



**Yorkshire  
& Humber  
AHSN**

**Transforming Lives  
Through Innovation**



**Programme Director  
for Innovation**

**May 2022**



**Yorkshire  
& Humber  
AHSN**

**Health and Care Working Together  
in South Yorkshire and Bassetlaw**



# **Programme Director for Innovation Recruitment Pack**

Including Job description and Person Specification

It is our ambition for South Yorkshire Integrated Care Board to be national and international leaders in the development, implementation and adoption of innovation to improve the quality of care people receive; our health and well-being; service efficiency and our workforce capacity and capability.

In November 2018, the SYB Integrated Care System (ICS) formally signed off a partnership with the Yorkshire and Humber Academic Health Science Network (YH AHSN) to deliver a system wide programme of innovation for SYB health & care partners, which resulted in the establishment of the SYB Innovation Hub in June 2019. The Innovation Hub has been instrumental in establishing a focal point for Innovation related queries, activities and initiatives for regional health & care partner organizations. Embedding itself and the YH AHSN at the centre of ICS decision making and developing a number of impactful partnerships with ICS workstreams over the last three years.

As statutory Integrated Care Boards emerge, Innovation has been recognized as a pivotal factor in enabling the health and care services to integrate more effectively and deliver better more cost effective care. We are now looking for an enthusiastic and passionate individual to take forward leadership of the Innovation programme in the emerging Integrated Care Board. The Director will link to the wider national AHSN network, provide strategic direction, senior leadership and guidance around the innovation agenda to South Yorkshire partners and the ICB. A core deliverable of this Programme Director role will be to grow the portfolio of programmes within the Hub and develop new operational and strategic initiatives within the new ICB which directly address local needs.

Employed by the Yorkshire and Humber AHSN the role holder will be seconded to the SY ICB but will also be part of the YH AHSN in order to facilitate seamless partnering. The Programme Director for Innovation will be responsible for driving the growth of the Innovation Hub, building lasting partnerships across the regional and national health economy and cementing the role of the Innovation Hub in helping improve care for South Yorkshire patients by innovatively solving the needs of our population.



The SYB Innovation Hub will be a resource for all health & care partners and can be categorised into four specific areas:

***Matching Innovation to Un-Met Need***

Establishing and managing a unified approach to capturing, validating and prioritising the unmet needs (problems) of the SY system, matching and supporting the identification and validation of market ready innovations to help drive improved health outcomes, operational and clinical processes, and patient experience across the SY health economy.

***Targeted Single Point of Contact***

Establishing a point of contact for all SY system wide innovation enquiries and requests for guidance, advice and support. Leading on the liaison between key stakeholders across the region including the NIHR Clinical Research Network and Healthcare Technology Cooperatives, academia, the AHSN and others.

***Signposting***

Signposting and connecting organisations both within the health and social care system (NHS providers / Commissioners etc.) and external to the system (Industry partners and academia). This will be aided by partners including the AHSN and others such as Medipex and regional assets such as Devices for Dignity, CYP MedTech, AWRC and Academic institutions. In creating a managed and prioritised repository of 'challenges' that can be solved through innovation, the SY Innovation Hub will ensure the ICB is at the cutting edge of identifying, evaluating and embedding innovative and transformational approaches. This will be achieved through effective interactions with the YH AHSN innovation exchange, academia, industry, research funders and providers of health and care. Innovation encompasses solutions provided through digital technology, devices and products and quality & process improvement.

***Building a Culture of Innovation***

Enabling partner organisations to support the adoption, evaluation and scale up of promising innovation. Identifying opportunities for funding innovation implementation and developing effective stakeholder partnerships to successfully bid for these opportunities. Creating resources to enable the wide sharing of innovative practices and supporting ICB workstreams to build the business case for scaling up solutions with potential for system wide impact.



The role is a full-time (37.5 hours per week), permanent post.

The postholder will work flexibly between bases at 722 Prince of Wales Road, Sheffield, the YHAHSN Head Office at Unit 1 Calder Close, Calder Park, Wakefield and from home.

