



August 2021





WYH Innovation Hub Director Recruitment Pack

Including Job description and Person Specification

If you want to make a difference in Yorkshire and the Humber – and beyond – you have come to the right place. The Yorkshire and Humber Academic Health Science Network (AHSN) and the WYH Integrated Care System need determined and passionate people to work with us to deliver our wide range of programmes. We want people who look at our values and think.....yes, that's just where I want to be!

Working together, the YHAHSN and WYH ICS use our skills, knowledge, networks and relationships to understand the healthcare system and patient needs locally and regionally. We develop projects, programmes and initiatives that reflect the diversity of our local population and its healthcare challenges.

It is our joint ambition for West Yorkshire and Harrogate Health and Care Partnership to be the leading Integrated Care System (ICS) on innovation and improvement. Developing, implementing and adoption of innovation and striving for continuous improvement leads to improved care, better health and wellbeing, greater service efficiency and improved workforce capability and capacity. We are ideally placed to realise this ambition, with a vibrant Life Sciences industry in the footprint and a wealth of expertise and enthusiasm that is not only within the ICS but across our partners.

The importance of embedding innovation and improvement and the creation of a West Yorkshire and Harrogate (WYH) Innovation Hub has been approved by the WYH ICS Senior Leadership Executive following discussion by the Innovation and Improvement Programme Board and is core to the plans to create a unified approach to capturing, validating and solving the unmet needs (problems) of the WYH population.

In May 2021, the WYH ICS formally signed off a partnership with the Yorkshire and Humber Academic Health Science Network to deliver a system wide programme for innovation for WYH health & care partners. We are now looking for an enthusiastic and passionate individual to lead the emerging Innovation programme at the WYH ICS, hosted by the YHAHSN. The Director will provide strategic direction, leadership and guidance around the innovation agenda to WYH partners and the ICS. A core part of this Director role will be to establish and grow the WYH Innovation Hub.

You'll be joining a committed and high performing team that focuses on patient outcomes and supporting the people of Yorkshire and the Humber. We are committed to creating and sustaining a positive and inclusive working environment for all our employees to ensure our work and our workforce represents the communities we serve.





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 at Yorkshire & Humber AHSN and what your knowledge and experience can bring to this role and our work.

Closing date is **Tuesday 31 August 2021 at 12 noon** – late applications will not be accepted. Applications should be sent by email to joanne.healey@yhahsn.com.

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





Our corporate mission, vision, ambition and objectives

Mission

Transform lives through innovation

Vision

To improve the health and prosperity of our region by unlocking the potential of new ideas

Ambition

“Over the next three years we will promote the knowledge, skills and expertise of our team to reinforce our reputation as a trusted and valued partner. We will continue to collaborate with our stakeholders at home and around the world to deliver the spread of innovation, improvement and economic growth.”

All five of our strategic priorities contribute to this ambition.

Strategic Priorities (2020-2023)

- Deliver our Business Plan to meet the satisfaction criteria of our commissioners
- Reinforce our reputation as a trusted and valued partner with our stakeholders
- Sustain and grow our income by protecting existing sources of revenue and securing new ones
- Establish Yorkshire & Humber AHSN as a great place to work
- Exceed our statutory duties and obligations

<https://www.yhahsn.org.uk/>





Our values

Stronger Together

We're confident in the results we can achieve when we're united with our colleagues, stakeholders and partners.



Always Learning

Every day's a school day. We are constantly searching for ways to excel and work tirelessly to build our expertise.

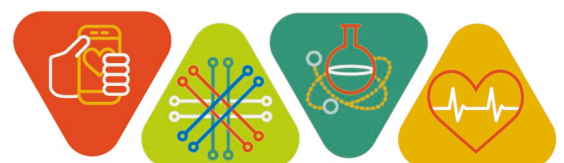
People People

We love catching up for a cuppa and a natter but, more than that, we're curious about what makes people tick.



Energetic Pioneers

We find new things and ideas that can make a difference to the health of our region. This is what gets us out of bed in the morning.





What we will give you

- Salary of £65,160 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
- Open-plan head office in Wakefield at the side of Junction 39 of the M1
- Free parking at the head office
- Wellbeing programme including Westfield/Exos Wellbeing Journey
- Employee Assistance Programme/Mental Health First Aiders
- Digital Perks discount platform
- Social event programme (currently virtual events only)



Background

Employed by the Yorkshire & Humber AHSN the post holder will be seconded into West Yorkshire and Harrogate Health and Care Partnership (WYH) within 12 months once the statutory status of the ICS is established but will also be part of the AHSN to facilitate seamless partnering. The Innovation Hub Director will be responsible for driving the establishment of the Innovation and Improvement Hub, building lasting partnerships across the regional health economy and cementing the role of the Innovation and Improvement Hub in helping improve care for WYH patients by innovatively solving the needs of our population.

The WYH Innovation Hub will be a resource for all WYH partners and has four specific aims:

Matching innovation to un-met need

Establishing and managing a unified approach to capturing, validating and prioritising the unmet needs (problems) of the WYH 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 WYH health economy.

Promoting a culture of continuous improvement

Encouraging methodologies of improvement to support transformational change across the ICS as well as working to create and develop a culture of improvement across a region that is increasingly receptive to innovation.

Targeted single point of contact

Establishing a point of contact for all WYH 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, the Leeds Academic Health Partnership, the Combined City Authority and Healthcare Technology Cooperatives, academia, the AHSN and others.

Signposting

Signposting and connecting organisations both within the system (NHS providers / Commissioners etc.) and externally (industry partners). This will be supported by partners including the AHSN and others such as Medipex, the NIHR MICs, DHEZ, 3MBIC and academic institutions. In creating a managed and prioritised repository of 'problems' that can be solved through innovation, the WYH Innovation Hub will ensure the ICS is at the cutting edge of identifying, evaluating and embedding innovative and transformational approaches. This will be achieved through effective interactions with the 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.





