

**Bromley
Healthcare**
better together

Appointment of Non-Executive Directors



Saxton Bampfylde

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Reference AAHAMH

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An introduction from the Chair

Thank you for your interest in becoming a Non-Executive Director of Bromley Healthcare.

Bromley Healthcare is an employee-owned social enterprise delivering community health services to people of all ages across Bromley, Bexley, Greenwich and Lewisham. Since being founded in 2011, we have grown from a local provider in Bromley into a trusted partner delivering essential community services across South East London, always with a strong connection to the people and places we serve.

We support individuals and families at every stage of life, delivering compassionate, tailored care in people's homes and in local neighbourhood settings. From health visiting to school and district nursing, as well as specialist nursing and Hospital at Home services, our nursing teams provide expert care. Our therapists work with adults and children to restore independence and confidence, while specialist services for long-term conditions offer personalised, proactive support to help people stay well and avoid unnecessary hospital admissions.

Our employee-owned model is at the heart of Bromley Healthcare. Many of our colleagues are also shareholders, which creates a strong sense of pride, responsibility and shared purpose. Decisions are shaped by what matters most to patients and staff, and as a social enterprise we reinvest every penny of surplus back into our services, our workforce and the communities we support.

Partnership working is central to our success. We are a key partner within the South East London Integrated Care System and play an active role in place-based partnerships such as One Bromley. Working closely with GPs, local authorities, hospitals and voluntary sector organisations, we are helping to build more joined-up, neighbourhood-based care that responds to local needs. This is an exciting time for community services, and Bromley Healthcare is well placed to help shape the future of care closer to home.

We are now looking to welcome two new Non-Executive Directors to our Board. One role will chair the Audit and Risk Committee and will offer Audit and Finance expertise, supporting strong governance and financial stewardship, while the other will bring a Digital Transformation perspective, helping us make the most of technology to improve care and the way we work. Both roles will play an important part in shaping our future direction and supporting Bromley Healthcare to continue delivering high-quality, community-focused care.

We hope this information gives you a sense of who we are and the impact we make, and we would be delighted to hear from you.



Dr Subo Shanmuganathan
Chair

Our Vision: Community First

Since 2011, Bromley Healthcare has been providing community healthcare services for people across South East London. Over that time, we have grown significantly as an organisation, expanding both the range of services we deliver and the number of communities we serve. Today, our care reaches hundreds of thousands of people each year and spans the entire life course, supporting individuals and families to start well, live well and age well within their own communities.

Community health services play a vital and increasingly central role within the wider health and care system. They are essential to keeping people well, supporting independence, reducing avoidable hospital admissions and tackling health inequalities. Bromley Healthcare works closely with partners across the NHS, local authorities and the voluntary sector, and is an active contributor within place-based and system-wide partnerships. Our role continues to evolve as the health and care system places greater emphasis on neighbourhood working, integration and care closer to home.

There is still much more that community services can do. The challenges facing health and care are significant, including rising demand, workforce pressures and persistent inequalities, but they also present opportunities to redesign care around people and communities. Bromley Healthcare is committed to playing a leading role in responding to these challenges, working collaboratively across organisational boundaries and supporting inclusive, locally responsive services.

Our Strategy 2023 to 2028 puts the community firmly first. It renews our focus on what matters most and calls for closer working with colleagues, partners and local communities to deliver the best possible care and experience. Through this strategy, we aim to strengthen our contribution to the wider health and care system while remaining rooted in the needs of the people we serve.

Above all, we want to empower people to live their fullest lives at the heart of their communities.

In order to achieve this vision, we have three goals:



1. Grow: Build a culture of growth and opportunity



2. Lead: Become a leader in integrated care



3. Invest: Invest in our communities

Our values

We use these four values as guiding lights to inform everything we do at Bromley Healthcare: the decisions we make as an organisation, how we grow and nurture our culture, and crucially, how we work together and provide the best healthcare and experience for the people we serve every day.



Belonging

Our people: we empower our colleagues to flourish and feel safe in a place where equity is embedded and inclusivity is recognised and celebrated.

Our communities: we provide accessible, equitable and inclusive healthcare for all, and work with local people and communities to focus on their needs.



Health and Wellbeing

Our people: we maintain a work/life balance and encourage others to do the same, and prioritise workplace wellness that helps colleagues to feel at their physical and mental best.

Our communities: we see the whole picture of someone's health and do everything we can provide care around people's wider health and wellbeing.



Continuous Learning and Innovation

Our people: we embrace learning, quality improvement and innovation in aspiring to be the best that we can be.

Our communities: we aim to be at the forefront of care innovation, bringing the best quality care to our communities.



Compassion

Compassion wraps around everything. We put people first and act with empathy and kindness in everything that we do.

