



Non-Executive Director

Candidate information pack

October 2026

We provide health and care services to more than 550,000 people across Northumberland and North Tyneside.

Our hospital sites



Alnwick Community Hospital	Berwick Infirmary
Blyth Community Hospital	Haltwhistle Community Hospital
Hexham General Hospital	Morpeth NHS Centre
North Tyneside General Hospital	Rothbury Community Hospital
The Northumbria Hospital	Wansbeck General Hospital

Our services include:

Emergency and urgent care

Outpatient clinics

Therapies

End of life care

Maternity services

Surgery

Children's services

Community services

**Planned and ongoing care and
rehabilitation**

Community hospitals

Cancer services

Northumbria in numbers:



we serve a population of
>550,000



across an area of
2,500 sq miles

every year
we deliver

2 million

patient
interactions,
including:

59,000

day case procedures



33,000
operations

300,000

visits to urgent treatment
centres and the
emergency department

955,000

out-of-hospital
appointments



around **89,000**
inpatients



around **490,000**
outpatient
appointments



>3,600
babies born



470,000
diagnostic tests

around

660,000
community nursing
contacts

We have 3 wholly owned subsidiaries:

- Northumbria Healthcare Facilities Management Limited - delivers estates and facilities management across all our sites
- Northumbria Primary Care - a not-for-profit, at-scale provider of primary care services
- Healthcall Solutions Limited - develops digital health solutions and virtual care platforms, including patient engagement and communication tools

Our vision and values

Vision

To be the leader in providing high quality, safe and caring health and care services, leading collectively with partners, to deliver system wide healthcare.



Big Signals

Delivering high quality care

Focus on our staff,
performance and money

Services are
fit for the future

Working in partnership



Values

Patients First

Respect

Always Improving



For more information about the trust, visit
www.northumbria.nhs.uk/about-us

Advert

Non-Executive Director, Chair of the Finance, Investment & Performance Committee, Northumbria Healthcare NHS Foundation Trust

Northumbria Healthcare NHS Foundation Trust is seeking an exceptional individual to join our Board as a Non-Executive Director and Chair of our Finance, Investment & Performance Committee.

As a member of our unitary Board, you will play a key role in shaping the strategic direction of the Trust, providing constructive challenge and independent oversight, and supporting our continued delivery of safe, high-quality care. You will contribute across all areas of Board business while leading the Finance, Investment & Performance Committee, helping to ensure strong financial stewardship, sustainable performance and effective use of resources.

We are particularly interested in candidates with significant experience gained within commercial, financial, investment, consultancy, corporate development or other senior leadership environments. Applicants must hold a recognised professional accountancy qualification and have substantial experience in financial leadership, oversight and scrutiny. We welcome candidates who have developed their expertise through a broad range of sectors and career paths, including commercial enterprises, investment organisations, financial consultancy, professional services and complex public sector organisations. We are seeking a commercially astute individual with strong financial insight, strategic judgement and a proven ability to scrutinise performance, evaluate investment decisions, understand risk and support sustainable organisational growth and success.

Successful candidates will bring Board-level or equivalent senior leadership experience, excellent communication and influencing skills, sound governance knowledge and the ability to provide robust but constructive challenge. Experience within the NHS or wider health and care sector is welcome but not required.

Our Commitment to Inclusion and Diversity

At Northumbria Healthcare, we are committed to building a Board that reflects the diverse communities we serve. We believe that diversity of background, experience, thought and perspective leads to better decision-making and stronger governance. We actively encourage applications from people of all backgrounds. We are committed to creating an inclusive environment where everyone can contribute fully and authentically.

How to apply

For an initial informal discussion about the opportunity, please contact James Carss at Castle Peak Group via james.carss@castlepeak-group.com. Castle Peak Group are supporting the Trust with this appointment and can provide further information about the role, the organisation and the appointment process.

To download the full candidate pack please visit the Castle Peak website.

To apply, please submit:

- Your CV
- A covering letter outlining your suitability for the appointment

Please note, as part of this recruitment process candidates will be expected to deliver a short presentation at the interview and a psychometric profile exercise in advance.

