



Health Innovation
Yorkshire & Humber

**Transforming Lives
Through Innovation**



**HealthTech Navigator -
HealthTech Accelerator**

August 2025



Health Innovation Yorkshire & Humber

HealthTech Navigator - Recruitment Pack

including Job description and Person Specification

If you want to make a difference in West Yorkshire 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 West Yorkshire. 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

A full-time, fixed term contract for 2 years in the first instance, with a possibility for extension.

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 no later than 12 noon on **Friday 5th September 2025**. Interviews will take place mid - September

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.



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What we give:

- Salary £48,321 - £54,359 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-day office closure between Christmas/New Year bank holidays
- Holiday buy-back scheme via salary sacrifice
- Contributory matched pension (up to 10%)
- Learning and Development opportunities
- All-staff away days
- Wellbeing programme
- Employee Assistance Programme/Mental Health First Aiders
- Electric Car Scheme
- Social events
- Financial Wellbeing Programme





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HealthTech Navigator Job summary and purpose

We are working in partnership with West Yorkshire Combined Authority, to host the West Yorkshire Healthtech Accelerator as part of the West Yorkshire Mayor's Investment Zone. £4.5m of funding has been allocated to deliver this initiative that will support up to 240 innovator companies between 2025-2029.

The funding will enable our highly successful, existing Healthtech accelerator programme Propel@YH to expand and support the next generation of Healthtech start-ups and scaleups. It will provide even more targeted business support and masterclasses for innovators and will help them to scale into the NHS, attract investment, and contribute to regional economic growth.

The accelerator programme will have two themes-

Start Up Programme

Designed for early-stage Innovators, this programme offers a powerful blend of:

- **10 immersive days of masterclasses** led by industry experts
- **Tailored 1-to-1 mentoring** to address each Innovator's unique challenges
- **Collaborative opportunities** through in-person meetups and a vibrant online community

Our goal? To guide Start Ups along the innovation pathway and set them up for long-term success.



Scale Up Programme

This programme is tailored for Innovators who already have traction within the NHS and are ready to scale further. Participants will benefit from:

- High-impact workshops and events
- Dedicated 1-to-1 support
- Strategic guidance to expand their reach within the NHS and internationally





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We are seeking 2 HealthTech Navigators: One to manage delivery of the Start up programme, and one to manage delivery of the scale up programme.

HealthTech Navigator Key Duties and Responsibilities

- Delivery of the Accelerator Programme
- Ensuring the programme is delivered in line with the budget envelope
- Supporting and engaging the Innovators on a day-to-day basis, providing guidance, support and mentorship
- Coordinating the Programme, from booking venues to coordinating the delivery partners etc.
- It is essential that you can relate to start up innovators, via experience of understanding their journey along the Innovation pathway, along with experience of commercialising technology into the NHS
- Managing potential risks or issues that may arise
- Stakeholder management and the ability to work within uncertainty whilst identifying innovative solutions
- Working with the propel team members in a collaborative and innovative manner
- Working at the direction of the Propel Programme Lead and Workstream Lead to ensure the Propel programme is delivered according to the strategy & plan
- Managing the propel budget allocation within the financial envelope
- Managing a portfolio of stakeholders, including partners, NHS & Innovators
- Offering business coaching and expert advice to HealthTech companies, including with investment and funding
- Delivering a quality accelerator programme, building on the proven model to date, key relationships, sector knowledge and collaboration opportunities
- Driving and support the planning, management and delivery of key implementation projects
- Developing and maintain the evidence base for technologies adopted to support wider adoption and dissemination
- Acting as key account manager for digital innovations in our pipeline, supporting commercial growth and spread and adoption





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- Developing an excellent relationship with Propel alumni, seeking out opportunities for further adoption and spread
- Keeping up to date with the national digital policy and funding landscape, for example funding opportunities and national innovation funding opportunities and sharing intelligence and insights with the wider HIN team
- Working with the HIN to develop relationships and influence, to ensure ownership of change is achieved, and that supportive and sustainable performance management frameworks are in place
- Working with key stakeholders (including patients and the wider public) to support implementation of change initiatives in the many organisations that deliver care at primary, secondary, tertiary and community level
- Maintaining regular contact with key stakeholders to a high professional standard, to maximise cooperation, collaboration and development
- Identifying and exploiting opportunities for innovation, development, wealth generation, service and health improvement in the designated area(s) of work
- Supporting and contributing to the activities of any governing group relevant to the post holder's work
- Measuring impact in line with the required outputs
- Serve as a resource to the HIN and any of the structures with which it is associated, by maintaining a high level of current, evidence-based knowledge relevant to the post holder's areas of work interest
- Arrange events such as meetings, workshops, webinars etc. in order to maintain a high degree of engagement, awareness, and transparency and to promote cross fertilisation of ideas
- Identifying and exploiting funding opportunities including, but not limited, to grants, competition awards
- Ensuring that appropriate citizen engagement is undertaken relevant to the post holders work programmes
- Playing an active role in corporate activities (for example team meetings and timeouts) and information for corporate publications (for example, newsletters, blogs)
- Working as part of the Enterprise and Innovation team, taking a leadership role for our flagship Propel accelerator, and associated accelerator activities, ensuring all KPIs are met





