



**Health Innovation**  
Yorkshire & Humber

**Transforming Lives  
Through Innovation**



**Evaluation Manager**

**June 2025**



## **Evaluation Manager - 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. We 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!

We use our skills, knowledge, networks and relationships to understand the 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.

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 represent the communities we serve.

### **How To Apply**

This is a full-time, permanent post

If you are interested in the role and meet the requirements in the person specification, please apply by sending **a CV and a 1 page covering letter** explaining why the role interests you and why you want to work with us.

The CV and covering letter should be emailed to [hr@healthinnovationyh.com](mailto:hr@healthinnovationyh.com) no later than 12 noon on **Friday 27.06.2025**.

**If you would like to discuss the role, prior to application, please email [hr@healthinnovationyh.com](mailto:hr@healthinnovationyh.com) so that this can be arranged.**

**Late applications will not be accepted.**

# Our values

Our values are the things that we hold dear and are important to us, reflecting how we work and who we are collectively. Through our behaviours, we apply these values internally to create a supportive and innovative culture and enable high impact collaborations with external partners and stakeholders.



## Stronger Together

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

We are: **Connected, Trusting and Honest partners**



## Always Learning

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

We are: **Switched-on, Improvers and Grafters**



## People People

We love catching up for a cuppa and a natter but, more than that, we're curious to learn more about other people's perspectives.

We are: **Caring, Inclusive and Open-minded**



## Energetic Pioneers

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

We are: **Adventurous, Passionate and Resourceful**

## Purpose



**Transform lives  
through innovation**



## Vision

**Improve the health and prosperity  
of our region by unlocking the  
potential of new ideas**

## 5-year mission



Our knowledge,  
skills, and expertise  
will demonstrate that we  
are world leaders in unlocking  
innovation to address current  
and future health, economic,  
and societal challenges.





# Our 5-year strategic aims

Our strategic aims provide direction and focus for us as an organisation, supporting progress towards our mission. They provide greater detail on the 5-year ambition of the organisation, whilst providing a framework for decision-making and resource allocation.



## Strengthening our foundations

Investment in our future starts at our heart. By continuing to invest in, and develop our people's skills and leadership, we will be equipped for further growth.



## Enhance our role and reputation

We hold a unique role as trusted thought leaders with global reach. We'll use this position to drive lasting change and improve life outcomes by empowering our communities.



## Be fit for the future

We will ensure our ways of working are innovative, agile, and continually challenge the status quo. We will equip ourselves to better identify and respond to societal challenges of the future.



## Foster connections

Our continued commitment to collaboration will strengthen strategic partnerships for the benefit of our population. We will ensure visibility of our work and its impact to foster advocacy and grow new business.



## Grow our region

We will lead the way in promoting Yorkshire and the Humber and its assets to create a thriving, globally-connected innovation ecosystem. We commit to growing and diversifying our role to accelerate economic growth and prosperity, recognising our own success contributes to the region's success.



### **What we give:**

- Salary between £54,359 - £60,069 per annum, depending on experience
- Flexible and agile working – hybrid working between home and office plus other locations as required
- 25 days holiday + statutory days
- 3 extra days to take between Christmas/New Year bank holidays
- Holiday buy-back scheme via salary sacrifice
- Contributory matched pension (up to 10%)
- Learning and Development opportunities
- Open-plan head office in Wakefield at the side of Junction39 of the M1
- Free parking at the head office
- All-staff away days
- Wellbeing programme
- Employee Assistance Programme/Mental Health First Aiders
- Electric Car Scheme
- Social events
- Financial Wellbeing Programme

## **Job summary and purpose**

Health Innovation Yorkshire & Humber is committed to expanding its Evaluation Services offer to the NHS, innovators, and the private sector. A core aim of this work is to evaluate the impact of new innovations to support their spread and adoption across the health and care system.

We design, deliver, and commission a wide range of mixed-method evaluations across a broad spectrum of health areas and innovation types.

Reporting to the Chief Finance & Operations Officer, the Evaluation Manager will play a key role in ensuring the delivery of high-quality evaluations for both nationally and locally commissioned work, as well as private sector commissions supporting innovators. This role requires strong expertise in designing and delivering evaluations within healthcare settings, using both qualitative and quantitative methodologies.

The post holder will provide expert advice on evaluation design and evidence generation, supporting teams across Health Innovation Yorkshire & Humber and wider stakeholders in the regional healthcare system. A solid understanding of the challenges facing healthcare and the value of real-world evaluation is essential.

Additionally, the Evaluation Manager will contribute to the continued growth and development of Health Innovation Yorkshire & Humber's commissioned evaluation portfolio.