### Application Details

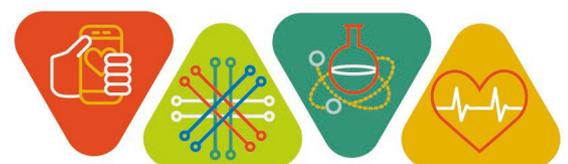
Applications should contain a CV and a covering letter. The covering letter should explain why you are interested in the role, why you would like to work with us and what your knowledge and experience can bring to this role and our work.

Closing date is **Friday 3 June at 12 noon** – late applications will not be accepted. Applications should be sent by email to [hr@yhahsn.com](mailto:hr@yhahsn.com).

If you would like to speak to the Director of Enterprise and Innovation at YHAHSN prior to making an application, please email his PA at [Christine.johns@yhahsn.com](mailto:Christine.johns@yhahsn.com) to arrange a suitable time for a discussion.

## What we will give you

- Salary of £67,669 per annum
- 25 days holiday + 8 statutory days
- 3 extra days to take at Christmas/New Year (set by company)
- Flexible and agile working
- Contributory matched pension (up to 10%)
- Learning and Development opportunities
- Free parking at the head office in Wakefield
- Wellbeing programme
- Employee Assistance Programme/Mental Health First Aiders
- Digital Perks discount platform
- Social event programme





## Overall Purpose of Role (Summary)

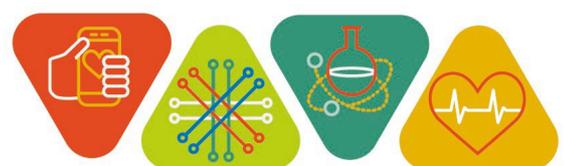
The Programme Director for Innovation will work closely in collaboration with the YH AHSN senior executive team, the SY ICB Senior Executive team, its Programme Directors and work stream leads and will be responsible for the development and delivery of the Innovation programme, including developing and delivering against the SY Innovation Hub's core objectives.

The Innovation work stream will:

1. Create system wide oversight of our existing Innovation strengths and opportunities.
2. Identify emerging innovation and research opportunities to support work streams in delivery of their aims.
3. Create opportunities and connections for system wide partnership working to improve patient experience and outcomes for our population.

You will be responsible for advising and guiding the SY partners of the Integrated Care Board and place partnerships on development, adoption and spread of Innovation across South Yorkshire. Taking a lead in managing and maintaining relationships with key stakeholders across the region (including but not limited to the Advanced Manufacturing Research Centre, Advanced Wellbeing Research Centre, The Local Enterprise Partnership and many others).

You will be the ICB point of contact for the YH AHSN, working closely to ensure we maximise innovation opportunities through an effective and seamless relationship.



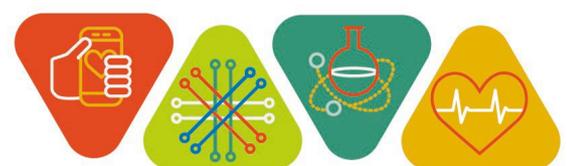


## Key Duties and Responsibilities

- Provide strategic direction, leadership and guidance around the innovation agenda to SY partners and the ICB.
- Establish and grow the SY ICB Innovation Hub to become a nationally recognised model for enhancing the adoption and spread of innovation across a health and care economy.
- Supporting the identification of system-wide un-met need through working closely with SY partners, ICB Programme Directors and colleagues from across the SY health economy.
- Be the ICB point of contact for the YH AHSN and the wider national AHSN, working closely to ensure we maximise innovation opportunities through an effective and seamless relationship.
- To build effective and mutually beneficial relationships with existing teams engaged in delivering innovation across SY and also nationally e.g. provider clinical research & innovation offices, Medipex, NIHR Devices for Dignity and Children's & Young People Med Tech Cooperatives.
- Leveraging relationships to identify innovative solutions and matching these solutions to areas of un-met need.
- Act as a champion for patients and their interests and involve the public and patients in the policy development and decision-making of the SY Innovation Hub and the innovation strategy.
- Represent the SY ICB at regional and national events and acting as an ambassador for innovation.
- Work with a collaborative and influencing management style by negotiating with others to the best outcomes.
- Be a highly-motivated individual, demonstrating a transformational leadership style and adopting a flexible approach to meet the competing demands of the role.
- Demonstrate high standards of integrity when dealing with shared data or information and ensure individual and organisational confidentiality is maintained at all times.
- Uphold organisational policies and principles on the promotion of equality.