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- Maintaining existing strategic partnerships whilst identifying and developing new ones
- Supporting the Enterprise and Innovation team to get more proven innovations into the hands of clinicians and patients, faster
- Working via our ICS innovation hubs and other health and care collaborations to support adoption at scale, including working with NHS commissioners and procurement leads
- Completing funding applications such as grant applications to secure additional revenue
- Responsibility for budget management, performance reporting and governance
- Strong stakeholder management, ability to work with uncertainty and identify innovative solutions
- work with the propel team members in a collaborative manner
- Delivering the accelerator programme, building on the proven model to date, key relationships, sector knowledge and collaboration opportunities
- Driving and supporting the planning, management and delivery of key implementation projects
- Developing and maintaining the evidence base for technologies adopted to support wider adoption and dissemination
- Acting as the key account manager for the innovations in our pipeline, supporting commercial growth and spread and adoption
- Develop an excellent relationship with Propel alumni, seeking out opportunities for further adoption and spread
- Keeping up to date with the national digital and HealthTech policy and funding landscape, for example funding opportunities and national innovation funding opportunities and sharing intelligence and insights with the wider HIN team
- To provide regular progress reports to the executive teams at the HIN
- Building an extensive and effective network of contacts in the sectors relevant to the agreed areas of work
- To maintain regular contact with these contacts to a high professional standard, to maximise cooperation, collaboration and development.
- To identify and exploit opportunities for innovation, development, wealth generation, service and health improvement in the designated area(s) of work.





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- To support and contribute to the activities of any governing group relevant to the post holder's work.
- To measure the impact in line with the required outputs
- To be an expert resource to the HIN and any of the structures with which it is associated, by maintaining a high level of current, evidence-based knowledge relevant to the post holder's areas of work interest.
- To arrange events such as meetings, workshops, webinars etc. in order to maintain a high degree of engagement, awareness, and transparency and to promote cross fertilisation of ideas.
- To identify and exploit funding opportunities including, but not limited, to grants, competition awards. This will require experience in establishing collaborative partnerships and funding applications

Communication and Relationship Skills

- Establish and foster relationships which facilitate effective liaison and communication with internal and external stakeholders.
- Be an ambassador for, and promote, the programme through presentations, articles and other methods
- Provide regular updates and progress reports to key stakeholders, both verbal and written, in accordance with required formats and timescales, monitoring projects against the required outcomes within the constraints of time and budget
- Prepare and deliver presentations for internal and external audiences
- Attend and contribute to relevant internal and external meetings, conveying complex information, adopting a style to overcome barriers to understanding/agreement
- Maintain effective communication with line manager and Directors, ensuring they are fully briefed in relation to relevant commercial programmes.
- This post holder must have premium communication skills, with the ability to analysis and quickly translate information into key messages for senior managers, executives and board members and decision makers
- Increase positive relationships with senior managers, executive staff, industry and stakeholders, consulting with them on strategies to drive adoption of innovation
- Manage communications to ensure productive and positive relations with industry and NHS partners.





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- Support and advise innovators who are developing healthcare technologies to appropriate support for clinical validation, user testing, intellectual property advice etc.
- Support and advise SMEs with market ready innovations who are aiming to access NHS markets.