Applications should be sent to:

James Carss, Castle Peak Group, James.carss@castlepeak-group.com

The closing date for applications is Friday 6th November 2026
Interviews will be held on Wednesday 9th December 2026

Job description

Job title:	Non-Executive Director, Chair of Finance, Investment & Performance Committee
Accountable To:	Chair of the Board
Remuneration:	£15,518 per annum
Location:	Base Site: North Tyneside General Hospital, will be expected to travel to all Trust sites

Main purpose of the role:

Non-Executive Directors play a vital role in the leadership, governance and accountability of Northumbria Healthcare NHS Foundation Trust.

Working as part of a unitary Board, Non-Executive Directors share responsibility for the success, sustainability and reputation of the Trust, ensuring the delivery of high-quality, safe and effective services that meet the needs of local population and communities served by the Trust.

They bring independence, external perspective and constructive challenge, supporting and holding Executive Directors to account within a framework of openness, trust and mutual respect.

Non-Executive Directors contribute to:

- Setting and overseeing the Trust's strategy and direction
- Monitoring performance, quality, safety and financial sustainability
- Ensuring robust governance, assurance and risk management
- Promoting a positive and inclusive culture for staff and patients
- Maintaining accountability to patients, the public and the Council of Governors

The role provides exposure to the full breadth of Trust activity across its five business units and corporate services, as well as its wholly owned subsidiaries:

- Northumbria Primary Care Ltd
- Northumbria Healthcare Facilities Management Ltd
- Healthcall Solutions Ltd

Non-Executive Directors contribute across all areas of Board business, with specific portfolio responsibilities agreed at appointment to reflect the skills and experience required by the Trust.

Specific Expertise / Portfolio Requirement

The Non-Executive Director will be the Chair of the Finance, Investment & Performance Committee. As such, we are seeking a candidate with significant experience in a senior commercial, financial, investment, consultancy, or corporate leadership role, accountancy or auditing, with the ability to interpret financial information and contribute to strategic decision-making.

Applicants must hold a recognised professional accountancy qualification and have substantial experience in financial leadership, oversight and scrutiny.

Key Responsibilities

Corporate Role and Board Contribution

- Contribute fully to the work of the Board, acting corporately and in the best interests of the Trust
- Share collective responsibility for Board decisions
- Provide independent judgement, support and constructive challenge to the Chair and Executive Directors
- Uphold the highest standards of conduct in public office, including adherence to the Seven Principles of Public Life (Nolan Principles)
- Declare and appropriately manage any conflicts of interest, ensuring transparency and acting at all times in the best interests of the Trust

Strategy and Delivery

- Contribute to the development of the Trust's strategy and priorities
- Scrutinise and challenge proposals to ensure they are robust, deliverable and aligned to patient need
- Oversee delivery of agreed strategic objectives across all areas of the organisation

Performance and Accountability

- Hold Executive Directors to account for:
 - Delivery of operational and financial performance
 - Achievement of agreed outcomes
- Ensure the Trust delivers value for money and effective use of resources
- Actively participate in Board decision-making

Quality, Safety and Risk

- Ensure that patient safety, quality of care and patient experience are central to Board discussions
- Seek assurance that effective systems are in place to:
 - Identify, manage and mitigate risk
 - Learn from incidents and improve services
- Ensure the Board takes appropriate and visible responsibility for risk, incidents and organisational learning

Governance and Assurance

- Ensure compliance with key regulatory and statutory requirements, including:
 - NHS Provider Licence
 - NHS Foundation Trust Code of Governance
 - Relevant health and care legislation
- Oversee the effectiveness of:
 - Internal controls
 - Risk management frameworks
 - Audit and assurance systems
- Serve on and/or Chair Board Committees, including (as appropriate):
 - Audit Committee
 - Remuneration Committee
 - Safety, Quality & Improvement Committee
 - Finance, Investment & Performance Committee
 - Assurance Committee

People, Culture and Improvement

- Promote a culture consistent with Trust values and the NHS Constitution
- Provide oversight of:
 - Workforce strategy
 - Staff experience and wellbeing
 - Equality, diversity and inclusion
- Support continuous improvement and organisational learning

