing with the media when appropriate.
- Sitting on the minimum number of Mental Health Act panels per annum.

Communications and Working Relationships

- Ensure the effectiveness and constructive dialogue and promote harmonious relations with the following bodies as relevant:
 - Board of Directors
 - Council of Governors
 - Stakeholders in the trust's community
 - National healthcare stakeholders; and
 - Regulators including NHS England/NHS Improvement and the Care Quality Commission
- Ensure the provision of accurate, timely and clear information to directors and governors, so that within the boundaries of probity, good governance and risk, the trust meets all its statutory objectives and remains within the terms of its authorisation.
- Participate fully in the work of the Board of Directors and of governors and maintain appropriate links with the Chief Executive and individual directors, as well as with the wider local and national health and social care community.
- Develop high level relationships with key stakeholders, including the trust's financiers, but ensuring that the interests of all stakeholders are fairly balanced at all times.
- Bring balance to the use and influence of external advisers.
- Represent the trust's views with national, regional or local bodies or individuals and ensure that the views of a wide range of stakeholders are considered.

Corporate Responsibilities

- To work at all times in the interests of patient/service user and carers.
- Contribute to the strategic vision of the Trust and the identification of the Trust's objectives.
- Ensure compliance with all corporate governance and statutory requirements.
- Responsible for own health and safety and the health and safety others at work.
- Uphold the values of the trust, to be an appropriate role model and to ensure that the board promotes equality and diversity for all its patients, staff and other stakeholders.
- Be an ambassador for the trust; be knowledgeable and aware of local issues and assist the trust in its efforts to support local regeneration as a major employer.

- Set an example on all policies and procedures designed to ensure equality of employment; Staff, patients and visitors must be treated equally irrespective of gender, ethnic origin, age, disability, sexual orientation, religion etc.

Personal Responsibilities

- Adhere to the Nolan Principles.
- Take responsibility for self-development on a continuous basis, undertaking this in work or development opportunities as appropriate.
- Participate in personal objective setting and review, including the creation of a personal development plan.
- Act as an ambassador for the trust and its services.
- Promote the objectives and ethos of the Trust at all times.
- Respect confidentiality of any confidential information shared during the course of employment.
- To contribute to the work of the board through debate, scrutiny and challenge with particular focus on issues of strategy, performance and governance.
- To undertake a minimum of four visits per annum to wards or other operational areas within the Trust.
- To participate in the work of one or more of the Board sub-Committees, ensuring appropriate challenge and scrutiny, particularly in relation to the presentation and analysis of performance reports and the basis for assurances in relation to compliance with key targets.
- To contribute to the determination of appropriate levels of remuneration for executive directors and other senior managers, and any other work in relation to this committee's terms of reference.

Person Specification

Background and experience

- Empathy, compassion, and an understanding of the complex challenges of mental health and disability issues.
- Board level experience in a large organisation whether gained in the private, public, or voluntary sector, well respected with strong reputation in their chosen field.
- A good knowledge and experience of corporate governance, strategy formulation, change management and financial management.
- Politically astute, able to grasp relevant issues and understand the relationships between interested parties.
- Excellent partnership and relationship management skills; a good understanding of public and voluntary sector organisations.
- Accustomed to being held to a high level of accountability and experienced in holding others to account.
- Ability to understand and accept the legal duties and liabilities of Non- Executive Directors and the regulatory framework in which the NHS operates.
- Experience of leading and delivering transformational change in an open and inclusive way, with a natural ability to communicate with service users and carers, communities and colleagues as well as managing complex political environments.

- Experience of effective joint working with other statutory, third sector or private sector organisations.
- Qualified to be a member of the CNTW NHS FT (please refer to the Eligibility section of the recruitment website).

