Opportunities for Non-Executive Director posts for The Board of Accelerate CIC
Welcome to Accelerate

This could be a life-changing moment; and not just for you.

Accelerate Community Interest Company is an award-winning healthcare social enterprise, working within the NHS to serve patients coping with chronic wounds and/or lymphoedema. We are 100% dedicated to providing exceptional patient care. We listen, we consult, and we care deeply about the people we are responsible for.

We work at all stages of need - from early identification to the most complex of cases – and are committed to growing our service offering in partnership with others. We work in London and further afield, and it is in the realisation of this expansion that your experience could be invaluable.

Accelerate is seeking three new experienced and motivational NEDs to help take our mission forward. These are exciting times for us, and we are looking forward to meeting the challenges ahead. In order to do that, we need to select the right people, people who can advocate with passion, influence with sensitivity and are skilled in networking and communication. We need people who share our commitment, and who understand the challenges facing a growing business in the health economy. This is a rare opportunity for you to make a difference to a community and add real value within an organisation that has a reputation for clinical excellence and innovation.

We have made remarkable strides in our short history, and we are deeply committed to upholding our values and uncompromising standards. We understand our responsibilities and we take enormous pride in the positive differences we are making to our patients’ lives. We have shown that we can make those lives better when all else has failed.

I trust that the information contained in this pack will encourage you to join us and provides a context to our current position and strategy. I look forward to hearing from you to discuss the opportunity of working with this innovative healthcare company.

Alison Hopkins
Chief Executive
alison.hopkins@acceleratecic.com
Welcome to Accelerate

Accelerate Community Interest Company is a not-for-profit health care social enterprise delivering excellence in chronic wound and lymphoedema care for our patients. We work at all stages of need, from early identification to the most complex of cases, and we encourage patients to actively engage with their care by including them in the decision making and planning processes.

We are changing people’s lives.

We recognise the difficulties that people living with chronic wounds and lymphoedema face. We want our patients and carers to feel confident in their understanding and day-to-day management of these long-term conditions, and we aim for our patients to achieve a sustained level of well-being with reduced levels of discomfort and pain in their daily lives.

Our multidisciplinary team comprises clinicians with a wide range of specialisms working together to provide the best care for our patients’ needs. The team includes specialist wound care (tissue viability) nurses, specialist lymphoedema nurses and therapists, plus expert clinicians from dermatology, podiatry and clinical psychology. We take a holistic and tailored approach with each patient. We embrace leadership and innovation in our field and have developed a unique compression and strapping technique to benefit our patients.

Accelerate works closely with the wider healthcare service, including GPs, practice nurses, district nurses and carers to ensure continuity of care. We also partner with providers and commissioners to share our expertise and deliver a range of services that bring critique, analysis and education, enabling them to provide better care locally. Our vision is to strengthen wound and lymphoedema care services nationally for the benefit of all patients.

We see patients at our clinics and we visit patients at designated sites in the community and at home. Currently, our offices are based in our home London borough of Tower Hamlets. In 2015 we formally opened a new clinical centre of excellence for chronic wounds and lymphoedema care next to our Mile End Hospital head office. We accept referrals to our specialist clinics from across London and the South East.

We provide bespoke services in Tower Hamlets and other London boroughs where we have been commissioned to do so by NHS CCGs; for example, we provide a lymphoedema service in City & Hackney and supported the development of a complex wound clinic in Lewisham. We also provide a variety of consulting services further afield.
What we are doing and why

1. We continue to refine our business and service model for the Tower Hamlets community, demonstrating how partnership and creativity impacts on lives and excellent resource management.

2. We will, through ongoing expansion and new partnerships, reduce the burden of chronic wounds and unmanaged swelling, thereby demonstrating the worth and efficacies of an innovative clinical model, bringing value for money for the NHS.

3. We continue to develop and foster a multidisciplinary approach for complex patients, demonstrating how this impacts on patient outcomes and experience, whilst reducing costs to the NHS.

4. We are committed to developing a sustainable CIC business model that can demonstrate excellence in quality of care, governance and outcomes thereby providing a valuable alternative to traditional healthcare models.

Our Approach

We recognise that our most valuable resource is our staff; together we share responsibility for shaping and delivering our plans. We all have a ‘can do’ mentality which will enable us to build an organisation that is:

- Comfortable with change
- Inspired to change and do things differently
- Outcomes driven
- Clear about our direction of travel
- Focused on how we will get there

This approach is critical in the current challenging financial environment.
Our Values

Our values are what we as an organisation care most about and they underpin everything we do. They guide and reflect the approach and attitude we take in our daily work and interactions. Naturally, our patients are at the core of all we do and we strive to create a welcoming, professional service in which everyone feels recognised and able to grow. We are committed to NHS values and in addition we believe in:

- **Leadership & Discovery**
  Demonstrating our skill and commitment to care through our professionalism, expertise and desire to innovate for the continual improvement of our service

- **Preparedness & Resourcefulness**
  Thinking ahead, anticipating near and long term needs, and finding impactful solutions to new challenges so that our resources are put to best use

- **Accountability & Reliability**
  Empowering our staff to take ownership and responsibility for our work and the services we offer to our patients

- **Care & Nurture**
  Commitment to the quality of care we offer to our patients, the sharing of our expertise and knowledge with the wider healthcare community, and the growth and support of our staff

- **Appreciation & Respect**
  Valuing every person in their own right and listening to each other to deliver the best care and work environment for all

These values combine to reinforce our overarching dedication to exemplary service, and we live and breathe them every day.
Our History

Our service was first established in 1994 as a team within the NHS based in Tower Hamlets. Our team quickly became known as the East London Wound Healing Centre.