### **Key Duties and Responsibilities**

- The design, delivery and management of high-quality evaluations
- Leading mentoring and coaching the developing Evaluation team
- Data collection, analysis, interpretation and reporting of a range of data types i.e. qualitative, quantitative (health economic data desirable)
- The production of high quality evaluation reports
- Communicating and disseminating evaluation report findings, including through the development of communications materials such as blogs and impact stories, to inform future implementation efforts
- Providing expert advice to colleagues in Health Innovation Yorkshire & Humber and to organisations in the wider healthcare landscape on the methodology of evaluating the impact of health innovations. This will involve communicating highly complex information to people both with and without specialist knowledge in evaluation
- Developing and delivering specialist training sessions, resources and tools on evaluation to build the capacity and capability of colleagues to undertake evaluations
- Ensuring evaluation projects and programmes are managed effectively; leading and being accountable for their successful delivery from start through to completion
- Providing project and programme leadership on multiple evaluation projects



- Ensuring evaluation projects are delivered in line with agreed milestones
- Building and nurturing relationships with relevant stakeholders to support the successful delivery of projects
- Monitoring progress of the evaluation programme, producing regular project reports/ updates for national, regional & local governance mechanisms
- Line managing the developing team of Project Coordinators & Advisors, ensuring that programme risks and issues are proactively identified and reported; developing proposals for resolution/ mitigation and escalation of those risks
- Providing Quality Assurance across all evaluations provided by the Health Innovation and its partners
- Working with the Health Innovation Yorkshire & Humber Programme Management Office to ensure effective and timely financial and performance reporting to SLT, Board and commissioners
- Identifying opportunities and supporting the Bid Manager with expert evaluation experience

## **Corporate and personal responsibilities**

- Promoting equal opportunities and affirm that staff, colleagues, patients, and others who encounter Health Innovation Yorkshire & Humber are afforded equality of access, experience and outcomes
- Observing Health Innovation Yorkshire & Humber's equity, diversity and inclusion pledges in every aspect of your work, avoiding any behaviour which discriminates against colleagues, potential employees, patients, or partners on any grounds
- Upholding and promoting the organisation's values
- Working flexibly and collaboratively with others to help achieve the organisation's goals, in support of its values
- Supporting the organisation in creating an environment that promotes the highest standards of health and safety for Health Innovation Yorkshire & Humber employees, in line with the appropriate policies and procedures
- Compliance with current data protection laws and company data protection/ GDPR policies and procedures
- Helping to ensure that we only operate within our remit and not offering clinical advice
- Adherence to all company policies and procedures and any applicable legislation



## **Key relationships**

*Internal* - all Health Innovation Yorkshire & Humber colleagues

*External* - These may include, but are not limited to operational colleagues within the following partner organisations:

- NHS Trusts and NHS Foundation Trusts
- Care Quality Commission
- Local Government
- Integrated Care System and Clinical Commissioning Groups etc.
- NHS England & NHS Improvement
- Third Sector Organisations
- Patient Advisory Groups/Services
- Evaluation delivery partners
- Innovators and industry

## **Personal development responsibilities**

- Understanding and having an awareness of own personal development needs;
- Maintenance of a compliant professional portfolio where required;
- Health Innovation Yorkshire & Humber intend to grow the Evaluation offer considerably over the coming years, and this role offers the opportunity to lead that growth.

## **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**

- There may be occasions where there is a requirement to work irregular hours in accordance with the needs of the role;
- Occasional travel across the region and other locations including London to meet with members of the Health Innovation YH team, stakeholders and other contacts relevant to the role.

## Health and Safety

- Ensuring 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 business to your Manager or in their absence a Director;
- Work efficiently and responsibly within all areas of the Company in a safe manner sharing good practice with colleagues.

## General

- A requirement to contribute to the continuous improvement of working practices;
- Compliance with all policies and procedures within the Company;
- All duties to be carried out whilst ensuring equal opportunities, and working collaboratively with other employees of the business, in the fulfilment of its aims and objectives;
- Right to work in the UK: Applicants must be able to provide evidence of their right to work in the UK.

## Person specification

Competence	Essential requirements	Desirable requirements
Qualifications and training	Educated to degree level (any discipline), or with equivalent professional experience in healthcare evaluation.	Additional qualifications incl: Masters, PhD, professional Doctorate
Knowledge	<p>In-depth specialist knowledge of designing and delivering evaluations using a range of methods (e.g. qualitative, quantitative) Experience of techniques beyond descriptive quantitative and qualitative analysis, encompassing a broader range of evaluation approaches and designs</p> <p>Good working knowledge of risk management best practice</p> <p>Knowledge of information governance, security, GDPR legislation and guidance</p>	<p>Experience of project management methodologies, and Health Economics</p> <p>Knowledge of implementation and improvement science and/ or implementation of evidence into practice</p>



Skills	<p>Strong analytical skills to analyse and interpret complex and varied data for techniques including frameworks for specific types of evaluation.</p> <p>Excellent written and verbal communication skills including the ability to convey highly complex information in an accessible and appropriate form to varied audiences</p> <p>Strong relationship building and management skills with a wide range of stakeholders</p> <p>Strong IT skills, including the use of spreadsheet and project packages to analyse and manipulate large amounts of data and produce user-friendly reports for a range of audiences</p> <p>Being entrepreneurial in identifying possibilities for offering evaluation and designing appropriate approaches &amp; costings working closely with Business Development Team</p>	<p>Ability to create compelling offers for commercial work</p> <p>Relevant software skills e.g. for qualitative analysis software such as NVivo and MAXQDA and R and Stata For quantitative analysis.</p>
Experience	<p>Experience of qualitative data collection methods involving professionals and public/patients/service users (e.g. developing discussion guides, delivering focus groups/interviews).</p> <p>Experience of analysing complex qualitative and quantitative data and familiarity with data sources and uses</p> <p>Experience of managing complex programmes and / or projects</p>	<p>Experience of use of varied sources of available data including NHS activity (e.g. HES), population and societal data (e.g. ONS) and costings (e.g. PLICS and PSSRU) for Evaluation Services.</p>
Right to work in the UK	<p>Applicants must be able to provide evidence of their right to work in the UK at the point any job offer is made</p>	

