



**Cambridge
University Hospitals**
NHS Foundation Trust



Appointment of Non-Executive Directors

Saxton Bampfylde

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About Cambridge University Hospitals NHS Foundation Trust

Cambridge University Hospitals (CUH) is an internationally renowned healthcare organisation. As part of the NHS, we deliver expert care for patients while our vibrant teaching community equips and empowers the healthcare leaders of tomorrow.

CUH – Addenbrooke’s and The Rosie Hospitals – is a community of 13,000 people and a range of partners who are passionate about improving people’s lives. We provide services as a local hospital for people in Cambridge, South and East Cambridgeshire, and as a specialist hospital for a much wider population. As an academic medical centre, we work across 75 medical and surgical specialties, with corporate and support teams – and health, care, academic and industry partners – to deliver care, to support learning and to drive research.

We are committed to caring for patients who are sick today while investing in the training of skilled staff who will care for patients tomorrow, alongside our capability to research the next generation of advances in clinical practice. We know that conducting pioneering research attracts staff who want to broaden their skills and this enables our patients to benefit from better care sooner.

Each of these three strands is equally important: caring for patients who are sick today while training the skilled staff who will care for patients in the future and researching the next generation of advances to clinical practice. Each strand also supports the other two strands: conducting research attracts staff wanting to broaden their skills and enables our patients to benefit from better care sooner; and providing care enables innovative clinical treatments to get into practice sooner.

Our location in Cambridge, as part of an innovation ecosystem, unlocks huge opportunity to go further. As the largest centre of health science and medical research in Europe, we aspire to continue developing the cross-industry

partnerships that further improve outcomes for patients while powering economic growth.

Care: CUH provides:

- Emergency, medical and surgical care for a local population of half a million people in Cambridge, South and East Cambridgeshire; and is a member of the Integrated Care Board serving a million people across Cambridgeshire and Peterborough.
- Specialist services for a regional population of six million people across the East of England.
- National services in organ transplantation, cancer, neurosciences, paediatrics, genetics and rare or complex conditions.

Learning: CUH is a teaching hospital for:

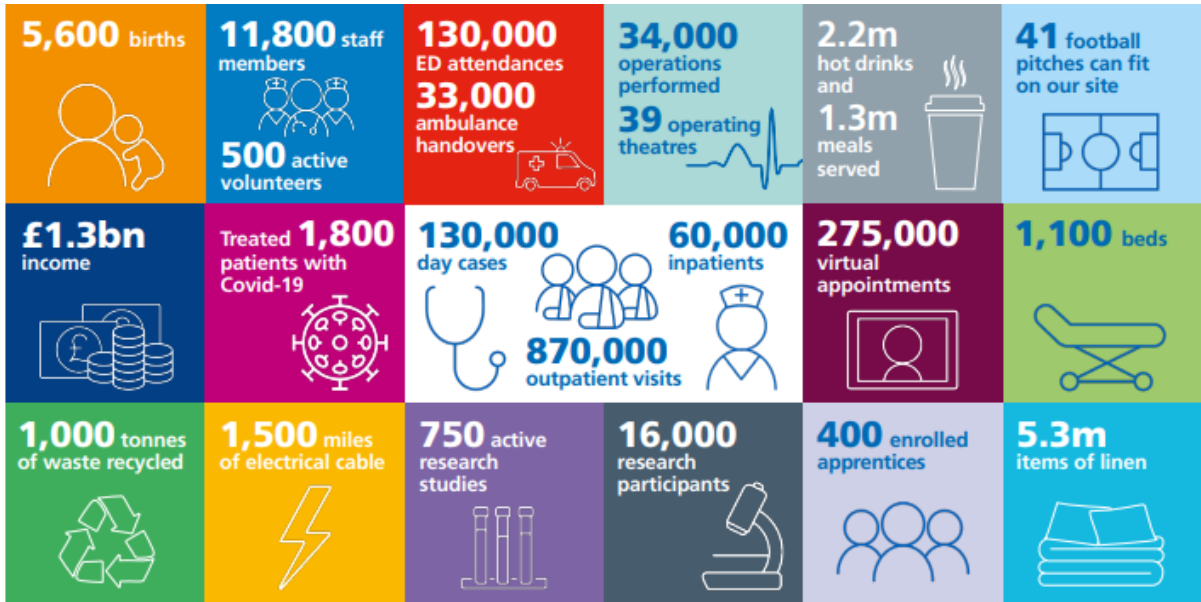
- Medical students from the University of Cambridge.
- Undergraduate students and apprentices in areas including Nursing, Midwifery, Pharmacy and Allied Health Professions, from a number of partner Higher Education providers.
- Apprentices in non-clinical roles including estates, engineering, maintenance, plumbing, customer service, administration and data.