In 2011 our team set up as a healthcare social enterprise in the form of a community interest company (CIC). This decision was the best route to sustaining, developing and enhancing our services whilst continuing to work within the NHS family. We deliver NHS contracts and, under our CIC structure, we are able to invest any surplus we create into our service to keep improving the provision of care for our patients.

We are proud to provide services for NHS Clinical Commissioning Groups (CCGs), take non-contracted referrals from CCGs in London and the South East and to be a member of Social Enterprise UK (SEUK).

Being a CIC means we are an independent company that operates for the benefit of the community and whose assets and profits are dedicated to that very purpose. It is the specific description of our legal form and is one of the options a social enterprise can take.

In our case, our community includes all our staff who work to manage chronic wounds and lymphoedema, and our patients whose lives we help to improve through the care and management of their conditions. Our assets exist to serve our community and we reinvest the surplus we make in any given year back into our services so that we can grow and develop the care we provide. This allows us to take greater ownership of and leadership of our work, act quickly on evidence and be creative with innovations.

We report to the CIC Regulator to ensure that we continue to meet the ‘community interest test’ (being true to the community purpose for which we were established and evidencing that our assets and profits are dedicated to this).

We also are fully registered with the national NHS regulator, the Care Quality Commission.

We became a CIC in 2011 when we moved from being a service within an NHS organisation to establishing as Accelerate CIC - a social enterprise. We did this under the 2010 NHS Right to Request as the best route to protecting our service.

It has been an excellent way for us to enhance our care provision. We now use an independent business framework whilst remaining within the NHS family. We deliver services for NHS patients and we have more freedom and flexibility to manage our resources for the benefit of our community. For example, our contracts with NHS commissioners provide us an income and also lead to regular joint reviews to ensure we are providing the high-quality care that is expected of us. This in turn leads to better outcomes for our patients.

Being a CIC makes us part of one of the fastest growing community orientated enterprise movements in the country. Since the CIC legal form was introduced in the UK in 2005 over 10,000 have registered – and we are one of them.

We think we have the best of both NHS and social enterprise worlds.
**Accelerate CIC came into existence in 2011 but our story began long before this.**

**1989:** The first Tower Hamlets leg ulcer clinic is started by Alison Hopkins when she was a District Nurse.

**1994:** Dr Gerry Bennett starts a Complex Wound Clinic for Tower Hamlets residents. The centre quickly becomes known as the East London Wound Healing Centre.

**1995:** Alison Hopkins and Dr Richard Bull swiftly join Dr Bennett to help establish a wound pathway with integrated multidisciplinary management.

**1997:** Our reputation for success in healing wounds sees an increase in referrals from surrounding London Trusts. Fran Worboys joins the team.

**1998:** Ina Farrelly, a podiatrist specialising in gait, joins the team.

**2008:** We launch a Lymphoedema Service alongside our Wound Care Service and Caithrina O’Neill joins the team as the new service lead.

**2010:** We apply for the Right to Request to become a social enterprise, meaning we spin out of but still work with the NHS. Our first health psychologist, Hannah Falvey, joins the team further expanding our multidisciplinary approach.

**2011:** In November, we launch as Accelerate Health CIC and quickly become known as Accelerate CIC.

**2015:** We formally open our Treatment Centre, a clinical centre of excellence.

We are very proud of the many awards and nominations we have received in recognition of our unrelenting pursuit of excellence in patient care both before and since becoming Accelerate CIC. You can read more about these accomplishments on our website.

**Our Future**

We have formulated objectives which reflect our mission and community commitment.

We will:

- Provide excellent, safe, quality services to our customers
- Maintain service delivery to a high standard
- Develop new and innovative ways of working with stakeholders and customers
- Deliver high level of scrutiny for business success
- Make our business financially stronger for the future

Our future is exciting, but challenging. We are confident that we can continue to deliver exceptional patient care without compromise, while also expanding our business and services to reach a wider community.

Our future is dedicated to the further sustainable improvement of patient care, to make as much positive difference to as many people as possible.
Joining Us as Non-Executive Director (NED)

Accelerate is evolving, and has ambitious but achievable plans for expansion and development. In order to meet these goals whilst upholding our values and uncompromisingly high standards of patient care, we need to appoint three new Non-Executive Directors to bring additional analytical, commercial, governance and business experience to the Board.

