

# Appointment of Non-Executive Directors

June 2026 Ref AAHOE

# Welcome from the Chair

Thank you for your interest in joining Homerton Healthcare NHS Foundation Trust as a Non-Executive Director.

Homerton is a special organisation. We are an integrated care trust providing hospital and community health services for Hackney, the City of London and surrounding communities. Our services span Homerton Hospital, Mary Seacole Continuing Care Nursing Home and a wide range of community and homecare services delivered across more than 60 partner sites. Every day, our staff provide care to one of the most diverse and vibrant populations in the country.

We are proud of the care we provide and of the people who make Homerton what it is. Our 3,800 colleagues have built an organisation with a strong reputation for kindness, safety and responsiveness.

Over the past year, this has translated into strong organisational performance, in many cases exceeding national targets. We have maintained a clear focus on quality and patient safety, and delivered our financial plan in a highly challenging NHS environment. Alongside this, our latest NHS Staff Survey results show continued progress in colleague engagement, teamwork and pride in working at the Trust. Together, this reflects an organisation that is not only performing well, but doing so in a way that is rooted in its values and its people.

We are also ambitious for the future. Our strategy is focused on three priorities: integrated care across home, hospital and community; better value and better care through our people and resources; and innovation that transforms care and improves lives. These priorities matter deeply. The needs of our population are changing, demand is becoming more complex, and the NHS continues to face significant operational and financial pressures. At the same time, there are major opportunities to improve outcomes through closer partnership working, digital transformation, new models of care, research, innovation and a continued focus on reducing inequalities. The NHS 10 Year Plan also creates opportunities for us to go further in integrating care at place, working with partners to deliver more joined-up, preventative and community-based services.

The Board has a vital role to play in this context. Our Non-Executive Directors bring independent judgement, constructive challenge and support to the executive team. They help ensure that we remain focused on quality, safety, performance, financial sustainability, good governance and the experience of patients, service users, families, carers and staff.

We are now seeking to appoint two new Non-Executive Directors to strengthen the Board's capability in areas that are central to our future. We are particularly interested in candidates who can bring either senior clinical leadership; digital transformation and innovation expertise; or experience delivering large-scale strategic change and experience of financial management. Across these appointments, we are looking for people who share our values and who can help us deliver compassionate, inclusive, safe and sustainable care.

This is an opportunity to make a meaningful contribution to an organisation with deep roots in its community and a strong sense of purpose. We are particularly keen to encourage applications from people who understand the communities we serve and who can bring different perspectives, lived experience and professional insight to our discussions.

I hope this brief gives you a strong sense of Homerton, our ambitions and the contribution we are looking for from our new Non-Executive Directors. Thank you again for your interest. I very much look forward to hearing from candidates who are excited by the opportunity to help shape the next stage of Homerton's development.