## Performance management & reporting

- Provide guidance to the ICB Senior Executive team, Programme Directors and Work stream Leads in order to identify opportunities to improve efficiencies and outcomes for patients and the health and care system through innovation.
- Against the agreed detailed delivery plans, monitor and report on the appropriate milestones and metrics against which the success of the





Innovation work stream, including the SY Innovation Hub, will be judged against.

- Deliver regular performance update reports to SY ICB Executive Steering Group, the YHAHSN and relevant emerging governance structures for innovation.
- Manage a successful handover of programme outputs into the relevant long term/business as usual processes in each of the commissioning and provider organisations by the end of the programmes.
- Work closely with ongoing ICS and improvement programmes to avoid duplication and ensure consistent, high-quality standards across the system.

### **Financial Responsibilities**

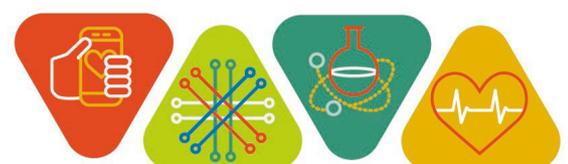
- Accountability and agreed sign off of certain projects and initiatives.
- Act in a way that is compliant with the organisational financial policies
- Constantly strive for value for money and greater efficiency in the use of SY resources
- Actively monitor opportunities for investment and support for innovation from local, regional and national initiatives

### **People Management**

- Responsible for the line management of the Innovation Hub Programme Manager, Innovation Hub Coordinator as well as YH AHSN programme managers with significant SY based project engagements
- Work in a collaborative management style and foster close working relations with all SY ICS and AHSN colleagues and other stakeholders
- Manage, motivate, support and develop staff within the organisation to ensure that they are able to deliver their responsibilities
- Create an inclusive working environment where diversity is valued, everyone can contribute, and everyday action ensures we meet our duty to uphold and promote equality. Partnership and cross boundary working

### **Education and Professional development**

- Take every reasonable opportunity to maintain and improve professional knowledge.
- Develop own skills and knowledge and provide information to others to help individual and team development.
- Participate in personal objective settings and review, including a personal development plan.





## Special Requirements

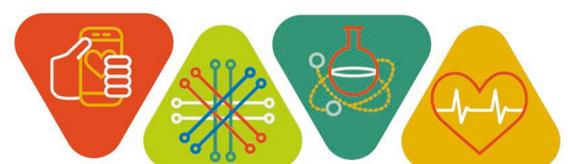
- You may on occasion be required to work irregular hours in accordance with the needs of the role.
- Although post-pandemic both the AHSN and the ICB have adopted a hybrid working model, you may be expected to travel across the region, potentially London and others locations, both nationally and internationally to support the development of key projects, maintain key relationships and support stakeholders or attend learning / development opportunities

## Health and Safety

- Ensure that you remain compliant with health and safety regulations and accepted safe practice at all times. Report any health and safety issues or contraventions witnessed anywhere within the organisation to your line manager
- Work efficiently and responsibly within all areas of the organisation in a safe manner sharing good practice with colleagues.

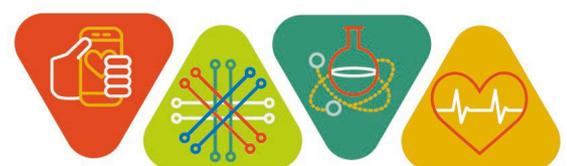
## General

- You will contribute to continuous improvement of working practices.
- You will comply with all policies and procedures within the organisation.
- Carry out all duties with regards to and ensuring equal opportunities and work with all employees within the organisation in the fulfilment of our aims and objectives.
- Demonstrate the value of the ICB and YHAHSN partnership to ensure we deliver work that is focused on improving the delivery of care in the region



