



# Case study

Name: Ruth Marchington

Job title: Non-Executive Director NHS

## What did your early career look like?

When I left school I enrolled for a business studies degree which involved a year's work experience in industry. This more vocational degree suited my wish to train for a specific role and I specialised in HR. During my work experience year, I worked alongside and was mentored by someone who became a life-long friend. I will never forget her care and conscientious approach to all that she did with me by her side observing and learning.

## How did you become a non-executive director?

After my degree I worked as a graduate trainee in the retail sector in their Personnel department and I was sponsored by my employer to undertake professional qualifications becoming a member of the Chartered Institute of Personnel and Development. I worked in HR in several sectors including the NHS, moving around the country to gain experience.

## What is a typical day for you?

I wanted to work with people, helping and supporting them in many ways - this has motivated me throughout my career and it was never difficult to arrive early for work. As I developed in my roles I took on more managerial and leadership responsibilities and broadened my portfolio to include other business support services but I've never lost that core connection with people.

## Do you have any words of encouragement for anyone thinking about a career in health and social care?

My current role as a non-executive director is a strategic governance role ensuring the NHS Trust achieves the best health outcomes for the public we serve and provides the best work environment for the development and well-being of our staff. I've returned to the NHS after years of working in other sectors but my skills and experience were transferable. And this would be my message to anyone looking for work where a diversity of skills and knowledge is appreciated and where there is a common goal of making lives better- the health and social care sector provides so many different opportunities and different career paths. I wish I had known more about the different roles available when I was making choices - time researching and exploring what might be possible is time well spent!

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