



Herts at Home
Care provider

Herts at Home Limited Main Areas of Responsibilities of Non-Executive Directors

Role Purpose

- Provide leadership, direction and overall accountability to our shareholder for the work of Herts at Home Limited and its staff through the Chief Executive Officer and the work of the Board.
- Ensure compliance with the values of the Company.
- Approve strategies, policies and plans to achieve the Company objectives.
- Approve each year's budget and accounts prior to publication.
- Comply with the framework of delegation and systems of control.
- Provide guidance, support and constructive challenge to members of the Senior Leadership Team.
- Monitor Herts at Home's performance in relation to plans, budgets, controls and decisions, holding the Chief Executive Officer, through the Chair, to account.
- Ensure the Company remains accountable and open to customers and other stakeholders.
- Ensure that Herts at Home's affairs are conducted lawfully and in accordance with regulatory requirements and generally accepted standards of performance and propriety.
- Ensure compliance at all times to the Nolan Principles of good governance.
- To maintain the standards required by the Care Quality Commission while acting as a Non-Executive Director of the Company.

Person Specification

Experience

- Senior strategic experience in people leadership, HR, organisational development, workforce transformation or a Chief People Officer / People Director role.
- A clear understanding of how people strategy, culture, engagement and leadership capability contribute to safe, high-quality and sustainable care services.
- The confidence to operate at Board level, providing proportionate governance oversight, sound judgement and constructive challenge.
- Experience of leading or advising on people, culture, workforce engagement, organisational development or transformation in a complex, values-led environment.



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- A genuine commitment to Herts at Home's purpose, mission and values, including its focus on people before profit and delivering positive outcomes for the people it supports.
- An understanding of, or willingness to learn about, the social care, public service, not-for-profit or local authority trading company environment.
- A collaborative and supportive style, with the confidence to contribute actively as part of a values-led and committed Board.

Abilities, Skills and Knowledge

- The ability and vision to contribute to the Herts at Home Board, supporting clear strategic direction and demonstrating a strong understanding of the role, responsibilities and boundaries of a Non-Executive Director.
- The ability to use professional insight to support, challenge and guide senior leaders on people, culture and workforce matters in a constructive and proportionate way.
- Excellent communication skills, including the ability to represent Herts at Home effectively and appropriately with a range of stakeholders.

Personal Style and Behaviour

- Possesses and communicates a passion for care through excellent customer services.
- Leads by example - a leader with credibility and enthusiasm, a decisive and effective decision maker.
- Operates as an effective ambassador – open, engaging and motivating style which generates respect and confidence.
- Personal and professional credibility, able to inspire confidence at all levels, to assess and interpret a wide range of stakeholder interests and requirements and to balance them effectively.
- Works well with teams – able to work as a member of a team with a collaborative style that engages people at all levels and promotes positive relationships throughout the organisation and with its partners.
- Demonstrates probity and integrity.
- Has the time and energy to discharge the responsibilities of the post effectively.
- Shares the vision and commitment of the organisation.



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Role Tenure

The tenure for the role is initially for 3 years.

Salary

This is a non-salaried position. Reasonable business expenses will be covered.

Expected Time Commitment

It is expected that the time commitment will be equivalent to approximately seven days per year, including Board meetings, preparation and related Herts at Home activity.

Pre-Engagement Checks

The offer of a role as Non-Executive Director is conditional on the satisfactory outcome of pre-engagement checks, which will include Disclosure and Barring Service checks. Any Non-Executive Director must be a “fit and proper person” as set out by the Care Quality Commission.

Thank you for your interest in the Non-Executive Director role at Herts at Home.

Further information about the organisation and the role requirements will be provided to candidates who are successfully shortlisted.