Attributes, personal qualities and values

- Commitment to continuously improving outcomes, tackling health inequalities, and delivering the best value for money for the taxpayer.
- Commitment to upholding, the NHS principles and values outlined in the NHS Constitution.
- Commitment to ensuring that the organisation values diversity and promotes equality and inclusivity in all aspects of their business.
- Commitment to promoting integration where this is in the patients' best interest.
- Committed to 'system working', partnering across organisations to deliver on key priorities set out in NHS Long Term Plan.
- An effective decision maker who leads by example and can take others with them.
- Flexible and adaptable in approach, enabling them to respond to the situation accordingly.
- Strategic thinker with the ability to communicate a vision and engage followership.
- Personal integrity and commitment to openness.
- Independent in judgment.
- Commitment to the NHS, CNTW and other partners within the system for the benefit of health services and the wider population.
- Exceptional engagement skills; and able to communicate well with a range of people including staff and service users.
- Strong inter-personal skills to contribute to discussions to achieve common goals.
- Ability to represent the Trust at regional and national levels.
- Able to weigh up arguments and summarise key issues.
- Commitment to NHS values and principles; understands aims of NHS Foundation Trusts; and demonstrates understanding of role of Governors.
- Ability to contribute to the development of a strong organisational values-driven culture.

Competencies

- Demonstrates an ability to work effectively and with sound judgement in a highly complex and dynamic environment.
- The ability to develop, with service users, carers, colleagues and partners a clear and compelling organisational narrative that describes the future strategy of the Trust, and to communicate this narrative and progress to a wide range of audiences.
- The ability to communicate complex health and care issues in laypersons language at public meetings.
- Understand and analyse complex issues, drawing on the breadth of data that needs to inform the Trust's deliberations and decision-making; and the wisdom to ensure that it is used ethically to balance competing priorities and make difficult decisions.
- The ability to influence and persuade others articulating a well-founded view and to engage in constructive debate.
- The ability to take an objective view, seeing issues from all perspectives and especially external and service user and carer perspectives.

- Capability to work across organisational boundaries.

Leadership

- Contribute to setting the direction and strategy and aspirations of the Trust and act in a manner consistent with its values.
- Create a compelling vision for the future and communicate this within and across organisations.
- Work with others in teams and networks and engage, listen, and involve service users, carers and communities to provide services with a view to continuous improvement.
- Demonstrate resilience, independence of thought, emotional intelligence, the ability to work through conflict and ambiguity and the ability to demonstrate a range of leadership styles to secure results.
- A level of political astuteness with highly developed skills in engaging and influencing.
- Demonstrate presence and engage people by the way they communicate, behave, and interact with others.

The Trust would welcome applications from candidates with any of the following backgrounds:

- Local Authority, Social Care or other public sector experience
- Lived experience of living with mental health issues and/or disabilities

To make the best possible decisions, CNTW require diverse, inclusive, and compassionate leadership. To have a Board made up of people with a mix of experience and skills gained from a range of backgrounds and lived experience brings fresh ideas, greater challenge and more robust decision making, helping us make a positive difference to the lives of people in our communities.

In doing so, we try to be reflective of our local communities in terms of gender, ethnicity, disability, sexuality, will be more equipped to understand the communities and patients we serve and have a genuine commitment to service users and carers and the promotion of excellent mental health care services.

CNTW values lived experience on the same level as that of learned and practised expertise. Our lived experience Non-Executive Director will require a patient and community focus, have a strong commitment to the provision of high quality and safe care for patients, and will have a commitment to tackling health inequalities in disadvantaged groups.

They will also be required to demonstrate a strong understanding of the role of a unitary Board, and the associated statutory responsibilities and accountabilities outlined in the main job description. For this role, there will be more flexibility in the ability to meet the requirements of the Person Specification (in terms of the 'essential' and 'desirable' criteria) to reflect the different experience required for this role.

How to apply

Applications should be submitted by sending a full CV (covering a minimum of six year employment history) and a supporting statement outlining how can meet the requirements of the role, in the context of the job description, person specification and questions outlined in the advert. All CVs and supporting statements should be sent via email to corporateaffairs@cntw.nhs.uk

If you have any queries regarding the application process, please contact Debbie Henderson, Director of Communications and Corporate Affairs via email at debbie.henderson@cntw.nhs.uk

Should you be interested in this role and would like to have an informal discussion with Darren Best, Chair Designate or James Duncan Chief Executive, please contact the Corporate Affairs Team via email at corporateaffairs@cntw.nhs.uk.

Closing date for applications: **Midnight Sunday 22 October 2023**

Interviews will be held over two days during week commencing 6 November 2023

Please note: successful candidates will be subject to the NHS England Fit and Proper Person Test Framework requirements