Research: CUH is:

- Part of the National Institute for Health and Care Research (NIHR) through the Cambridge Biomedical Research Centre (BRC).
- A member of Cambridge University Health Partners (CUHP), one of eight Academic Health Science Centres.
- A partner with the University of Cambridge and a thriving ecosystem of life sciences and technology industry on and beyond the Cambridge Biomedical Campus (CBC).

We are part of the Cambridgeshire and Peterborough Integrated Care Board (ICB) and we host the Cambridgeshire South Care Partnership (CSCP) which brings together primary, community, acute and social care providers in the south of the county to deliver integrated care at place and neighbourhood level.

A year at CUH in numbers



2026 – 2031 Our Strategy: a healthier life for everyone through care, learning and research

Our strategy on one page

A healthier life for everyone through care, learning and research
Together: Safe, Kind, Excellent



Culture and values

Our commitment to our patients and our community is to be an open, accountable, and responsive organisation that fosters effective patient and public engagement.

The Trust achieved NHS Foundation Trust status in July 2004 and, as such, has a Council of Governors and a membership of approximately 20,000, comprising around 12,000 staff and 8,000 members of the public and patients who are actively involved with the Trust in ensuring that our services reflect the needs of those who use them and work in them.

Our shared values and behaviours were developed by our patients and staff. They are the foundation on which we build and deliver exceptional care. They apply at all times in our interactions with patients, with their families, with colleagues and our partners across the health system. Every one of us is expected to think about, and to be aware of, what we are doing to live up to our shared values every day and to support each other to give our patients the best care possible based on these values. All three values carry equal weight.

Together –

Safe: I never walk past, I always speak up

Kind: I always take care of the people around me

Excellent: I'm always looking for a better way

Our values can be applied to the smallest and largest of tasks we do every day; each matter and make a difference to the people we help.

Trust Governance

The Board of Directors provides leadership for our hospitals. It is made up of 9 Non-Executive Directors in addition to the Chair and 8 Executive Directors (of which 7 are voting) in addition to the Chief Executive.

As a public benefit corporation, we are owned by our 19,500-strong membership of patients, public and staff, who are represented by the Council of Governors. The Council of Governors is made up of 8 Patient Governors, 7 Public Governors and 4 Staff Governors. There are also a number of Governors representing partner organisations. The Council of Governors holds the Board of Directors to account through the Non-Executive Directors.

Equality, diversity and inclusion

The Trust is committed to tackling inequality of opportunity and eliminating discrimination both within the workforce and in the provision of services. We know from staff surveys and other data that, in line with many other NHS organisations, staff with protected characteristics have a generally less positive experience of working here. Staff from a Black and minority ethnic background are more likely to report experiencing bullying, harassment and abuse from patients and the public, and from colleagues; are more likely to report experiencing discrimination; and are less likely to believe that the organisation provides equal opportunities for career progression and promotion.

The Trust's Equality and Diversity Committee is responsible for leading, monitoring and evaluating equality, diversity and inclusion work within the Trust. The Committee reports to the Board of Directors via the Board's Quality Committee and Workforce and Education Committee. The Board has recently commissioned a key piece of work to develop a Trust-wide Equality, Diversity and Inclusion Strategy.

A number of staff networks are in place to promote equality and diversity at CUH, including the Equality and Diversity Staff Network, the REACH (Race Equality and Cultural Heritage) Staff Network, the LGBT+ Staff Network, the Time to Change Network (focusing on staff mental health) and the Purple Network (for staff with hidden or visible disabilities and physical or mental health conditions).

The Trust has also put in place programmes of mentoring and reverse mentoring involving members of staff with protected characteristics and Board members. Further information on our approach to equality, diversity and inclusion can be found on the CUH website.

Useful links

[Board of Directors](#)
[Council of Governors](#)
[Our Hospitals](#)
[Our Vision and Values](#)
[Reports and Publications](#)
[Quality Assurance and Performance](#)
[2026-2031 Our Strategy](#)
[Shelford Group](#)

The roles

Cambridge University Hospitals NHS Foundation Trust (CUH) is seeking to appoint two outstanding Non-Executive Directors to join its Board at a pivotal moment in the organisation's development and long-term strategic transformation.

