



The Royal Hospital for Neuro-disability

Chair – Person specification

Core skills required for the role

Leadership

- Ability to lead of the Management Board collectively and individually; ensuring effectiveness in all aspects of their role; leading them as a team to meet common goals and ensuring skills . expertise and lived experiences are utilised for the good of the RHN, the patients it serves and the staff and volunteers who work for the Hospital.
- Ability to ensure the Management Board and the Executive team work together effectively; building and maintaining constructive relationships based on candour, trust and mutual respect to set and deliver the organisation's strategy and objectives.
- Ability to influence a wide range of external and internal stakeholders and other parties in order to pursue the objectives of the RHN , working collectively or individually.
- An ability to facilitate change and transformation to ensure that the organisation thrives and flourishes.
- Ability to ensure that diversity of opinion is welcomed and any conflict is handled constructively and effectively.
- Demonstrable impartial, fair and objective decision making, supported by a proven ability to hold others to account.
- Alignment with RHN's values of ; seeing the whole person, willingness to learn, honesty and integrity, delivering on promises.

Strategy:

- Exhibit a deep understanding of the importance of developing and delivering a sound strategy against which the RHN operates and delivers to the benefit of patients and their families .
- Ensure all Board members contribute proactively to the Board's role in providing strategic direction to the RHN, and evaluating performance against agreed targets so that decisions can be taken for the sustainable future of the RHN and in the best interests of patients and their families.
- Bring a level of independence of thought and external perspective to support and challenge strategy development and its delivery.

Governance:

- Demonstrate a clear understanding of the legal duties and responsibilities of the Management Board in line with the requirements of the RHN's external regulators.
- Demonstrate visible and ethical personal leadership, promoting the highest standards of integrity and corporate governance in line with the RHN's values.
- Ensure the organisation operates to ensure long term sustainability and in line with its ethical standards.
- Demonstrate management experience, including as a Chair of Board/sub-Board committees or similar.
- Ability to bring guardianship of the RHN's governance processes.



Communication:

- Demonstrate outstanding communication skills, including excellent listening skills, the ability to weigh up arguments and summarise for others, enabling effective decision making.
- Ability to effectively engage, facilitating the effective contribution of all members of the Management Board and wider stakeholders, as appropriate.
- Demonstrate well developed skills of tact, diplomacy, constructive challenge and support and the ability to inspire and influence others.
- Ability to set the style and tone of the organisation and the operation of its Board to ensure maximum engagement and inclusivity of all parties.

Commercial Acumen:

- Proven level of financial literacy, ability to work with the CEO and Directors to ensure the overall stability of the RHN and secure a sustainable future for its services.
- An ability to ensure all avenues are explored to ensure the organisation flourishes, delivering excellent outcomes for patients, aligned with a sustainable financial future.
- Ability to satisfy themselves as to the integrity of financial, clinical and other information based on evidence and where necessary expert advice.
- Ability to assess that the financial and clinical quality controls, and systems of risk management and governance are robust and implemented effectively, taking expert advice as necessary.