

Board Governors

Welcome

Dear Applicant

Thank you for your interest in joining our Board as a Governor. The Health Foundation is an independent charitable foundation committed to bringing about better health and health care for people in the UK. Through giving grants to those working at the front line, to carrying out research and policy analysis, we shine a light on how to make successful change happen that is improving health and health care for the UK population.

At the Health Foundation, we believe that every person in the UK should have the opportunity for a healthy life and access to the same standard of health care, irrespective of their background. The coronavirus (COVID-19) pandemic has had an unprecedented impact on our national health and care services. It has also further highlighted the impact health inequalities in the UK – as the pandemic has affected some groups of people much more than others.

Through our research, data analysis and policy insights, we are informing individuals and organisations across the health and social care system to navigate their way through the current challenges, as well as building the evidence needed to understand the longer term implications the pandemic will have on the nation's health. Our ongoing and high-profile programme of work *Promoting healthy lives for all in the UK* aims to change the conversation to focus on health as an asset, rather than ill health as a burden – and to promote policies and encourage local action that improves opportunities for a healthy life in the UK.

Our Board is now looking for two exceptional Governors who share our goal of better health and health care for people in the UK and wish to provide insight and challenge towards the strategic direction of the Foundation. We are looking for committed and passionate people to join our Board in the following areas:

- **Health Inequity, Diversity and Inclusion**

The Governor for health inequity, diversity and inclusion will be a new appointment to the Board and will add to our existing expertise. You will inform and advise on our ongoing programmes of work to achieve equitable health and health care for all people. We have a wealth of health care knowledge on our Board currently and it may, therefore, be that you bring wider knowledge of the impact that health inequities have on society.

- **Member of the Investment and Audit Committees**

As a member of the Investment Committee, you will oversee our endowment fund of c£1bn, which is invested globally and diversified across public equity and bonds, real estate, hedge funds, private investments and infrastructure. This role would also represent the Investment Committee as a member of the Audit Committee, advising on the control framework around our investments.

This is a particularly rewarding time to join our Board, during one of the most challenging periods our health care system has faced. Your contribution will help shape the future of health across the nation.

I hope, having read the information below and published on our website, that you are interested to join our Board as a Governor. If you believe you can demonstrate the experience, skills and attributes we are looking for, I very much look forward to hearing from you.

Sir Hugh Taylor
Chairman of the Board of Governors

About the Health Foundation

Our aim is a healthier population, supported by high quality health care that can be equitably accessed. We learn what works to make people's lives healthier and improve the health care system.

The Health Foundation make links between the knowledge gained from working with those delivering health and health care and their research and analysis. The aspiration is to create a virtuous circle, using what they know works on the ground to inform effective policymaking and vice versa.

The Health Foundation believes good health and health care are key to a flourishing society. Through sharing what learnings, collaborating with others and building people's skills and knowledge, we aim to make a difference and contribute to a healthier population.

We have a balance sheet circa £1bn, with an annual expenditure circa £40m and around 200 employees. You can find out more about our investments in our annual report and accounts for 2019, which can be found here <https://www.health.org.uk/publications/2019-annual-report-and-financial-statements>

Our work highlights the economic and social determinants of good health, including the impact on society of poor health <https://www.health.org.uk/publications/healthy-lives-for-people-in-the-uk>. A recent example of our work on health equity can be found here <https://www.health.org.uk/publications/reports/the-marmot-review-10-years-on>. The outbreak of Covid-19 has amplified the effect of health inequity, as discussed in our blogs here <https://www.health.org.uk/what-we-do/a-healthier-uk-population/useful-publications-and-resources-on-healthy-lives/covid-19-and-health-inequalities-blogs-series>

Within the foundation we have initiated an internal response to improve our own approach to diversity and inclusion.

The road ahead for the Health Foundation



About our Board of Governors

The Board of Governors is responsible for directing the work of the charity, for the benefit of the public. The charity is regulated by the Charity Commission and subject to charity and company law. As a Governor, you would be expected to contribute to the strategic direction of the charity and candidates will need to demonstrate empathy with the charity's mission, but we do not expect candidates to have expertise in health or health care. You can find more information on our governors, here <https://www.health.org.uk/about-the-health-foundation/our-people>

The Investment Committee comprises three governors (Chair of the investment committee, Chair of the board of Governors and this role), the Chief Executive and Chief Investment Officer plus up to four independent members who each bring a specialist knowledge in various investment markets or asset classes.



Role Description

Role:	Board Governor
Responsible to:	Chair of the Board of Governors

Governors, in their role as trustees of the Foundation, have and must accept ultimate responsibility for directing the affairs and management of the Foundation, ensuring that it is well-run, efficient, operating in accordance with all relevant laws and regulations, financially stable and sustainable and delivering the charitable outcomes for the benefit of the public for which it has been set up. They have a number of duties which they must exercise.