**Mary Elford**  
Chair

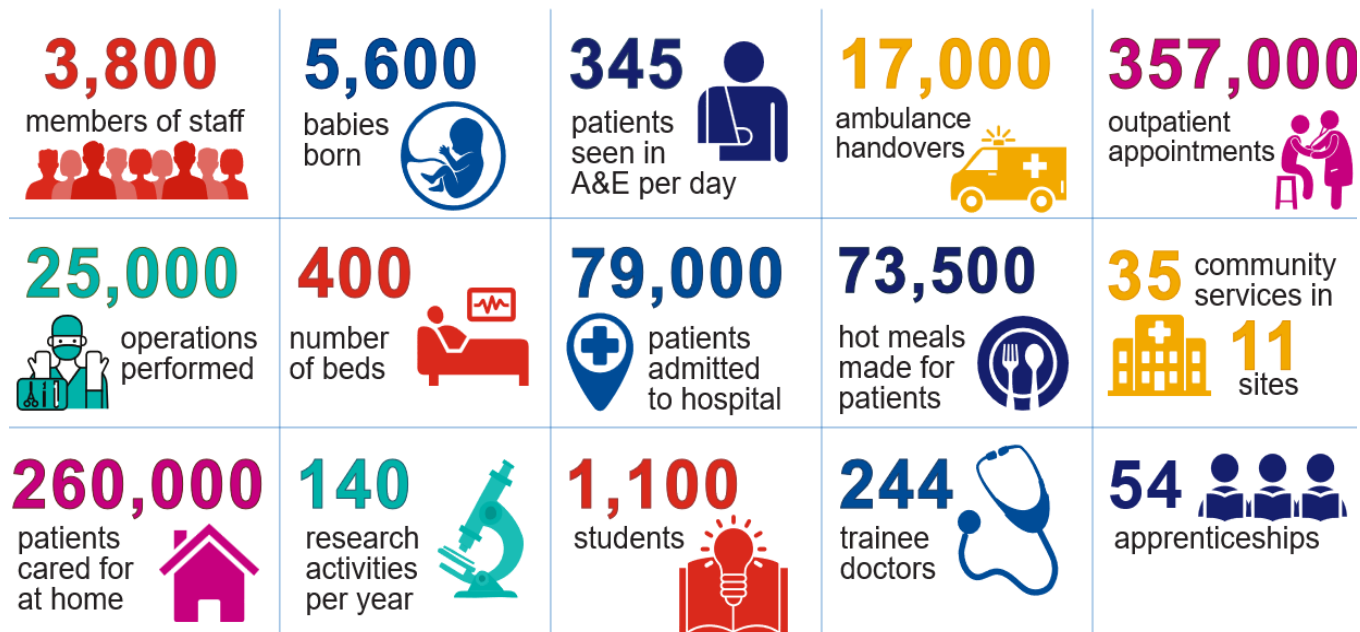
# About Homerton Healthcare NHS Foundation Trust

Homerton Healthcare NHS Foundation Trust is an integrated care trust which provides hospital and community health services for Hackney, the City and surrounding communities. The Trust comprises of Homerton Hospital in Hackney, Mary Seacole Continuing Care Nursing Home in Shoreditch and community and homecare services across Hackney and the City.

We provide hospital services from our main site in Homerton, and a full range of community services in people's homes and at locations across City and Hackney. Homerton University Hospital delivers general hospital and specialist services and has 400 beds across 11 adult inpatient wards, an intensive care unit, and maternity, paediatric and neonatal wards. We have three-day surgery theatres and six main operating theatres, and perform a range of surgery including general surgery, trauma, orthopaedics, gynaecology, maxillofacial, urology and ear nose and throat (ENT). We offer a range of specialist care in obstetrics and neonatology, foetal medicine, HIV and sexual health, asthma and allergies, bariatric surgery and neurorehabilitation across east London and beyond. Community services operate from over 60 partner sites in Hackney and the City of London, and include sexual health, Locomotor rehabilitation services, school nursing and diabetic eye screening. The Trust also provides continuing healthcare at the Mary Seacole Nursing Home in Hoxton, east London.

Our 3,800+ exceptionally talented and motivated staff (our people) have built an organisation which offers outstanding care and has a reputation for kindness, safety and responsiveness. We are known for the quality of training offered, and are recognised as one of the top recruiters to high quality research studies in the UK, with particular interest in neonatology, sexual health and respiratory medicine. We are also recognised as early adopters of methods and systems that promise better and safer integrated patient care.

## Homerton Healthcare in numbers



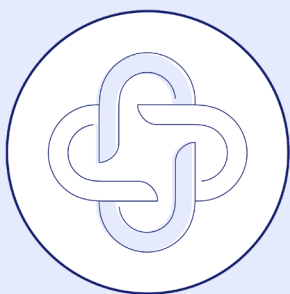
## Our Ambition for 2031

In April 2026 we launched three new strategic priorities, setting a direction for the next five years.

The priorities were shaped by the needs of our community – including rapidly changing patterns of demand and complexity we were seeing amongst our patients – coupled with the national direction offered by the NHS 10 year plan:

### 1. Integrated care

Delivered seamlessly across home, hospital, and community.



#### Our ambition for 2031

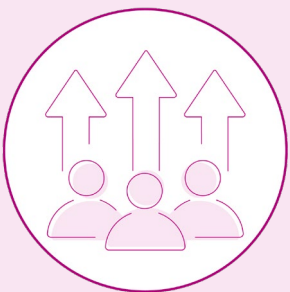
People in City and Hackney will experience care that feels joined-up, personal and easy to navigate with the right care delivered in the right place at the right time, every time.

#### What this means

Effective integrated acute and community care – right care, right place, with no unnecessary delays.

