# Chair recruitment: Application and interview process video

Transcript for the application and interview process video.

**SPEAKER:** Sarah Compton-Bishop, Chair, NHS Highland

**>>SARAH:** Hi, I'm Sarah Compton Bishop. I'm the chair of the board of NHS Highland. So, if you are thinking about applying to become an NHS Board chair, I would like to share some of my own advice on preparing for that process and for the interview.

**>>SARAH:** And it is a process. I think the first thing I'm gonna say is gonna sound really obvious, but it, it often gets overlooked. You need to understand the role and responsibilities. It is really important that you take the time to consider what the role entails.

**>>SARAH:** It is a big role. It is a responsible role. Obviously, there's information when you want to apply about the role, but I would definitely advise kind of looking beyond just what's in the pack. You know, doing a bit of your own research and really thinking about what the role will entail and, and what skills and experience you have that will play into that.

**>>SARAH:** You know, we are looking for leadership, good judgment. Those, you know, those, those values that align with the NHS values, a real commitment to public service, that's hugely important. So, I think taking that time to really prepare is absolutely key. And, you know, be clear when you are using your application.

**>>SARAH:** Be really clear and give us some practical examples of things that you have done that relates to what's being looked for. Again, that sounds really obvious, but you'd be surprised how often people miss that. Give us examples. When have you demonstrated leadership? When have you influenced change? How have you worked with different partners, different stakeholders? How have you built relationships? How have you worked together?

**>>SARAH:** You might not have been a chair before, um, but you will have transferrable skills. So, use your application. Use your research in your application to really explain to us how your skills and experience link with the things that we are looking for.

**>>SARAH:** There's also always people in the system who are really, really happy to share their advice. So, don't be afraid to reach out. You know, maybe you wanna reach out to an existing chair or, there's the board development team, you can reach out to them as well.

**>>SARAH:** People are always really, really happy to help. Sometimes it's good to speak to a few people because then you get a few different opinions when it comes to the interview. Be yourself. Very cliche, I know, but be yourself. Be honest about what you can bring. Be authentic to your skills, your experience, and your values.

**>>SARAH:** It's helpful to be able to reflect on your own leadership style. You know, how do you deal with challenges? This role comes with a lot of challenges. How, how will you deal with that? How will you contribute in a board setting? And we absolutely don't expect you to have all the answers on healthcare. That's not your role, but it's showing how you would listen, how you would work with others, how you would make balanced decisions.

**>>SARAH:** Those skills are really vital to being a chair. Uh, my final advice is be confident. It is a demanding role. It's an important role, but if you are committed to making a difference and you can bring strong leadership and those values that we are looking for, you will find it incredibly rewarding. And you will find if you're successful, that you are joining a really committed group of people from a really rich, varied background who are always more than happy to help you as you grow into the role.

**>>SARAH:** I would encourage you to apply. We need different voices and different experience around the table. And you just have to show us how you can give us what we need through your own unique set of experiences.