The Trust is seeking two new Non-Executives:

Audit Committee Chair: this person will bring deep financial, governance, audit, risk and assurance expertise, with the capability to chair the Trust's Audit Committee and support the Board in maintaining the highest standards of accountability, transparency and stewardship.

Commercial and Major Projects Non-Executive: this person will bring senior-level commercial and strategic experience, with the ability to oversee complex capital programmes, large-scale investment and transformation initiatives, and support the Trust's long-term ambitions through an informed and future-focused understanding of innovation, infrastructure and digital development.

Both appointments will contribute fully to the wider responsibilities of the Board as Non-Executive Directors, supporting the Trust in delivering outstanding patient care, strengthening organisational performance, and shaping the future of healthcare across Cambridge, the wider region and the NHS nationally.

Above all, we are seeking values-led, collaborative and inclusive individuals with the ability to provide constructive challenge, independent judgement and strategic insight within a complex and high-profile public sector environment.



Role description

The Non-Executive Directors will work alongside the Trust Chair as a member of the Board of Directors, setting the strategic direction of the Trust. Accountable to the Trust Chair and Council of Governors, Non-Executive Directors will ensure effective governance of the organisation to support the achievement of high-quality patient care and compliance with performance standards and targets set by regulators and other statutory bodies.

The Non-Executive Directors examine information that comes to the Board, assuring the governance of the Trust. They bring an additional perspective to governance through their industry skills and experience. Non-Executive Directors must demonstrate the highest standards of corporate conduct and personal probity and adhere to the Code of Conduct for the Board and the seven Nolan Principles of Public Life.

The Non-Executive Directors ensure that the Board acts in the best interests of patients, the community and the wider public.

The Council of Governors has responsibility for the appointment of Non-Executive Directors and Non-Executive Directors are accountable to the Council of Governors for the performance of the Board. Maintaining a close and effective interaction with members of the Council of Governors is therefore a vital part of the role. Above all else, we are seeking inspirational, collaborative and values-led people whose visions for health and social care, ambition for our Trust, and commitment to our service users, carers and staff are evident.

Key functions and responsibilities

- Constructively challenge, influence and help the Board develop proposals on strategies to enable the organisation to fulfil its leadership responsibilities to patients, for the healthcare of the local community.
 - 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. Ensure that the Board sets challenging objectives for improving its performance across the range of its functions.
 - Monitor, in accordance with agreed board procedures, the performance and conduct of management in meeting agreed goals and objectives and statutory responsibilities.
 - Satisfy themselves of the integrity of reporting mechanisms, and financial and quality intelligence, including getting out and about, observing and talking to patients and staff.
 - Provide analysis and constructive challenge to information on organisational and operational performance.
 - Hold the Executive to account for the delivery of strategy. Chair or take part as a member of key committees that support accountability.
 - Accept accountability to NHS England for the delivery of the organisation's objectives and ensure that the Board acts in the best interests of patients and its local community.
 - Actively support and promote a healthy culture for the organisation which is reflected in their own behaviour. Ensure that the organisation values diversity in its workforce and demonstrates equality of opportunity in its treatment of staff and patients, their families and in all aspects of its business.
- Ensure that the Directors of the Board are 'fit and proper' for the role and champion an open, honest and transparent culture within the organisation. As a member of Board Committees, appoint, remove, support, encourage and where appropriate 'mentor' senior executives. 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 with best practice and statutory requirements.
 - Serving on board committees.
 - Interacting and attending meetings with members of the Council of Governors.

To be effective, the Non-Executive Director will need to have an interest in or understanding of the wider NHS, and the external environment in which it operates and become well informed about the Trust, developing a good knowledge of issues relevant to the organisation. The Non-Executive Directors should seek continually to develop and refresh their knowledge and skills to ensure that contribution to the Board remains informed and relevant.

Non-Executive Directors should seek to establish and maintain confidence in the foundation trust. They should be independent in judgement and have an enquiring mind.

Person specifications

This is an exciting opportunity to join an impressive and high-achieving NHS Board with a strong reputation, at the time of us launching our new strategy to support us in radically rethinking and delivering care to ensure a sustainable NHS that serves staff, patients and communities in the long-term.

Role 1: Non-Executive Director & Chair of the Audit Committee:

The successful candidate will chair the Trust's Audit Committee and provide leadership in relation to financial oversight, internal control, governance, risk management and assurance.