142,187

Patient referrals
annually

95.9%

High patient
satisfaction

783,629

Annual patient
contacts

Governance

As a community interest company and staff owned social enterprise, Bromley Healthcare exists to benefit the health and wellbeing of its communities rather than to generate financial returns for external shareholders. This distinctive purpose, combined with our employee ownership model, means our governance requirements differ from those of both traditional limited companies and NHS providers.

Bromley Healthcare's ethos is a blend of commercial responsibility and a deep commitment to patient and community outcomes. As a limited company, we must generate a financial surplus to remain resilient and sustainable. As a community interest company, that surplus is reinvested to strengthen services, develop our workforce and improve care for local people. Employee ownership sits at the heart of this balance. Many of our staff are also shareholders, giving them a direct stake in the organisation's success and reinforcing our focus on community impact over profit.

This ethos is reflected in our strong commitment to empowering frontline staff. Because our people are not only employees but also owners, decision making is shaped as close as possible to patients and communities. Staff are encouraged and trusted to influence how services are designed and delivered, ensuring care remains responsive, compassionate and locally grounded. Together, our focus on patient and community benefit, staff empowerment and commercial discipline drives everything Bromley Healthcare does.

These principles are mirrored in Bromley Healthcare's governance structures and its culture of focused, effective decision making. Typically, in large and complex companies such as Bromley Healthcare, the directors discharge their duties through a robust governance framework that delegates day-to-day decision making to the employees of the company, while maintaining appropriate oversight, assurance and accountability. This framework is set out in our Articles, Standing Financial Instructions and organisational policies.

The Board is supported by Non-Executive director chaired Board committees with clearly distinct roles as outlined in their terms of reference:

- **Quality, Improvement and Safety Committee** – focused on clinical quality and safety
- **People and Culture Committee** – focused on health and well-being and culture
- **Strategy, Investment and Development Committee** – focused on the future and investment
- **Audit and Risk Committee** – focused on assurance and risk
- **Appointments and Remuneration Committee** – determination of the remuneration of directors

Job description

As a non-executive director, you are accountable to the Chair of the Board. The Board of directors are collectively responsible for the overall governance and strategic direction of Bromley Healthcare as a social enterprise, and for developing the organisation's aims, objectives and goals.

As a Non-Executive Director on our Board, you will:

- ensure the social enterprise continuously works towards its delivery of an excellent service, remaining accessible, relevant, available, sustainable and consistently driven to delivering its mission and vision;
- ensure the effective and efficient administration of the enterprise and its resources, in line with accepted standards, policies and the organisation's governing documents;
- provide assurance to the Board of areas scrutinised on its behalf, to escalate concerns and answer questions as appropriate; and
- take account of the external environment, particularly commissioner relationships, looking to identify key opportunities and challenges and recommend appropriate action.

In addition to full Board responsibilities, Non-Executive Directors are expected to contribute to the work of Board committees. The successful candidates will sit on the following committees, contributing expertise, insight and assurance as required:

- **Quality, Improvement and Safety Committee**
- **Strategy, Investment and Development Committee**
- **Audit and Risk Committee**



Role 1: Audit and Finance

The Audit and Finance Non-Executive Director will bring expertise to provide assurance on financial stewardship, risk management and governance. This individual will also Chair the Audit and Risk Committee.

Key responsibilities include:

- overseeing the integrity of financial reporting, including the annual accounts, key judgements and recommendations to the Board;
- providing assurance on financial planning, budgeting, forecasting and in year performance, including long term financial sustainability;
- overseeing the effectiveness of internal control systems, including financial, operational and compliance controls;
- overseeing the organisation's risk management framework and reviewing strategic and principal risks within the Committee's remit;
- overseeing internal audit, including approval of the audit plan, consideration of reports and monitoring delivery of agreed actions;
- overseeing the relationship with external auditors, including appointment, audit plans, findings and independence;
- reviewing arrangements for counter fraud, whistleblowing and anti bribery;
- seeking assurance on information governance, data protection and cyber resilience, with a focus on controls, compliance and mitigation, drawing on assurance from management and other Board committees where appropriate;
- ensuring compliance with relevant statutory, regulatory and governance requirements;
- working closely with other Board committees and Non Executive Directors to ensure clear ownership, effective coordination and appropriate escalation;
- providing timely assurance to the Board and escalating concerns where necessary.