Overall Purpose of Role

Summary

The Innovation Hub Director will work closely in collaboration with the WYH ICS Senior Executive team, the Innovation and Improvement Programme Board, Programme Directors and workstream leads and be responsible for the development and delivery of the Innovation and Improvement programme, including developing and delivering against the WYH Innovation and Improvement Hub's core objectives.

The Innovation and Improvement work stream will:

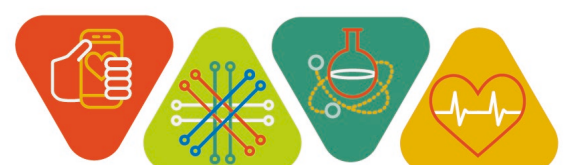
1. Create system wide oversight of our existing Innovation strengths and opportunities.
2. Identify emerging innovation and research opportunities to support work streams in delivery of their aims.
3. Build on the culture of continuous improvement, identifying opportunities to go further and faster in this space.
4. 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 WYH partners of the Integrated Care System on development, adoption and spread of Innovation and improvement across West Yorkshire and Harrogate and taking a lead in managing and maintaining relationships with key stakeholders across the region (including but not limited to the Leeds Academic Health Partnership, The Local Enterprise Partnership and many others).

You will be the ICS point of contact for Yorkshire & Humber 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 and improvement agenda to WYH partners and the ICS.
- Establish and grow the WYH ICS Innovation and Improvement Hub to become a nationally recognised model for enhancing the adoption and spread of innovation across a health and care economy and promoting an improvement culture.
- Supporting the identification of system-wide un-met need through working closely with WYH partners, ICS Programme Directors and colleagues from across the WYH health economy
- Be the ICS point of contact for the AHSN, working closely to ensure we maximise innovation and improvement opportunities through an effective and seamless relationship.





- To build effective and mutually beneficial relationships with existing teams engaged in delivering innovation across WYH and also nationally e.g. provider clinical research & innovation offices, Medipex, NIHR Devices for Dignity and Children's & Young People Med Tech Cooperatives.
- To build effective and mutually beneficial relationships with existing teams engaged in improvement activity across WYH, nationally and internationally e.g., the Improvement Academy, The Health Foundation, NHS Improvement, Virginia Mason Institute
- 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 WYH Innovation and Improvement Hub and the innovation and improvement strategies
- Represent the WYH ICS at regional and national events and acting as an ambassador for innovation and improvement
- 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 ICS Senior Executive team, the Innovation and Improvement Programme Board, 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 and improvement.
- Against the agreed detailed delivery plans, monitor and report on the appropriate milestones and metrics against which the success of the Innovation and Improvement work stream, including the WYH Innovation and Improvement Hub, will be judged against
- Deliver regular performance update reports to WYH ICS Executive Steering Group, the YHAHSN and relevant emerging governance structures for innovation and improvement
- 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 WYH resources

People Management

- Responsible for the line management of a programme coordinator (equivalent band 5)
- Work in a collaborative management style and foster close working relations with all WYH ICS, AHSN, regional system 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.
- You will routinely be expected to travel across the region, potentially London and other's locations 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.

Person Specification

All criteria are essential unless otherwise specified.

Experience, Education and Qualifications

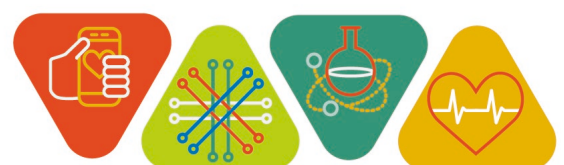
- Educated to masters level or equivalent level of experience of working at a senior level in innovation, improvement and/or research
- Must understand the background to and aims of current healthcare policy and appreciate the implications of this on the innovation and improvement agenda
- Must understand improvement theory and practical application in a healthcare setting
- Exceptional leadership, with specialist and highly developed programme management skills and knowledge obtained through experience of managing highly complex, multi-sector programmes
- Experience of working with multiple areas of the health and life sciences sector including industry, academia and NHS provider and commissioner organisations.
- Senior leadership experience in managing successful delivery in a highly complex environment, including multi-sectorial/partnership working
- Experience of staff management

Knowledge and experience

- Should have an appreciation of the relationship between the WYH Integrated Care System & its partners
- Understanding of change management or continuous improvement principles and theory and their practical applications
- Knowledge and understanding of health data and profiles and ability to interrogate and analyse this data
- Understanding of financial and resource planning, including management of and accountability for programme budgets, funding bids and income generation

Skills and competencies

- 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
- Experience of managing and developing teams in highly complex environments
- 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.

- Effective decision-making in a highly complex environment with multiple governance and accountability frameworks involved
- Strong ability to influence and guide others without authority, supporting partners to engage in programme activity
- Highly competent in the use of Microsoft Excel, PowerPoint and project management software – e.g., Microsoft Project
- Standard keyboard skills

Attributes

- Highly motivated, results orientated, positive
- Strong people engagement skills and ability to motivate others
- An ability to maintain confidentiality and trust
- Effective communicator and negotiator; ability to secure agreement/co-operation required for successful delivery
- Excellent planning and organisational skills
- Critical thinker
- Well-developed problem-solving skills
- Highly developed written communications style, able to express highly complex concepts, ideas and proposals clearly and convincingly

Effort

- Mental effort - frequent requirement for concentration and unpredictable working patterns in a busy environment
- Emotional – Adaptability, flexibility and ability to cope with uncertainty and change

