

CANDIDATE PACK

CHAIR

Locala
Health & Wellbeing
Caring for our communities



WELCOME

Thank you for your interest in becoming our new Board Chair.

Locala Health and Wellbeing is a 1,500-strong community healthcare provider and social enterprise with a strong social purpose - supporting people to have better lives by investing all our resources into communities - with a mission to be an indispensable ally within the broader health and care system. Through our vibrant and growing organisation, we provide a variety of NHS and local authority services that care for and support people at all stages of their life in Kirklees, Bradford, Calderdale, Stockport and Tameside.



At a time of political, social and economic change in our country, social enterprises have an unprecedented opportunity to play an increasingly valuable role in serving populations. Our independence from the statutory sector gives us the space to think differently about the challenges ahead and reimagine care. Organisations like ours are now critical to the coverage and diversity of high-quality healthcare and wider provision. For that reason, we have ambitious plans to expand and become a national leader in supporting people where they live.

Our current strategy Better Lives was launched in 2021 with a refreshed set of values and strategic priorities of exemplary care, employer of choice, growth through partnerships, sustainability and social impact. We are now well on our journey to achieve our aims, sometimes in challenging circumstances, and our next Chair will ensure that we are positioned to complete this next bold and exciting phase of development.

In short, there has never been a better time to join us. We're offering the right person the chance to lead a talented unitary Board, and to provide confident and insightful stewardship to a growing organisation. How you bring about your influence will be much more important than your knowledge of health and care provision alone in this role. We're looking for people who are gifted strategic thinkers, natural collaborators, unfazed by complexity, and comfortable carrying significant accountability.

You will be an influential and trusted presence, and persuasive advocate for high quality services. A natural ambassador outside the organisation, you will also be someone with an innate ability to anchor us through your wisdom and perspective. We need someone who can both inspire and agitate for growth and innovation. You will also understand and acknowledge all of the pressures and inter-dependencies associated with running high quality health services in the current climate, and you will be adroit at navigating multi-stakeholder networks, coalescing views and championing our people.

More than anything, you will see in us – in who we are and what we do – our true potential, and both lead and inspire us to fulfil it.

Diane McKerracher, Chair of the Board
Karen Jackson, Chief Executive



LOCALA IN BRIEF

Locala Health & Wellbeing, or to use our full company name Locala Community Partnerships CIC, was created in 2011 to take on the NHS community healthcare services previously provided as part of Kirklees Primary Care Trust in West Yorkshire. Today, Locala provides services in Kirklees, Bradford, Calderdale, Stockport and Tameside and employs nearly 1500 colleagues, who are all committed to delivering the very best services to patients. Our team are part of the community and have often cared for generations within the same family. We continue to be part of the NHS family, deliver care under the same ethos and our staff enjoy the same terms and conditions.

We are a not-for-profit community healthcare provider and proud to provide a variety of NHS and local authority services to care for and support people of all ages where they live. We work closely with GPs, social services, other local NHS organisations, local authorities and the third sector to deliver a co-ordinated approach to care and support. We're here for people at all stages of their life and our services range from school nurses to district nursing, sexual health, health visitors, physiotherapy, dental care and podiatry.

As a social enterprise, our services are tailored to meet the needs of our communities and any financial surplus is re-invested in supporting patient care; we also invest in our local areas through initiatives such as the Locala Community Fund. Part of our social enterprise approach is to provide innovative services that reflect the needs of local communities, meaning we work in close partnership with other agencies to deliver high quality and value for money care and support services.

We are proud to be a colleague-owned provider of community healthcare services. It is vital that we have an active and involved membership to help us to understand the needs of our local communities and ensure those needs are met. Our members are our driving force for positive change, they play an active role in shaping our community healthcare services and are represented by our Members Council.

Find out more about us, our work and our current Board at <https://www.locala.org.uk>



THE CHAIR APPOINTMENT

Our Chair provides high-profile, inspirational leadership to Locala and its Board and Members' Council to deliver its Strategies. The four main aspects of the role are:

- To act as **ambassador**, building collaborative partnerships across the health and social care System and within our communities.
- To be an effective **advocate** for Social Enterprise and the Locala Values – helping to set an inclusive and vibrant culture and maximise our social impact.
- To **agitate** for growth, improvement, sustainability and high-quality services in our communities.
- To be an **anchor** for strong governance and Board decision making that further enhances Locala's growing reputation as a leader and innovator.