Person specification

The successful candidate will bring:

Knowledge and experience

- a recognised professional accountancy qualification, for example ACA, ACCA, CIMA or equivalent
- previous experience as a Non-Executive Director, with a strong understanding of Board-level governance, assurance and decision-making
- senior-level experience in finance, audit, risk or assurance within a complex or regulated environment
- strong knowledge of financial reporting, financial controls, audit and risk management, with the ability to interpret and challenge financial information and key judgements
- experience of working effectively with internal and external auditors and assurance frameworks
- experience of chairing, or significant experience of contributing to, an Audit and Risk Committee or equivalent would be helpful, providing confidence to lead robust assurance discussions
- an understanding of the financial and regulatory context of healthcare, public services or purpose-led organisations
- experience of working in, or alongside, clinical or healthcare settings would be advantageous but is not required

Skills and abilities

- the ability to provide independent scrutiny and constructive challenge at Board level, without becoming operationally involved
- sound judgement and confidence to raise difficult issues clearly, calmly and proportionately
- the ability to take a strategic, organisation-wide view of risk, resilience and long-term financial sustainability
- strong analytical skills, with the ability to focus Board discussions on what matters most
- the confidence and capability to chair discussions effectively, encouraging challenge and bringing issues to conclusion
- alignment with Bromley Healthcare's values, demonstrating integrity, professionalism and empathy
- the ability to work collaboratively with fellow Non-Executive Directors, the Executive Team and Board committees

Role 2: Digital Transformation

The Digital Transformation Non-Executive Director will bring experience to support Bromley Healthcare to use digital, data and technology to improve care, efficiency, and the experience of patients and staff, ensuring services are easy to access, intuitive to use and centred on people's needs.

Key responsibilities include:

- providing strategic insight and constructive challenge on digital, data and technology priorities, ensuring alignment with organisational strategy and the needs of patients and staff
- supporting the development and delivery of a digital roadmap that improves quality of care, patient experience, safety, integration and efficiency
- advising on the use of digital systems and data to support neighbourhood working, integrated care and easier access to services
- offering challenge and oversight on major digital programmes and investments, including Electronic Patient Record (EPR) strategy, focusing on deliverability, clinical risk, benefits realisation and adoption
- providing insight and challenge on contract strategy, procurement, supplier management and ongoing assurance for digital systems
- bringing external perspective on emerging digital trends, opportunities and risks relevant to community health services
- providing early insight on digital, data and cyber risks, ensuring significant issues are escalated appropriately for formal assurance
- supporting a user-centred approach to digital change, with due regard to patient safety, accessibility, equality and workforce engagement
- working collaboratively with other Non-Executive Directors and Board committees, providing support and escalation where appropriate

Person specification

The successful candidate will bring:

Knowledge and experience

- experience of leading or influencing digital transformation, data or technology-enabled change at a senior level, within healthcare, public services or a similarly complex organisation
- a strong understanding of how digital and data can improve quality, safety, efficiency and user experience, alongside an appreciation of the risks and constraints involved
- experience of overseeing major digital systems, such as enterprise-wide record, case management or operational platforms (for example Electronic Patient Record systems in healthcare), including the implementation of a new system or the optimisation and effective use of an existing one, with an understanding of user impact, risk and service disruption
- broad awareness of emerging digital trends, including data analytics, automation and cyber considerations, and their relevance to community and neighbourhood-based services
- previous Board level or Non-Executive Director experience, including chairing or contributing to a digital, technology or transformation committee or equivalent forum, would be beneficial but is not essential
- experience of working in, or closely alongside, clinical or healthcare settings would be advantageous but is not required

Skills and abilities

- the ability to think strategically and to translate digital opportunity into practical, deliverable outcomes
- confidence to provide constructive challenge on digital ambition, investment and pace of change, while recognising organisational capacity and risk
- strong influencing skills, with the ability to support and challenge senior leaders without assuming operational responsibility
- the ability to consider digital change through a patient safety, equality and workforce lens
- commitment to Bromley Healthcare's values, with a collaborative and people-centred approach
- the ability to work effectively with other Non-Executive Directors and Board committees, ensuring clear ownership and appropriate escalation of digital risks and opportunities

Additional information applying to both roles

As an organisation serving diverse communities across South East London, it is desirable for candidates to bring an understanding of, or connection to, the areas served by Bromley Healthcare.

Candidates will need sufficient time to contribute fully to Board business, including preparation for meetings, participation in Board development activity and availability for discussions outside formal meetings when required.

Bromley Healthcare is committed to inclusion and diversity. We welcome applications from all backgrounds and are particularly keen to hear from candidates who bring diverse perspectives and lived experience, including those from under-represented groups. We believe diversity of thought strengthens our Board and supports better decision-making for the communities we serve.



Terms of appointment

The time commitment for the roles will be 2–3 days a month, but you will be flexible to the demands of the role. This will include a mix of in-person and virtual working.

The roles are remunerated at £14,217 per annum.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Bromley Healthcare on these appointments.

Candidates should apply for either role through our website at roles.saxbam.com using code **AAHAMH**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form. Please ensure you clarify which role you would like to be considered for as part of your application.

The closing date for applications is **noon on Tuesday 9th June 2026**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

- [Read our guide to writing cover letters](#)

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