### 2. Better value: better care

Through our people and our resources.



#### Our ambition for 2031

Every pound we spend and every hour our staff give will be focused on what matters most – delivering safe, high-quality care, reducing inequalities, and improving health outcomes for our communities.

#### What this means

Maximising value through our people and resources – supporting teams to improve how we work, every day.

### 3. Innovation that transforms care and improves lives

Using digital tools, data and new ways of working to improve care and experience.



#### Our ambition for 2031

People in City and Hackney will benefit from the very best of innovation, technology and new models of care – making care easier to access, more personalised, and more effective at improving health and lives.

#### What this means

Embedding innovation to improve care and outcomes – adopting proven improvements and safe, governed digital tools, including AI, where they help patients and staff.

## Living Our Values – How We at the Homerton Work

### Personal

We will give compassionate care that addresses individual needs and is responsive to our patients, service users, their families and carers, and our people.

**We will:**

- ensure that relationships with patients and service users are founded on compassion, empathy, and kindness
- appreciate each person as an individual and address their specific needs to ensure we deliver equitable care
- actively listen to and involve patients and service users in decisions about their care
- provide continuity of care through good communication and teamwork

### Safe

We will do everything we can to make our services as safe as possible and constantly seek to learn and improve.

**We will:**

- be open and honest when we get things wrong, and do all we can to correct and learn from our mistakes
- listen to our staff, patients, service users and their families and carers and use their feedback to improve services
- ensure that we have the right staff, in the right numbers, with the right skills, in the right place, at the right time
- constantly monitor standards of care and respond quickly if there are concerns

### Respectful

We will treat others as we would expect ourselves or our families to be treated and cared for.

**We will:**

- treat everyone with dignity and respect
- listen to others and value their contribution
- provide services that meet the diverse needs of our communities
- value and support the health and wellbeing of all our staff

### Inclusive

We will respect and value the diversity of our patients and people so everyone can thrive, feel a sense of belonging and can be their authentic self.

**We will:**

- celebrate and value everyone's uniqueness and difference
- create psychologically safe spaces that enable people to bring their whole, authentic selves to work
- foster a sense of belonging
- have an anti-racist approach and tackle all forms of discrimination

### Responsible

We will take responsibility for our actions and any problems that we come across – we will lead by example.

**We will:**

- be open and transparent about our performance and our ambitious continuous improvement targets
- think differently and look for new and innovative ways of working
- ensure our care is evidence based and follows best practice
- do the right thing, even when it is difficult



## Trust Governance

The Trust is governed by a Board of Directors comprising executive and non-executive directors. The Board provides leadership to the Trust and sets the strategic direction of the organisation. The Board decides upon matters of operational performance, risk, quality assurance and governance, and it monitors the delivery of strategic aims and operational objectives.

As a Foundation Trust Homerton is accountable to the local population and members of the public which may become members of the Trust. The Board is supported by the Council of Governors which is made up of 14 public governors, 6 staff governors and 5 appointed governors nominated from partnership organisations such as the London Borough of Hackney. The Governors are elected by members of the Trust and they represent the constituents of Hackney and City and neighbouring boroughs or in relation to the workforce, both clinical and non-clinical staff are represented.

[You can read more about the Trust's governance here.](#)

## Equality and Diversity

We are committed to achieving equality and inclusion for all our people at Homerton Healthcare NHS Foundation Trust. We are proud to be in one of the most diverse locations in the country, with nearly 90 different languages spoken as a main language, and we champion equality, diversity and inclusion in all aspects of our employment practices and service delivery. Every member of our staff is expected to understand, commit to, and champion equality, diversity and inclusion throughout their work.

### **Achieving equality and inclusion for all our people**

*Our Homerton People* plan sets out to make the Trust the best place to work in the NHS, and one of our key ambitions to make this possible is to achieve equality and inclusion for all our people.

