

Role description: Non-Executive Director

Accountable to: Chair of ICHP Board

Remuneration: £7,725 per annum

Time commitment: Approximately one day per month (12 days per annum)

Location: Four Board meetings per year will take place in person in central London (with hybrid option as circumstances require)

Term: Non-Executive Directors are appointed for terms of up to five years

About Imperial College Health Partners

Imperial College Health Partners (ICHP) is a partnership organisation bringing together healthcare providers and universities across North West London (NWL). We work collaboratively across our health and research ecosystem in NWL and with industry partners to deliver innovation in practice.

Our vision: a healthy and productive population with equitable access to innovative health and care services.

Our goals:

- Health: a healthier population, enabled by a systematic focus on prevention, detection and treatment of disease
- Growth: a vibrant UK economy driven by a productive population and thriving healthcare and life sciences industry
- Service: a sustainable health and care service that delivers high quality care for all citizens

Our priorities:

- Create: cultivate the best conditions for the end-to-end testing and scaling of innovation
- Advance: data-driven change, harnessing our capabilities and assets across the lifecycle
- Sustain: support our members with the problems of today, enabling an NHS Fit for the Future
- Shape: the future of health through investments in advanced technologies and funding models

We have been designated by NHS England as the health innovation network for NWL, and we are one of 15 local networks across England which make up The Health Innovation Network.

NWL is one of the largest, most diverse geographies in the country, with a population of more than 2.4 million people, speaking over 100 languages. We serve all eight boroughs that make up NWL: Brent, Ealing, Hammersmith and Fulham, Harrow, Hillingdon, Hounslow, Kensington and Chelsea, and Westminster. There are significant health challenges and inequalities in NWL and we help address those through partnership-driven innovation.

For more information visit www.imperialcollegehealthpartners.com

Role summary

ICHP is a company limited by guarantee, supported by a hosting arrangement with Chelsea & Westminster NHS Trust, who employ our staff members. ICHP is governed by its Board, which has collective responsibility for the organisation's performance. The Board is led by an independent Chair, Professor Sir Mark Walport, to whom our Company Directors (representative constituents from ICHP's members) and Chief Executive Officer (CEO) are accountable. The Board plays a critical role in shaping our strategy, vision, and purpose, and holds the organisation to account for the delivery of our strategy and objectives. The Board is also responsible for ensuring the any organisational risks are managed and mitigated effectively.

ICHP is now seeking two exceptional individuals to join our Board in Non-Executive Director (NED) roles. All successful candidates will bring their strategic, executive expertise to ICHP as we seek to deliver our vision of a healthy and productive population with equitable access to innovative health and care services.

This is an exciting time to join ICHP, as we launch a brand-new three-year strategy at the beginning of 2026/27 - setting out clear goals and priorities. This strategy will be delivered through our 'MissionsPlus' approach:

- Missions: Convening our ecosystem to achieve greater impact through multi-year efforts on the most complex healthcare challenges:
 - Cardio-Renal Metabolic conditions
 - Children and Young People's Mental Health
 - Obesity
- Plus: Supporting partners with today's challenges through custom services:
 - Real world evidence
 - Qualitative insights
 - Evaluation
 - Service transformation

We are looking exclusively for candidates with demonstrable experience in at least one of the following areas:

- Academia
 - Supporting research and innovation insight, institutional networks, subject-matter authority
 - Experience of using healthcare data and informatics for the benefit of research and innovation and patient care
- Business / Industry experience within the health or life sciences sectors
 - Supporting business development strategy, partnerships, market expansion
 - Ensure ICHP's commercial strategies and plans market-tested, financially viable, and competitively robust - whilst maintaining independent oversight

The time commitment and workload for NEDs will be approximately 12 days per year. This includes half days attending our quarterly Board meetings, plus approximately half a day preparing for each of those meetings. There will be a similar time commitment for candidates who become a member of either of our two Board sub-committees - the Finance, Audit & Risk (FAR) Committee or the Remuneration & Appointments Committee (RemCom). NEDs will be expected to attend Board meetings and the meetings of the committee of which they may become a member.

