

# Non-Executive Director

Information pack



Northern Devon Healthcare NHS Trust  
Royal Devon and Exeter NHS Foundation Trust



# Welcome

The NHS continues to face a number of unprecedented challenges, from managing the effects of the COVID-19 pandemic, to tackling health inequalities and addressing the implications of an aging population.

Against the national backdrop of many complex issues and in the local context of our close partnership working, there has never been a more important time to take on such a crucial leadership role.

We hope this information pack supports your application and highlights some of the incredible work that takes place across both the Royal Devon & Exeter NHS Foundation Trust (RD&E) and the Northern Devon NHS Healthcare Trust (NDHT).

WELCOME FROM THE CHAIRMAN AND LEAD GOVERNOR



ABOUT RD&E



ABOUT NDHT



RD&E AND NDHT INTEGRATION



WORKING TOGETHER ACROSS DEVON



ABOUT THE ROLES



WHAT'S NEXT?



If you need any of the information in this pack in a different format or language, please contact us via

[Melanie.Shearer@gatenbysanderson.com](mailto:Melanie.Shearer@gatenbysanderson.com)





## Welcome from the Chairman

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

We are focused on ensuring that both trusts continue to provide safe, high quality and joined up healthcare services, as well as further integrating pathways of care across our services.

We are looking for two exceptional individuals, one with a clinical background and one with a social care or local authority background, to help us achieve this through these roles.

While one successful candidate will sit across both the RD&E and NDHT's board from the point of appointment, the other will be appointed solely to the RD&E's board until the organisations' futures are decided - both will be essential to shaping the future of healthcare across Devon.

"These fundamental roles, which are being offered as the RD&E and NDHT continue to develop their longstanding partnership, will help to develop meaningful decision-making and strategy at a pivotal point in the organisations' history. There has never been a more exciting opportunity to make a difference."

**James Brent**  
Chairman

## Welcome from the Council of Governors

As an NHS Foundation Trust, the RD&E has a Council of Governors that are elected by members and staff. We carry out a range of statutory duties that include appointing Non-Executive Directors and holding them to account for the performance of the board in managing the Trust.

Governors also represent the interests of members and the public and provide a vital connection between the RD&E, patients and local communities. We fully support the Trust's innovative approaches to integrated health care and its focus on what matters the most to patients, whether in hospital or at home.



"This is an exciting period of transformation for the Trust. We hope that this recruitment pack stimulates your interest in joining us as a Non-Executive Director and look forward to hearing from you. Thank you."

**Peta Foxall**, Lead Governor



## About the RD&E

*With over 9,000 staff, the RD&E manages a large acute teaching hospital, twelve community hospitals and provides community services to a core population of over 450,000.*

The RD&E has a long and proud history dating back over 250 years. The trust is an internationally recognised provider of high quality healthcare services, innovation, research and education.

As a teaching hospital, the RD&E delivers undergraduate education for a full range of clinical professions, is established as a leading centre for high quality research and development in the South West peninsula, and is the lead partner for the University of Exeter College of Medicine and Health.

The Trust has responsibility for Eastern Devon's community services, including many of the services in the community hospitals enabling the trust to offer more efficient and joined-up integrated care.

[Read our latest CQC report](#)



### Meet our Board of Directors

Our Board of Directors is led by the Chairman of the trust and is made up of Executive and Non-Executive Directors.



### Our vision and values

Our values were developed by our staff and form the cornerstone of all that we do, as individuals and as an organisation.



### Meet our Governors

The RD&E's Council of Governors currently consists of 22 Governors. This is made up of 15 Public Governors, 5 Staff Governors, and 2 Appointed Governors.



### Our corporate strategy

Our strategy defines how we will work together to build a health and care system that delivers for all, now and into the future.



### Our inclusion strategy

For us, inclusion is about positively striving to meet the needs of different people and creating environments where everyone feels respected and able to achieve their full potential.





# About the NDHT

*NDHT is a small, innovative and friendly trust that makes a big difference to people's lives in northern Devon.*

NDHT provides integrated acute and community health and care services across northern Devon together with a range of specialist community services across Devon and Cornwall. With 3,392 staff, our care services are provided in a wide geographical and physical locations, including people's homes, clinics, our five community hospitals and our acute district general hospital.

Our acute hospital in Barnstaple provides a 24/7 emergency service and is the most remote acute hospital in mainland England, at over 1.5 hour's drive away from its nearest neighbouring acute hospital.

In any 24 hours our health and social care community teams visit around 500 patients in their own homes to help them rehabilitate after illness or injury. At any one time, they are overseeing around 6,000 people's care.