[You can read more about Our Homerton People and EDI strategy here.](#)



# Job Description

**Post title:** Non-Executive Director

**Accountable to:** Trust Chair

**Work base:** Trust Headquarters

**Time Commitment:** approximately 3 days a month (including preparation and attendance at meetings)

**Term of Office:** Initial term of 3 years, subject to annual performance review and reappointment

Homerton Healthcare NHS Foundation Trust is seeking to appoint 2 Non-Executive Directors to the Board. These NEDs will play a vital role in the leadership of the Trust, contributing to strategy, ensuring robust governance, and providing independent challenge and support to the executive team. Working collectively with the Chair, Chief Executive and fellow Board members, NEDs help ensure the Trust delivers safe, effective, compassionate and high-quality care for patients, while remaining financially sustainable and responsive to the needs of its communities.

These appointments are intended to strengthen the Board's capability across key priority areas, which are clinical leadership; digital transformation and innovation; and large-scale strategic change and experience of financial management.

## Key responsibilities (all roles)

### 1) People and Leadership

- Monitor appropriate governance of the Trust which complies with the right laws and regulations, that its strategies are robust, its business plans achieved, and stakeholder and patient interests are protected.
- Be independent minded, have integrity and gain the respect of other Board members.
- Have the ability to analyse Board papers and other statistics and elicit the knowledge needed to perform the role effectively while respecting executive operational responsibility and authority.
- Establish and maintain structured contact with fellow Non-Executive Directors to share best practice between meetings.
- Model the Trust values, ensure these are widely communicated and that the behaviour of the Board is entirely consistent with those values.
- Promote high standards of corporate governance and personal integrity.
- Work effectively with stakeholders, including Council of Governors and public membership through a programme of engagement events and activities.
- Provide independent scrutiny ensuring excellence in management.
- Attend and contribute to Board of Directors' meetings and Board development activities.
- Attend the annual members' meeting and meetings with the Council of Governors and its subgroups, as appropriate.
- Act as an ambassador for the Trust in the wider health and care environment through meetings and events attendance and networking opportunities.

## 2) Strategy

- As a member of the Board of Directors contribute to the setting of the Trust's strategic vision, aims and objectives ensuring the necessary resources are in place.
- Monitor delivery of the Annual Plan.

## 3) Performance

- Seek assurance that the Trust operates effectively, efficiently and economically.
- Support the continued financial viability and long-term sustainability.
- Monitor the achievement of financial and quality targets and the requirements of stakeholders within available resources.
- Undertake such training as is necessary to fulfil the role, including any mandatory training requirements.
- Participate in an annual review and appraisal with the Chair

## 4) Governance

- Monitor and seek assurance on the comprehensive framework of governance and system of internal control established across the Trust so that risks are effectively managed.
- Support compliance with regulatory standards.
- Promote the systematic delivery of excellent, safe, compassionate care that is patient and family centred.
- Actively support the Board of Directors working in conjunction with the Council of Governors to promote the interests of Foundation Trust members.
- As members of committees of the Board of Directors ensure information flows are timely and appropriate, and the necessary assurances are sought and reported effectively.
- Effectively engage with key stakeholders.



# Person Specification

## Person specification

Homerton Healthcare NHS Foundation Trust is seeking to appoint two Non-Executive Directors to strengthen the Board's collective expertise. We are particularly interested in candidates who bring senior experience **in one or more** of the following areas: **clinical leadership, quality and patient safety; digital transformation, data and innovation;** and **oversight of large-scale strategic change and experience of financial management.**

## Common criteria for all roles

### Knowledge and experience

- Significant senior management or Board-level experience in a large and complex organisation.
- Experience of leading or overseeing major change, service improvement or transformation.
- Understanding of good governance and the Board's role in oversight, assurance, support and challenge.
- Demonstrable commitment to Trust values, including equality, diversity and inclusion, with evidence of promoting inclusive practice.

### Skills, abilities and personal attributes

- Ability to contribute to ambitious strategies, and to seek assurance on performance, outcomes, risk and delivery, using evidence and sound judgement.
- Excellent communication skills, including listening sensitively, explaining complex issues clearly and challenging constructively.
- Ability to build strong, respectful relationships with Board colleagues.
- Ability to interpret complex information and reach balanced, independent judgements.  
Commitment to putting patients, staff and communities at the heart of the Board's work.

### Candidate will also bring **one** of the following criteria:

- Senior clinical leadership experience within a complex healthcare or related organisation
- Significant senior leadership experience overseeing digital transformation, technology, data or innovation within a large and complex organisation.
- Senior experience delivering large-scale strategic change and experience of financial management.