Role and responsibilities of Governors:

1. Contributes actively to the Board's role in giving strategic direction to the charity, setting overall policy, defining goals, setting targets and evaluating performance against agreed objectives and targets
2. Uses their specific skills, knowledge, experience, and perspectives to help the Board reach sound decisions
3. Ensures the charitable objectives of the Foundation are carried out for the public benefit in compliance with Charity Commission guidance
4. Acts as a positive Ambassador for the work of the Foundation, both internally across our organisation and externally through networks and partners
5. Safeguards the assets of the Foundation and ensures that the major risks to which the charity is exposed are identified and reviewed regularly with systems in place to mitigate or minimise these
6. Commits to giving a minimum of nine full working days per annum for Foundation work (including preparation time for meetings of the Board, its committees and any other sub-groups that may be formed from time to time)
7. Stays informed of our work and matters relating to the work of the Foundation; prepares well for meetings, and takes an active and engaged role in discussions
8. A willingness to chair or participate as member of one or more Board committees and/or any sub-groups
9. Demonstrates an ongoing commitment to the charity, acting in its best interests at all times
10. Volunteers for and willingly accepts opportunities to further their own understanding of the Foundation's work
11. Complies with the policies of the charity, including but not limited to the policy on Conflicts of Interest
12. Seeks to resolve any concerns about the performance of the Board, its compliance with its governing documents and/or the welfare of the Foundation, by contacting the Chair or the Chief Executive in such circumstances. If these channels fail to resolve the matter, or the nature of the matter makes them inappropriate, then contacting the Vice-Chair.

A detailed generic description of the role of Governor at the Health Foundation is available to [view here](#).

Person Specification

Part One

Knowledge and Experience

- Experience in one of the following **is essential**:
 - » Leadership in an organisation exposed to health inequity, with knowledge or appreciation of health inequity, either through lived experience or through the experience of others
 - » Seniority in the investment world with experience dealing across multiple asset classes and market cycles
- Experience of working with an active and engaged Board made up of individuals who bring diverse skills and experiences
- Strong strategic leadership experience with an appreciation of high level governance requirements
- Clear understanding of risk in all its forms as relevant to the Foundation
- Previous experience of working on an Investment Committee for the Investment appointment would be an asset for the role.

Part Two

Skills and Abilities

- Able to engage with Board colleagues outside of your area of expertise
- Able to listen, contribute and accept the principle of collective responsibility
- Able to reflect diversity in thought and behaviour and by leading by example
- Analytical capacity to understand and interpret complex data to inform decision making
- Ability to lead and guide Directors and other Board members towards a decision that works for all parties and for the Foundation's beneficiaries.

Part Three

Attributes and Behaviours

- Open and engaging communication style
- Attention to detail
- Willingness and enthusiasm to work alongside others in pursuing shared objectives and is an effective Contributor
- Strategic and creative thinker who makes connections
- Demonstrates sound and independent judgment and has an inclusive, consultative, collegiate and supportive style
- Empathy with the mission to bring about better health and health care for people in the UK.

Terms of Appointment

Time commitment	There are four Board meetings a year. Members of the Investment and Audit Committees are required to attend an additional seven meetings each year. We ask our other Governors to join a committee or sponsor an initiative, equivalent to another 4-6 meetings a year. All papers are provided electronically one week in advance. These roles might expect a commitment to the equivalent of 9-12 days p.a. (including preparation time).
Remuneration	This role is performed on a voluntary basis. A donation will be made to a registered charity of choice, typically £15k per annum.
Term of appointment	We would like the successful candidate to take up the post from February 2021 for a term lasting five years. Terms may be extended for a further four years. The incumbent Governor for the Investment Committee retires in July 2021 and we would aim for a reasonable period of handover. We offer all Governors a full induction programme.
Location	Board meetings are currently being held virtually through audio-visual technology. This facility is likely to continue into the future but in person meetings, when safely restored, will be held at our offices in Blackfriars.
Conflict of Interest	We ask all candidates invited for interview to refer to the Conflict of Interest Policy.



How to Apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact our advising consultant Juliet.Taylor@starfishsearch.com or Mark.Crowley@starfishsearch.com and we will be happy to arrange a call.

To make an application, please go to <https://starfishsearch.com/jobs/hf-board-gov/> and click on the apply now button, with the following prepared:

- your CV (no more than three sides)
- a supporting statement that sets out why you are interested in this role and how you match the criteria set out under Part One of the Person Specification
- we would be grateful if you would also tell us about any dates when you are not available to attend interview.

Closing date: midday, Monday 4th January 2021

Longlist agreed: By Friday 8th January 2021

Preliminary interviews with Starfish: Wednesday 13th – Friday 15th January 2021

Technical interview for Investment Committee Governor: w/c 25th January 2021

Final Panel Interviews with Health Foundation: Thursday 4th & Monday 8th February 2021



