



PERSON SPECIFICATION

BOARD MEMBER

Commitment

- Board Members need to be able to understand and accept the duties and liabilities of their role (see especially Charity Commission Guidance CC3 – The essential Trustee: What you need to know, what you need to do – available on the Charity Commission website)
- Commitment to the 7 Principles of Public Life (frequently referred to as the Nolan Principles)
- Empathy with the mission, vision and values of St Cuthbert's Hospice, and in particular a commitment to best practice and excellence
- A willingness to devote the necessary time and effort to be an effective Board Member
- Commitment to ensuring the organisation is well run and compliant with law and regulation
- A willingness to act in a way that is consistent with the Hospice's Governance Standards

Focus

- Ability to think and apply knowledge strategically
- Ability to think creatively
- Ability to remain focused on the mission of the Hospice
- Ability to analyse and evaluate management information and other evidence
- Understanding of the different roles of Board Members and Executive Officers.

Communication and Team-working

- Ability to communicate clearly and sensitively and to take an active part in discussions
- Ability to influence and engage
- Ability to work effectively in a team
- Willingness to express own opinion in a reasoned way, while also listening and remaining open to the views of others.
- Ability to challenge constructively and ask questions appropriately.

Accountability

- Ability to exercise sound and independent judgement
- Willingness to make and stand by collective decisions, including those that may be unpopular
- Ability to manage difficult and/or challenging situations
- Understanding of what conflicts of interest mean in practice and how to avoid them
- Personal credibility with an ability to act as an organisation champion with a variety of stakeholders (including staff, volunteers, funders and supporters).
- Ability to maintain confidentiality on confidential and sensitive information

Skills and Experience

The Board seeks to maintain a membership that has a wide ranging level of experience so that the Board as a whole has the skills and experience to draw upon in its governance and decision-making roles. However, all Board Members will be expected to demonstrate experience in each of the following areas (although this could be through the world of work, as a volunteer or in their personal life):

- Setting targets
- Monitoring and evaluating performance
- Financial Management
- Risk management
- Palliative and end of life care

Experience of operating within a Board or Committee structure in a charitable, public sector or commercial organisation would be an advantage.

In this round of recruitment, experience in any one or more of the following would be desirable:

- delivering clinical services at a senior level (a medical practitioner with experience at senior level in primary secondary or tertiary care)
- accountancy
- legal practice
- estates management
- health and safety
- safeguarding
- promoting equality, diversity and inclusion
- health and social care commissioning
- communications and PR
- HR.