The Board of Directors provides active leadership to ensure the organisation performs effectively, efficiently and economically. As an NED, you will have a particular duty to ensure the Board works positively for the organisation’s vision and goals, to constructively challenge where necessary, and to support and scrutinise the performance of the Executive Directors in meeting agreed goals and objectives. NEDs are accountable to the members and report to the Board Chair.

Your experience of analysis, commercial and business management will be an asset to the existing Board, and it is hoped that you will also bring an element of management, legal, financial, governance and/or human resource experience to the table. You will play an important part in shaping strategy and processes, helping to develop a sustainable and creative business.

We seek impressive individuals with natural stature and a range of business and interpersonal skills. You’ll have stand-out communication abilities at all levels, be experienced in leading teams and maintaining company governance standards, and be a motivating influencer with the ability to capture imaginations and translate strategy into actionable plans.

In line with company Articles of Association every Non-Executive Director and Executive Director on the Board will have a role in ensuring probity and in contributing to the achievement of the organisation’s objectives in the best interest of the people in our care, our stakeholders and the wider public.

Experience and skills

To stand out as an applicant for this position, you will demonstrate:

- A good understanding of corporate and clinical governance
- The ability to develop a clear vision and strategy and impart it to others
- An understanding of social enterprise and in particular the concept of CIC
- A willingness to actively promote the organisation and its mission through personal and professional networks
- Success in developing and maintaining successful collaboration and forging partnerships
- Financial acumen and experience of the processes involved in managing and identifying corporate risk
- Successful experience of driving sustainable growth and change
- Strong communication and influencing skills, both written and in person
- Self-motivation, energy, drive and commitment
- Resilience, with the ability to manage tensions and reach consensus
- Ability to quickly assimilate and prioritise complex information
- Independence of thought and judgement
- Political acumen and skills to develop productive working relationships
- The ability to engage effectively and respectfully with Accelerate members, staff and clients
- Development of small/medium sized companies
- Patient, people and community focus
Time Commitment and Remuneration

Appointed Non-Executive Directors will be expected to attend four Board meetings and one strategy/development day per year, the Annual General Meeting and extra-ordinary Board meetings as required.

There will also be a certain amount of correspondence, reading and preparation required to enable you to stay up to speed with the organisation. It is envisaged that you would need to commit approx. one day per month to this role but a degree of flexibility will be required. It is essential that the successful candidate can honour this time commitment.

Non-Executive Directors will receive an optional salary of £3k per year plus expenses. This remuneration is taxable and subject to NI contributions, and is not pensionable.

Length of tenure

Board members will ordinarily serve a two year term and be eligible for reappointment for one additional term thereafter.

Disclosure and Barring Scheme

NEDs may occasionally have interaction with children or vulnerable adults through their work for the organisation. To safeguard service users by identifying unsuitable candidates, all appointments will be dependent upon the satisfactory completion of a Standard Disclosure through the Disclosure and Barring Service. Checks will be carried out after appointment and before the individuals takes up their full duties.

Timetable for Application

Deadline for applications: 9am on Monday, 25th April, 2016
Shortlisted candidates notified by: 5pm on Friday, 29th April, 2016
First Interviews: Wednesday, 4th May 2016
Second Interviews: Wednesday, 11th May 2016
AGM: 18th May (Successful candidates must attend)

Location

We operate from a number of locations within our field of care, but our head office is situated at:

Accelerate CIC, Head Office
Block 1, Mile End Hospital, Bancroft Road, London E1 4DG
T 020 3819 6022  E info@acceleratecic.com  W www.acceleratecic.com

Applicants should have reasonable travel access to this location for the fulfilment of their responsibilities.
How to Apply

If you share our beliefs, values and commitment, and feel you are able to bring valuable experience to our Board, then we would very much like to hear from you.

This recruitment project is being managed by Stepping Out, a consultancy which specialises in supporting organisations which have stepped out of public service to form a social enterprise. Application is by way of CV and covering letter, via Easyweb recruitment, our online job board partner. To apply now, please go to https://internal.easyats.co.uk/easywebrecruitment2/index/7257

The covering letter is your opportunity to tell us why you are interested in the role and how your experience best matches its requirements, as well as indicating your motivation for applying and your level of interest in the position. Please ensure that you have demonstrated how your skills and experience meet the criteria outlined, as the initial screening will be based on the extent to which you have done so.

Ensure your CV is up to date and details your career history as well as any unpaid or voluntary positions, and your academic, professional and vocational qualifications. Please check that it has your correct contact details (including mobile, land line and email address) as these will be used to contact you with regards to your application.

If you are connected in any way with Accelerate’s partners, or any professional body which is connected with us or is likely to present any conflict of interest, please notify us of this in your application, clearly addressing how any potential conflict of interest issues would be resolved.

You are invited to complete our Equal Opportunities Monitoring form but please be assured that this is strictly confidential, and will be kept separate from your application. It is for monitoring purposes only.

If you have any further questions or wish to have an informal discussion with regards to this vacancy, please contact the Recruitment Team at Stepping Out on 01223 781145 or recruitment@stepping-out.biz