MAIN RESPONSIBILITIES OF THE ROLE

- Provide inspirational leadership to the Board and Members' Council to shape the organisation; promoting an inclusive and diverse culture which supports Locala's values and exciting aspirations.
- Play a lead role in building collaborative partnerships, regionally and nationally with: Commissioners, Providers, the Third Sector and other stakeholders in the communities we serve – that mark Locala as an outstanding partner.
- Lead the development of, and Board focus on, delivery of ambitious strategies that combine delivery of commercial growth, social impact and tangible improvements to the health and well-being of the communities we serve.
- Develop and maintain a strong working relationship with the Chief Executive; providing support and holding to account for the effective management and delivery of Locala's strategic aims and objectives.
- Set the highest standards of probity, integrity and governance, ensuring that the organization's internal governance arrangements conform with best practice and statutory requirements.
- Maintain the regular evaluation of the performance and development, as well as succession planning, of the Board, its committees and individual officers including the Chief Executive. Be accountable for the performance of the Non-Executive Directors.
- In successfully undertaking the above demonstrate the range of leadership behaviours expected by the organisation from its managers and staff colleagues– being recognized as a leadership role model for the Board and all Colleagues.



WHO WE ARE LOOKING FOR

YOUR KNOWLEDGE AND EXPERIENCE

- Strong and successful Board level experience gained in similarly complex, multi-stakeholder organisations with scale and reach. Knowledge of regulated service delivery environments would be useful.
- Experience of overseeing organisational performance against strategic objectives.
- Thorough knowledge of good governance, with personal experience of financial controls, risk management, regulation and statutory compliance.
- Strong experience of: working in a public facing, exposed or politically sensitive role; representing organisations and: bringing networks and contacts to bear in a way that builds support and seizes opportunity.
- Successful personal track record of inspiring and developing diverse, highly motivated senior leadership teams, including building trust and confidence, providing mentoring support and overseeing performance management.
- An understanding of national health systems and thematic issues surrounding health inequalities, either from a direct professional background or through lived experience.

YOUR SKILLS AND ABILITIES

- Highly effective communication and interpersonal skills and is able to engage a range of different audiences.
- Sophisticated persuading and influencing skills and is able to tailor approach to suit different audiences.
- Able to set and create engagement through vision.
- Strong team-building skills; able to bring people on the journey and build confidence.
- Politically astute, with the ability to grasp relevant issues and understand relationships between interested parties.
- Able to think entrepreneurially about innovation and new growth opportunities.

YOUR PERSONAL STYLE AND BEHAVIOURS

- 'Low ego' style; a listener with high capacity for self-reflection and Emotional Intelligence.
- A trusted presence with unimpeachable integrity.
- Exercises sound and independent judgement.
- Team player and natural collaborator with a diplomatic style.
- Inclusive in approach; fervently committed to promoting equality, diversity and inclusion.
- Passionate about delivering excellent health and patient care services, and social impact, and has personal empathy with Locala's work.

Locala values the strength a diverse workforce brings and actively promotes flexible working practices, such as job share and term time working. We are committed to appointing people whose experience, knowledge, qualifications and skills are most appropriate for the job.



TERMS OF APPOINTMENT

REMUNERATION AND TIME COMMITMENT

This role attracts £36,000 per annum for the equivalent of up to 10 days per month.

We are looking for a Chair who can offer the personal flexibility and availability to commit to the role during a time of change and development.

LOCATION

Our Headquarters are Becksid court in Batley, West Yorkshire but the geographically diverse locations of our services means our Board meet in a variety of other locations – close to our colleagues and communities.

The Chair must be willing to travel as required.



HOW TO EXPRESS AN INTEREST IN THE ROLE

We hope you will consider making an application to become Chair of the Locala Board. To make an application, please go to <https://starfishsearch.com/jobs/locala-chair/> and click on the apply now button, with the following prepared:

- a CV (no more than three sides) or equivalent biographical information
- a short covering letter that explains your motivation, suitability, availability and confirms that you would not be subject to any conflict of interest
- please tell us if there are any dates during the selection process (outlined below) when you would not be available to participate.
- If you have a disability and identify any barriers in the job description or person specification, please tell us.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date	Tuesday 30th May 2023
First stage discussions	w/c 12th June 2023
Agreement of the shortlist	w/c 19th June 2023
Informal conversations with stakeholders	w/c 26th June 2023
Final interviews	w/c 3rd July 2023