Partnerships, Integration and Accountability

- Support the Trust's role within the wider health and care system, including working with Integrated Care Board (ICB) partners and system organisations
- Promote collaboration and integration with partners within and beyond the NHS
- Maintain strong relationships with the Council of Governors, ensuring meaningful engagement and accountability
- Support the Trust's contribution to system working and population health improvement

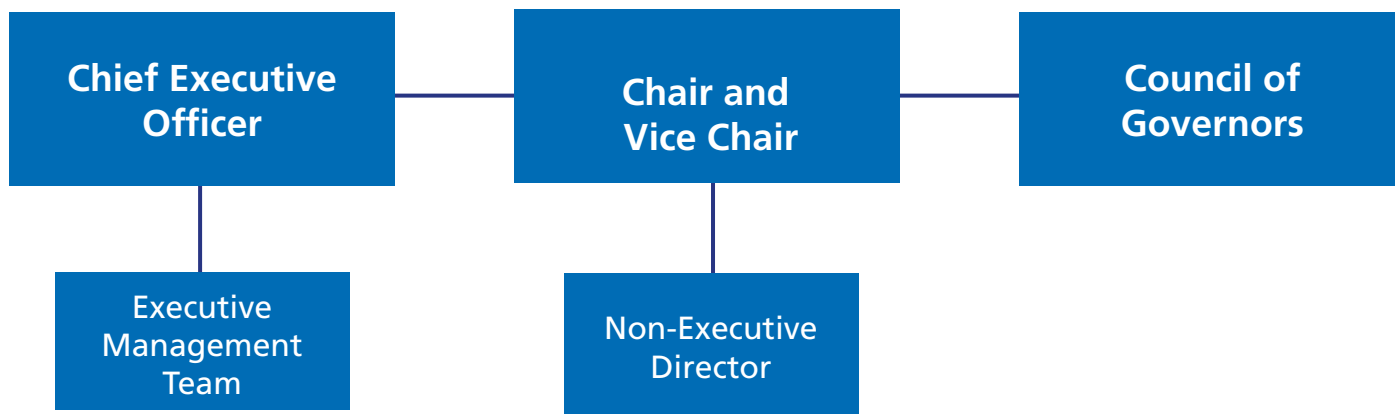
Appointments and Development

- Participate in the appointment and succession planning of the Chief Executive and senior leaders
- Contribute to Board evaluation, training and development
- Support the Senior Independent Director, where required, in governance processes

Subsidiary and Additional Responsibilities

- Provide non-executive support, where required, to the Trust's subsidiary companies:
 - Northumbria Primary Care Ltd
 - Northumbria Healthcare Facilities Management Ltd
 - Healthcall Solutions Ltd

Organisational chart:



Person Specification

Job title:	Non-Executive Director, Chair of Finance, Investment & Performance Committee
Department:	Trust Management
Location:	Trust-wide

Specification	Essential	Desirable
Qualifications/ Professional Registration	- Educated to degree level or equivalent relevant experience - Professionally qualified accountant or equivalent	
Experience and knowledge	- Significant experience in a senior commercial, financial, investment, consultancy, or corporate leadership role, accountancy or auditing, - Significant and successful Board-level or senior leadership experience in an organisation of comparable size, complexity or governance - Strong understanding of corporate governance and accountability frameworks - Knowledge of strategy development, risk management and performance oversight - Experience of effectively holding senior individuals and teams to account, providing robust and constructive challenge - Demonstrable ability to operate effectively in complex, regulated and politically sensitive environments - Experience of building effective relationships with a wide range of internal and external stakeholders - Commercial and political awareness relevant to Board-level decision-making	- Previous experience as a Non-Executive Director or equivalent - Understanding of the NHS, health or social care environment - Experience of contributing to organisational change, transformation or service improvement