Each NED will have the opportunity to work closely with members of the ICHP Executive Team - allowing for a deeper insight into the work of ICHP and for NEDs to provide the Executive Team with the benefit of their particular expertise, experience and networks.

Purpose of the role

Non-Executive Directors should assist in developing ICHP strategy and the objectives and key performance indicators required to achieve it. They should also provide constructive challenge to the proposals brought to the Board and its committees. Crucially, a NED must balance the need to remain independent of the day-to-day operations of ICHP, with the need to maintain and display a level of knowledge that will enable them to ask perceptive and objective questions. As Board members, ICHP's Non-Executive Directors collectively share responsibility for the overall performance and success of the organisation.

ICHP's Non-Executive Directors are expected to:

- Be a public facing ambassador of ICHP representing and promoting its values and purpose and helping develop a coherent overall narrative
- Utilise existing, far-reaching local, national and international networks as well as seeking and fostering new relationships with potential partners, funders and investors in the public and private sectors
- Challenge the organisation to look beyond daily operational pressures to consider innovative strategies to tackle some of the most difficult healthcare challenges
- Support the organisation in articulating and tackling strategic challenges, particularly those that require systems leadership and new ways of collaborative working
- Provide challenge to the organisation in order to ensure that the agreed purpose and values are lived
- Work with other Board members to identify and oversee opportunities to align ICHP workstreams to improve health outcomes in NWL and beyond, working with other partners as required
- As a member of the Board, ensure ICHP supports its members to develop, evaluate and implement transformative healthcare solutions and create a healthier population, including the delivery of nationally commissioned programmes
- Support ICHP's Executive Team in responding appropriately to priorities of member organisations, its local, regional and national commissioners, as well as to the needs of the local population
- As a member of the Board, be positioned to develop and maintain the highest standards of governance for sustaining and developing the viability and success of ICHP. The Board demands honesty and trustworthiness of members and Board, who need to be enthusiastic, work in co-operation and have mutual respect for peers
- Probe facts and assumptions and ensure that the Board takes decisions by weighing evidence, reasonable assumptions and factual information.

Candidate Profile

- Extensive business/industry or academic acumen gained in other professional fields relevant to health
- Highly credible with experience of operating at senior level within an organisation with significant budgets/complexity gained in the private or public sector
- Board level experience in a complex organisation
- A portfolio of high level organisational and governance skills including such things as strategic planning, financial management, risk management, organisational performance management and service delivery and development
- Politically astute - able to grasp relevant issues underpinned by an understanding of developing partnerships and building relationships with other organisations
- Experience of achieving change management and transformation in a complex organisation

- Bring professional, independent expertise and an up-to-date view of the sector, i.e., healthcare in London, national frameworks and strategies for clinical research and education, innovation policy and/or relevant industry knowledge

The NED will need to demonstrate the following essential qualities:

- Commitment to ICHP, in terms of its purpose and values
- Integrity, strategic vision and good/ independent judgement
- a willingness to devote the necessary time and effort to their duties as a NED
- Ability to take decisions for the good of the organisation
- Informed and independent judgement
- Excellent interpersonal and communication skills
- Tact and diplomacy
- Willingness to speak their mind as well as listen to the views of others
- An ability to work effectively as a member of a team of experienced and independent individuals giving their time as Board members

We recognise that diverse boards make better decisions. We welcome applications from candidates with a wide range of professional backgrounds, lived experiences and perspectives. We are particularly interested in hearing from individuals who are currently underrepresented at board level, including people from different ethnic backgrounds, genders, socioeconomic backgrounds, ages, disabilities, sexual orientations and career pathways. We are committed to ensuring an inclusive and supportive recruitment process.

How to apply:

- To apply, please email a cover letter and CV to ea@imperialcollegehealthpartners.com no later than 8.00am on Monday 27 April.
- Candidates will be notified if they have been successful for interview w/c 27 April. We encourage candidates to apply early.
- Interviews are planned to take place 5 and 7 May 2026 (subject to change).