The Audit Committee Chair will support the Board in ensuring the integrity and effectiveness of the Trust's financial reporting and governance arrangements, while promoting a culture of transparency, accountability and continuous improvement.

The role requires an individual with substantial Board-level financial and governance experience, capable of leading robust and constructive scrutiny across audit, risk and assurance matters within a large and complex organisation.

Person Specification

We are seeking an experienced Board-level leader with strong financial, governance and assurance expertise, ideally gained within a complex, highly regulated or publicly accountable environment.

Applicants will demonstrate:

- A recognised financial qualification (e.g. ACA, ACCA, CIMA or equivalent).
- Significant experience of operating at Board or Committee level.
- The credibility and capability to chair an Audit Committee effectively.
- Strong understanding of financial governance, risk management, internal control and assurance frameworks.
- The ability to interpret and critically evaluate complex financial and performance information.
- Experience of providing constructive challenge and independent judgement at Board level.
- Strong business and strategic acumen.
- Awareness of governance and regulatory requirements within complex organisations.
- Excellent interpersonal, communication and influencing skills.
- Commitment to equality, diversity and inclusion.
- Personal integrity and commitment to public service values.

Role 2: Non-Executive Director with a background in major project delivery and transformation

The successful candidate will bring substantial commercial and strategic leadership experience, ideally involving oversight of major programmes, infrastructure investment, organisational transformation or large-scale, complex delivery.

We are looking for experience in overseeing significant capital or transformation initiatives, alongside an appreciation of how digital innovation, technology and new models of delivery can support long-term organisational sustainability and improved outcomes.

This individual will contribute strategic insight and constructive challenge as the Trust progresses major development opportunities including Addenbrooke's 3 – CUH modernisation programme (<https://www.cuh.nhs.uk/about-us/addenbrookes3>).

Person Specification

We are seeking an individual with significant senior leadership and commercial experience gained within a large, complex and evolving organisation. Applicants will demonstrate:

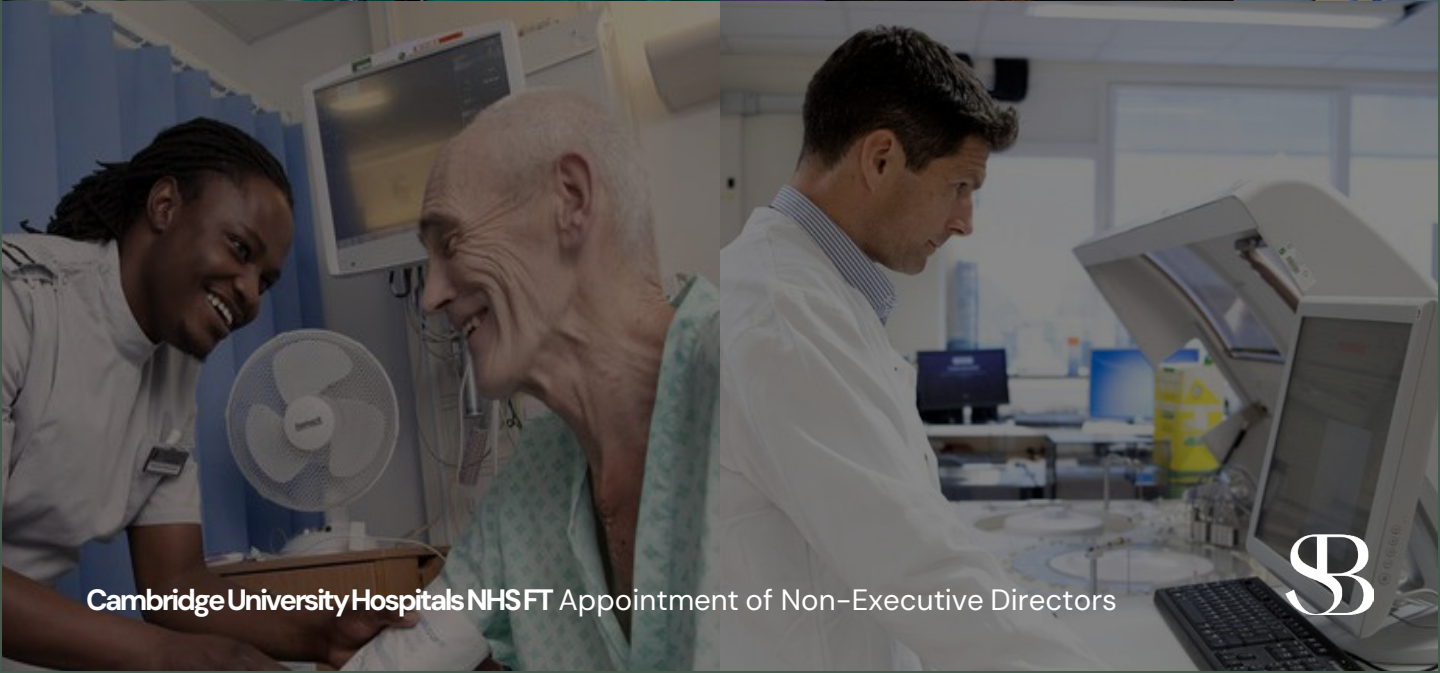
- Experience overseeing large-scale projects, capital programmes, transformation initiatives or major organisational investments.
- Strong strategic and commercial judgement, including understanding of funding, investment and long-term value creation.
- An appreciation of digital innovation, technology-enabled transformation and future-focused organisational development.
- Experience operating at Board or executive level within a complex environment.
- The ability to interpret and challenge complex strategic, operational and financial information.
- Strong stakeholder management and partnership-working skills.
- The ability to operate effectively across organisational and system boundaries.
- Excellent interpersonal, communication and influencing skills.
- Sound understanding of governance, risk and accountability.
- Commitment to equality, diversity and inclusion.
- Personal integrity and commitment to public service values.