Skills and abilities	• Strong ability to analyse complex information and provide constructive challenge • Strategic thinker with the ability to see the wider system context beyond organisational boundaries • Highly effective communication, influencing and interpersonal skills • Ability to balance support and challenge appropriately • Ability to work collaboratively while maintaining independence of judgement • Understanding of financial information and performance reporting • Experience of chairing meetings or contributing effectively in a Board/committee environment • Commitment to public service values, including accountability, probity and openness	
Personal attributes	• Demonstrates integrity, high ethical standards and sound judgement • Independent and objective, with the confidence to challenge constructively • Politically astute, able to navigate complex relationships and sensitive issues • Strong commitment to the success of the organisation and the needs of patients and communities • Resilient and able to make difficult decisions when required • Approachable and able to build trust and credibility at Board level • Able to demonstrate independence from the Trust and any interests which may conflict with the role • Acts as a positive ambassador for the Trust, building credibility and confidence with stakeholders	
Other requirements	• Commitment to the values of the NHS and public service • Understanding of the responsibilities of NHS Foundation Trust Boards, including accountability to the Council of Governors • Commitment to working with partners across the health and care system • Demonstrable interest in improving outcomes for patients and local communities • Willingness to undertake induction, training and ongoing development • Ability to meet required public appointment eligibility criteria • Ability to meet the time commitment required for the role, including preparation for and attendance at Board and committee meetings	

Standards

The statements outlined below are the standards of which all employees of Northumbria Healthcare Trust are expected to comply. Works to the standards expected in the Northumbria Healthcare NHS Foundation Trust statement of values.

Risk Management

To deliver the quality standards and targets outlined in the Trust's Risk Management Strategy and local operational policies.

Infection Control:

It is your responsibility to adhere to infection control policies and guidelines in order to promote cleanliness and reduce infections. Hand hygiene must be undertaken correctly to prevent the spread of infection. Personal protective equipment must be used in accordance with Trust policy. You must contribute to the cleanliness of the work environment and keep it "clutter free" and tidy. You must also attend mandatory training and updates to ensure you receive training appropriate to your role.

Health and Safety:

Managers have a duty to ensure that safe systems of work are used within their area of responsibility; to investigate accidents and incidents; to arrange for risk assessments to be conducted annually, and to ensure staff attend appropriate health and safety training. All employees have a duty to take reasonable care for their own health and safety, and that of others who may be affected by their activities; to cooperate with the Trust by complying with all health and safety rules and safe systems of work; and to inform their line manager of any work situation, or practice which may be considered a danger to health and safety.

Patient, Carer & Public Involvement:

Managers have a duty to ensure that the principles of patient, carer and public involvement are adhered to throughout all areas of responsibility in line with Section 242 of the NHS Act 2006 (as amended by the Act 2012) which requires the duty to involve and consult users. A 'user' is defined as someone who is using services, or someone who may use them. In addition, this requires NHS organisations to involve and consult patients and the public in; the planning and provision of services and the development and consideration of proposals for changes in the way services are provided.

This ensure that patients are the focus of everything we do, we share good practice in line with Trust policies and procedures, this includes learning from complaints and concerns.

Safeguarding:

The safeguarding of all those who are vulnerable is an enormous obligation for all of us who work in the NHS and partner agencies.

Safeguarding children and adults at risk of abuse or neglect is complex, frequently under review and we must all take responsibility to ensure that it works effectively.

Safeguarding is everyone's responsibility. It remains the responsibility of every NHS organisation and each individual healthcare professional working in the NHS to ensure that the principles and duties of safeguarding adults and children are holistically, consistently and conscientiously applied with the needs of adults at risk or abuse or neglect at the heart of all that we do.

Partnership working is also key and it is vital that local practitioners continue to develop relations and work closely with colleagues across their local safeguarding system to develop ways of working that are collaborative, encourage constructive challenge and enable learning in a sustainable and joined-up way.

NHS England will continue to seek assurance that the safeguarding arrangements across the health system are effective.

Environment and Sustainability:

The trust aims to be an exemplar organisation that embraces sustainability and meet its corporate responsibility. It is the responsibility of all employees to support the Trusts' vision for sustainable development. To undertake their duties in a way that is not wasteful of environment, financial and social resources throughout their daily activities.