# NHS Leadership Competency Framework

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.

## 1. Driving high-quality and sustainable outcomes

The skills, knowledge and behaviours needed to deliver and bring about high quality and safe care and lasting change and improvement – from ensuring all staff are trained and well led, to fostering improvement and innovation which leads to better health and care outcomes.

Candidates will have:

- A demonstrable interest in health and social care and a strong desire to achieve the best sustainable outcomes for all patients and service users through encouraging continuous improvement, clinical excellence and value for money.
- Strong understanding of financial management, with the ability to balance the competing objectives of quality, operational performance and finance.
- An appreciation of constitutional and regulatory NHS standards.

## 2. Setting strategy and delivering long-term transformation

The skills that need to be employed in strategy development and planning, and ensuring a system wide view, along with using intelligence from quality, performance, finance and workforce measures to feed into strategy development.

Candidates will have:

- Experience of leading and delivering against long-term vision and strategy.
- Experience leading transformational change, managing complex organisations, budgets and people.

## 3. Promoting equality and inclusion, and reducing health and workforce inequalities

The importance of continually reviewing plans and strategies to ensure their delivery leads to improved services and outcomes for all communities, narrows health and workforce inequalities, and promotes inclusion.

Candidates will have:

- A clear and demonstrable commitment towards issues of equality, diversity and inclusion.
- Significant experience of engaging with the diverse social, economic and cultural groups served within and outside the organisation.

## 4. Providing robust governance and assurance

The system of leadership accountability and the behaviours, values and standards that underpin our work as leaders. This domain also covers the principles of evaluation, the significance of evidence and assurance in decision making and ensuring patient safety, and the vital importance of collaboration on the Board to drive delivery and improvement.

Candidates will have:

- Significant prior Board experience (any sector, executive or non-executive role).
- Evidence of successfully demonstrating the NHS Leadership competencies in other leadership roles.
- An ability to identify and address issues, including underperformance, and to scrutinise and challenge information effectively for assurance.

## 5. Creating a compassionate, just and positive culture

The skills and behaviours needed to develop great team and organisation cultures. This includes ensuring all staff and service users are listened to and heard, being respectful and challenging inappropriate behaviours.

Candidates will have:

- A clear commitment to the NHS and the Trust's values and principles.
- Experience of building effective teams, encouraging change and innovation and shaping an open, inclusive and compassionate culture through setting the right tone at the top and championing diversity at, and across, all levels.
- Strongly focused on the experience of all staff and patients.
- Experience managing conflict, finding compromise and building consensus across varied stakeholder groups with potentially conflicting priorities.

## 6. Building a trusted relationship with partners and communities

The need to collaborate, consult and co-produce with colleagues in neighbouring teams, providers and systems, people using services, our communities, and our workforce. Strengthening relationships and developing collaborative behaviours are key to the integrated care environment.

Candidates will have:

- A desire to engage with the local population and to collaborate with senior stakeholders across the health and care system.
- Strong interpersonal, communication and leadership skills.
- A willingness to challenge in the interests of patient outcomes and an approach that facilitates robust and honest debate and decision-making.
- Visibility both internally and externally in our community, experiencing and understanding the challenges faced on the ground by staff, patients and local residents.



# Terms of Appointment

## Remuneration

Remuneration, as determined by the Governors' Nomination and Remuneration Committee and approved by the Council of Governors, is £13,650 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.

The Governors' Nomination and Remuneration Committee will review and recommend levels of future remuneration, subject to the Council of Governors' approval.

## 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 NHS England or the Council of Governors, in accordance with the Trust's Constitution. This post is a appointment or 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 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 meetings 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.

## 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 in the annual report with details of all Board members' remuneration from NHS sources.