NHS Leadership Competency Framework

Applicable for all Non-Executive Directors.

You will also be able to demonstrate skills and behaviours in line with the NHS leadership competency framework. Leaders in the NHS help deliver better health and care for patients by setting the tone for their organisation, team culture and performance.

[NHS England » NHS leadership competency framework for board members](#)



Terms of Appointment

Remuneration approved by the Council of Governors, is circa £15,500 per annum. Remuneration is taxable under Schedule E and subject to Class I National Insurance contributions. It is not pensionable.

The Non-Executive Director is also eligible to claim allowances, currently in line with rates set nationally, for travel and subsistence costs necessarily incurred on Trust business.

Appointment, tenure and termination of office

The Non-Executive Director is appointed by the Council of Governors for an initial period of three years, subject to satisfactory appraisal. In accordance with the current Constitution, the appointment may be renewed for subsequent terms of up to three years each, up to a maximum cumulative term of nine years. The Non-Executive Director may be removed from office by the Trust's regulator or the Council of Governors, in accordance with the Trust's Constitution. This post is a public appointment or a statutory office and is not subject to the provisions of employment law. The Non-Executive Director is an appointee not an employee. To ensure that public service values are maintained at the heart of the NHS, all Directors are required to agree to and abide by the Code of Conduct for the Trust's Board of Directors and to comply with the statutory Fit and Proper Persons Requirements.

Time commitment

Non-Executive Directors of CUH must devote sufficient time to ensure satisfactory discharge of their duties. This will be, on average, around three days per month. This will comprise a mixture of set commitments (such as Board and Committee meetings, and Council of Governors' meetings) and more flexible arrangements for ad hoc events, visits, reading and preparation. Most of the time commitment will be during the work-day. However, some evening work will be required.

Eligibility

Non-Executive Directors of CUH must be eligible to become a member of the Foundation Trust, either as a public or patient member.

Terms

You should note that this is a public appointment or statutory office rather than a job and is therefore not subject to the provisions of employment law. To ensure that public service values are maintained at the heart of the NHS, Non-Executive Directors are required to subscribe to the Code of Conduct and Standing Orders and Standing Financial Instructions for the Foundation Trust.

Conduct

As a Non-Executive Director, you must demonstrate high standards of corporate and personal conduct. Details of what is required of you and the NHS Board on which you serve are set out in the Codes of Conduct as outlined above.

Conflict of interest

You will be required to declare any conflict of interest that arises in the course of Board business and also declare any relevant business interests, positions of authority or with other connections with commercial, public or voluntary bodies. These will be published on the Trust's website and in the annual report with details of all Board members' remuneration from NHS sources.

Fit and Proper Person

The Trust's regulator requires a number of specific background checks to ensure that those we appoint are "fit and proper" people to hold these important roles. More information can be found on the NHS England website [NHS England » NHS England Fit and Proper Person Test Framework for board members](#).

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Cambridge University Hospitals NHS Foundation Trust on these appointments.

Candidates should apply for the roles through our website at roles.saxbam.com using code **ACBJ**.

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 specify which role you would like to be considered for as part of your application.

The closing date for applications is **noon on Monday 15th 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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