Analytical and Judgmental Skills

- Support a collaborative programme of work across public and private sector partners and to lead on the adoption of new health technologies
- Ability to observe and define barriers to adoption and identify how these are overcome
- Appraise new technologies and support SMEs to develop business case and plans.
- Bring previous experience of HealthTech healthcare provision to the cohort

Planning and Organisational Skills

- Provide expert leadership on adoption of innovation
- Ensure the appropriate reporting systems are in place and adhered to.
- To advise the Programme Lead of any proposed changes to budget status throughout the year and to make recommendations and provide creative solutions ensuring that services are provided within resources.
- Ensure systems are established and maintained within the department to ensure that information is obtained, held, recorded, used and shared in accordance with the Programme requirements

Personal Responsibilities

- Freedom to Act - Working within agreed host organisation and local policies and guidelines, the post holder is required to have a high degree of initiative and independence to lead key agendas and achieve objectives
- The post holder will be required to be the lead expert specialist when working collaboratively with others on specific programmes.
- The above indicates the main duties of the post which may be reviewed in the light of experience and development within the service. Any review will be undertaken in conjunction with the postholder.





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- HIN YH expects all staff to share its values and behave in a way that is consistent with these values. The post holder will be expected at all times to take responsibility for their own actions, support multi-disciplinary and partnership working and develop a working environment of courtesy, fairness and mutual respect. Large scale networks like the HIN rely on collaborative working, and the post holder must recognise their role as an ambassador for HIN in their dealings with other colleagues and organisations.

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

Personal development responsibilities

- Understanding and having an awareness of own personal development needs
- Maintenance of a compliant professional portfolio where required





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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

Conflict of Interest

- The post holder will be required to declare any involvement, either directly or indirectly, with any firm, company or organisation which could be construed as a conflict of interest with either the HIN or with the delivery partners. This requirement applies throughout the period of tenure. Failure to disclose a conflict of may lead to dismissal, but the existence of such a conflict is not necessarily a bar to employment. Any member of the executive team will be able to advise on this issue.

Confidentiality

- The post holder may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

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.





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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.

HealthTech Navigator Person specification (if not stated otherwise, the specification is essential)

Qualifications:

- Educated to degree level or appropriate professional qualification or equivalent experience in a relevant business, health or life science discipline and experience in health-related arena
- Evidence of continuing professional development

Knowledge:

- Knowledge of the regulatory requirements for digital and medical technologies
- Knowledge of NHS IT systems and interoperability
- Knowledge of information governance requirements
- An excellent understanding of the research/innovation funding environment (Desirable)
- Excellent understanding of NHS Policy Landscape and the implications for the NHS, academia and industry
- Strong understanding of multidisciplinary issues, collaborations and networking
- Knowledge of relevant funding streams and access to finance programmes for SMEs
- Knowledge of research governance requirements (Desirable)
- Knowledge and understanding of NHS structures, targets and topical issues
- Significant Senior experience in a relevant role





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- Experience of working in a commercial healthcare company (Desirable)
- Experience of commercialising new products and selling to the NHS or experience of sourcing and bringing new products into the health system, particularly digital health products. (Desirable)
- Experience of working with clinicians in supporting evidence-based practice
- Experience of NHS procurement or NHS Supply chain (Desirable)
- Significant experience of managing and delivering complex projects to completion and timescales (e.g., planning, developing, resourcing, monitoring, reporting)
- Experience of service redesign, change management, service improvement and modernisation techniques. (Desirable)
- Evidence of working collaboratively and influencing people from a wide range of professional backgrounds (including industry, clinicians and patients) and being effective across organisational boundaries.
- Experience of patient /user involvement initiatives (Desirable)
- Experience of report writing for Executive level Committees
- Experience of presenting reports, managing feedback and questions at Senior management committees

Experience:

- Effective leadership and organisational skills
- Excellent organisational, time management and prioritisation skills
- Extensive project management skills
- Excellent interpersonal, teambuilding and communication skills (both written and verbal)
- Excellent communication skills with an ability to present complex information to a variety of audiences and promote discussion and agreement
- Ability to identify, document and ensure the delivery of SMART objectives (or another systematic format)
- Accuracy and attention to detail whilst maintaining flexibility within the workload
- Committed team worker
- Information Technology skills including data analysis and use of Excel and PowerPoint





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- Skilled at writing and presenting written reports, papers and audio-visual presentations

Values and behaviours:

- Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others
- Uses evidence to make improvements, seeks out innovation
- Values diversity and difference, operates with integrity and openness
- Actively develops themselves and others
- Self-awareness in terms of emotional intelligence, biases and personal triggers with cultural sensitivity and awareness
- Demonstrable commitment to partnership working with a range of external organisation

Other requirements:

- Ability to comply with the travel requirements of the post and undertake work-related journeys within the Yorkshire & Humber area.
- Must take a flexible and adaptable approach to office hours