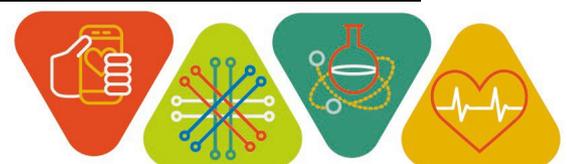


<b>Person Specification</b>	<b>Essential</b>	<b>Desirable</b>
<b>Experience, Education and Qualifications</b>		
<ul style="list-style-type: none"> <li>Educated to master’s level or equivalent level of experience of working at a senior level in innovation and/or research management</li> </ul>	x	
<ul style="list-style-type: none"> <li>Must have an understanding of the background to and aims of current healthcare policy and appreciate the implications of this on the innovation agenda</li> </ul>	x	
<ul style="list-style-type: none"> <li>Exceptional leadership, with specialist and highly developed programme management skills and knowledge obtained through experience of managing highly complex, multi-sector programmes,</li> </ul>	X	
<ul style="list-style-type: none"> <li>Experience of working with multiple areas of the health and life sciences sector including industry, academia and NHS provider and commissioner organisations.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Experience of working in or with the private sector</li> </ul>		X
<ul style="list-style-type: none"> <li>Senior leadership experience in managing successful delivery in a highly complex environment, including multi-sectorial/partnership working</li> </ul>	X	
<ul style="list-style-type: none"> <li>Experience of staff management</li> </ul>	X	
<b>Knowledge and Understanding</b>		
<ul style="list-style-type: none"> <li>Should have an appreciation of the relationship between the SY Integrated Care System &amp; its partners</li> </ul>	x	
<ul style="list-style-type: none"> <li>Understanding of programme management principles and theory and their practical applications in a complex environment with multiple stakeholders and across a large geographic/population area</li> </ul>	X	
<ul style="list-style-type: none"> <li>Understanding of change management or continuous improvement principles and theory and their practical applications</li> </ul>	X	
<ul style="list-style-type: none"> <li>Knowledge and understanding of health data and profiles and ability to interrogate and analyse this data</li> </ul>	X	
<ul style="list-style-type: none"> <li>Understanding of financial and resource planning, including management of and accountability for programme budgets, funding bids and income generation</li> </ul>	X	





<b>Skills and Competencies</b>		
<ul style="list-style-type: none"> <li>Highly developed programme management skills including developing and implementing governance models, implementing and managing programme finances and resource planning, and monitoring and controlling its execution</li> </ul>	X	
<ul style="list-style-type: none"> <li>Experience of managing and developing teams in highly complex environments</li> </ul>	X	
<ul style="list-style-type: none"> <li>Provide and receive highly complex, sensitive and contentious information, negotiate with senior stakeholders on difficult and controversial issues, and present complex and sensitive information to large and influential groups.</li> </ul>	X	
<ul style="list-style-type: none"> <li>Effective decision-making in a highly complex environment with multiple governance and accountability frameworks involved</li> </ul>	X	
<ul style="list-style-type: none"> <li>Strong ability to influence and guide others without authority, supporting partners to engage in programme activity</li> </ul>	X	
<ul style="list-style-type: none"> <li>Highly competent in the use of Microsoft Excel, PowerPoint and project management software – e.g. Microsoft Project</li> </ul>	X	
<ul style="list-style-type: none"> <li>Standard keyboard skills</li> </ul>	X	
<b>Attributes</b>		
<ul style="list-style-type: none"> <li>Highly motivated, results orientated, positive</li> </ul>	X	
<ul style="list-style-type: none"> <li>Strong people engagement skills and ability to motivate others</li> </ul>	X	
<ul style="list-style-type: none"> <li>An ability to maintain confidentiality and trust</li> </ul>	x	
<ul style="list-style-type: none"> <li>Effective communicator and negotiator; ability to secure agreement/co-operation required for successful delivery</li> </ul>	X	
<ul style="list-style-type: none"> <li>Excellent planning and organisational skills</li> </ul>	X	
<ul style="list-style-type: none"> <li>Critical thinker</li> </ul>	X	
<ul style="list-style-type: none"> <li>Well-developed problem-solving skills</li> </ul>	X	
<ul style="list-style-type: none"> <li>Highly developed written communications style, able to express highly complex concepts, ideas and proposals clearly and convincingly</li> </ul>	X	





<b>Effort</b>		
<ul style="list-style-type: none"><li>Mental effort - frequent requirement for concentration and unpredictable working patterns in a busy environment</li></ul>	X	
<ul style="list-style-type: none"><li>Emotional – Adaptability, flexibility and ability to cope with uncertainty and change</li></ul>	X	

