

Executive Director as a Member of the Board of Directors Role Description

The Board of Directors role

The Chair and Chief Executive place great importance on ensuring a high performing Board in respect of its core responsibilities of strategy development, shaping organisational culture and effective scrutiny of all aspects of the Trust's business. Decision making is exercised through the collective model of a unitary Board.

In addition to, and separate from their functional responsibilities, Executive Directors share the same corporate duties and responsibilities as their Non-Executive Director colleagues and, as voting members of the Board, share the Board of Directors' collective and individual responsibility for all decisions of the Board of Directors.

Appropriate challenge

While Executive Directors are likely to have the most detailed knowledge of their particular area of professional expertise, they should understand and welcome the need for constructive challenge from both Non-Executive Directors and their Executive Director colleagues. They should be open to having their proposals and reports scrutinised in the light of the different managerial experience of their executive colleagues and the broader experience that Non-Executive Directors bring to the Board of Directors.

Information

Executive Directors have a particular responsibility for ensuring that the information provided to the Board of Directors is accurate, timely, of high quality and is presented in an appropriate form. Executive Directors also have a responsibility to ensure that the Council of Governors is provided with accurate, timely high quality information in the form required by the Council.

Accountability

Legislation specifies that Governors hold the Non-Executive Directors to account for the performance of the Board of Directors. In practice, Executive Directors will need to provide support in facilitating good accountability relationships, for example, Non-Executive Directors may require timely information from the Executive Directors to support their dialogue with the Council of Governors (to enable the latter to form a view of the Board of Directors' performance).

Induction and Development

The induction process for Executive Directors includes induction with the Director of Corporate Governance, which covers their wider Board of Directors responsibilities. In common with their Non-Executive colleagues, Executive Directors should be given opportunities to develop and refresh their skills and knowledge as Board of Directors members to complement their professional development (e.g. by attending relevant NHS providers and NHS leadership academy programmes, and benefiting from on the job development).