Find out more



Meet our Board of Directors	Our Board of Directors is led by the Chairman of the trust and is made up of Executive and Non-Executive Directors.	>
Our vision and values	Our trust values guide everything we do.	>
Our CQC reports	Our most recent report found “an exceptionally strong patient-centred culture with staff putting patients first.”	>
Our trust plan	Our plan focuses on embedding successes, as well as making the most of opportunities to change the way we deliver services for the better in the longer term	>
Our commitment to inclusion and diversity	We aim to create a positive sense of belonging for everyone, regardless of their background or identity, to value visible and invisible differences and to create a sense of belonging.	>

## RD&E and NDHT Integration

The RD&E has supported the delivery of acute services in Northern Devon for a number of years, and in June 2018, this arrangement was strengthened as part of a Collaborative Agreement.

At the end of 2019, the RD&E and NDHT boards separately agreed that the two organisations will explore joining together on a more formal basis, on the premise that it is supported by NHS regulators.

A strategic case setting out the potential benefits of integrating for staff, patients and local communities has been approved by NHSEI, and we are now developing a detailed Integration Business Case.



"Both trusts have something to offer the other, and it is clear that our strengthened partnership can make a real difference to our communities and staff across Northern and Eastern Devon."

**Suzanne Tracey**  
Chief Executive of RD&E and NDHT



### Integration update: 20 Jan 2021

Read more about us receiving the go-ahead from NHSEI to continue working on plans to formally join together.

[Find out more](#)



### Integration update: 26 Jan 2021

Find out about how we're bringing together the RD&E and NDHT Board and Leadership teams.

[Find out more](#)



### Integration update: 16 Feb 2021

Take a look at how we're beginning to explore a new name for our integrated organisation.

[Find out more](#)





# Working together across Devon

## Together for Devon

The NHS Long-Term Plan sets out how health and social care partners need to work together to plan services for the next five to ten years.

'Together for Devon' reflects the commitments made in the NHS Long-Term Plan and forms the foundations of future changes to our services.

It is a partnership of health and social care organisations working together with local communities to improve people's health, wellbeing and care. Both the RD&E and NDHT are part of this partnership.





## About the roles

The two new Non-Executive Directors will be expected to use their skills and experience to guide the work and promote the success of the RD&E and NDHT

The board has reviewed the existing balance of skills and experience within the Non-Executive Director team and are particularly keen to attract candidates with senior level experience of social care and local government and a candidate with senior level clinical experience including medical, nursing, allied health professionals or midwifery.

Given the discussions around local and regional partnership working and the structural changes taking place in the wider healthcare environment, we are seeking exceptional candidates who are flexible in their approach to problems and have experience of major organisational change.

[Read the person specification](#) ➔



## The role of a Non-Executive Director

Find out about the key requirements of the role by clicking here

[Find out more](#)



## Supporting information

Find out more about the time commitment, training, remuneration and terms by clicking here

[Find out more](#)





# What's next?

## Our timeline for recruitment

Closing date for applications: **Monday 29<sup>th</sup> March 2021**

Preliminary interviews with GatenbySanderson: **w/c 12<sup>th</sup> April 2021**

Final panel and stakeholder meetings: **w/c 3<sup>rd</sup> May 2021** Clinical - Wednesday 5th May  
Social Care - Thursday 6th May

Candidates will be selected for interview based on how closely they demonstrate their skills and experience in relation to the job description and person specification.

Applications should consist of a full curriculum vitae detailing career and achievements, as well as a supporting statement which addresses the role description and person specification. Applications should be made via the GatenbySanderson website.

GatenbySanderson  
website



Our recruitment process has been adapted and carefully designed to consider any social distancing guidelines.

In addition, please ensure that you provide the following information:

- Daytime, evening and/or mobile telephone numbers as well as your personal email address (to be used with discretion)
- Contact details for two referees. Referees should be people who can comment authoritatively on you as a person and as an employee and must include your current or most recent employer or his/her authorised representative. Confidential references are taken up on candidates shortlisted for formal interviews. However, we will refer back to you for confirmation that referees may be approached before any contact is made with them
- Confirmation of your availability for meetings on key dates as outlined

Once the closing date for applications has passed, applications will be evaluated according to the person specification and the Selection Panel will select which candidates will be invited to take part in the initial stage of the process.

Contact Melanie Shearer at GatenbySanderson for an informal conversation about the opportunity.



Email  
Melanie Shearer



Call  
Melanie Shearer



Visit the  
website  
GatenbySanderson



**Royal Devon and Exeter**  
NHS Foundation Trust

Thank you for reading this pack. If you have any questions, please  
contact [Melanie.Shearer@gatenbysanderson.com](mailto:Melanie.Shearer@gatenbysanderson.com)