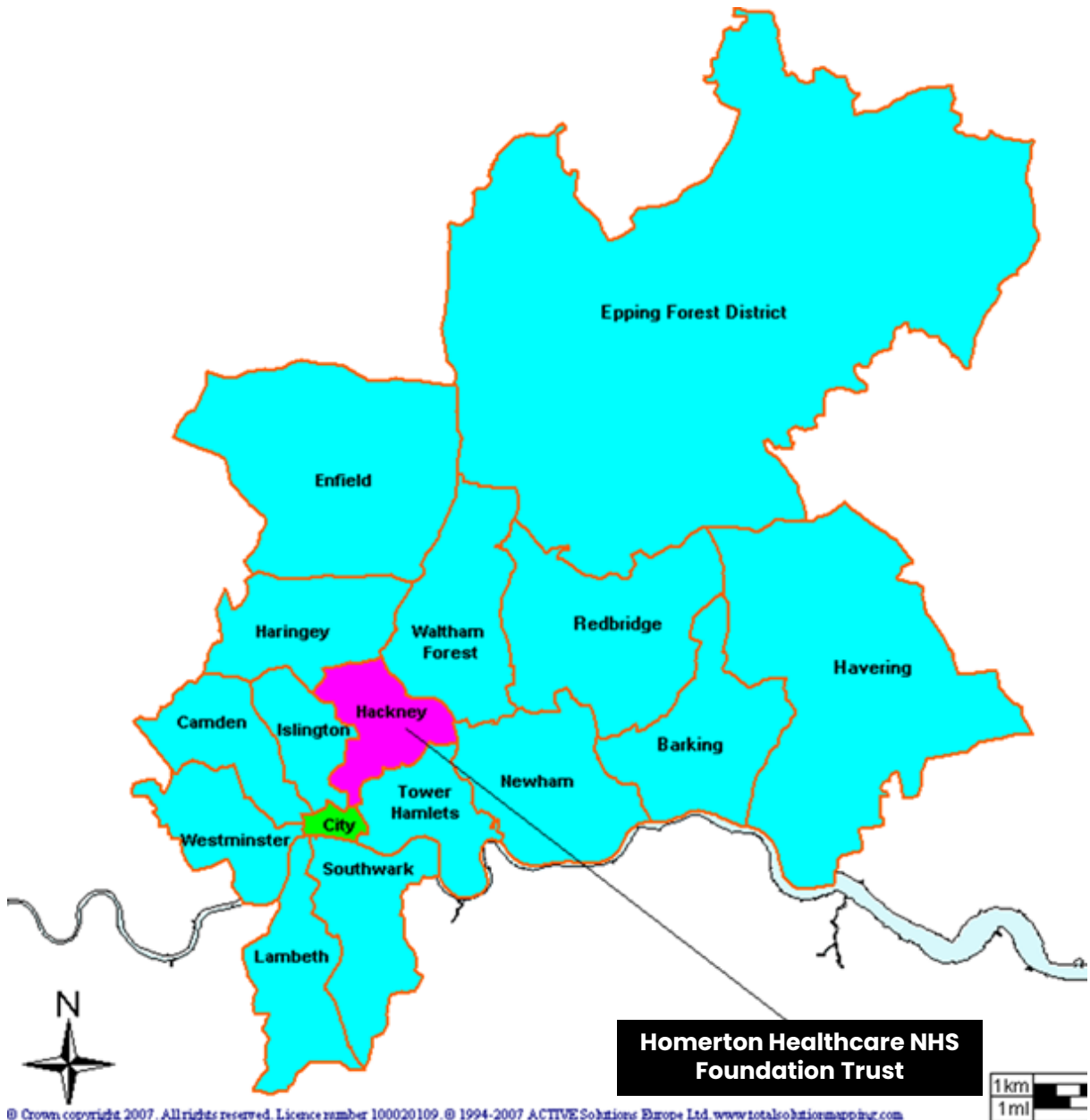
## Fit and Proper Person

NHS England require 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](#).

### Eligibility

Non-Executive Directors must be a member of the Foundation Trust. Please note, as per our Constitution, we can only accept applications from members of one of the Public Constituencies, or those who are a part of the Trust's medical or dental school:

The map below shows the areas in which Public Constituency members must reside:



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# How to Apply

**Saxton Bampfylde Ltd is acting as an employment agency advisor to Homerton Healthcare NHS Foundation Trust on this appointment.**

Candidates should apply for the roles through our website at [roles.saxbam.com](https://roles.saxbam.com) using code **AAHOE**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

**The closing date for applications is noon on 23<sup>rd</sup> June.**

Interviews will take place on Thursday 16<sup>th</sup> July.

\* 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.

## Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.





**Homerton Healthcare**  
NHS Foundation Trust

Saxton Bampfylde  
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