



Health Innovation
Yorkshire & Humber

**Transforming Lives
Through Innovation**



**Workstream Lead -
HealthTech accelerator**

August 2025



Health Innovation Yorkshire & Humber

Recruitment Pack

Workstream Lead for HealthTech accelerator –

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.



Health Innovation Yorkshire & Humber

What we give:

- Salary £60,069 per annum
- 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





Health Innovation Yorkshire & Humber

Workstream Lead 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

We are seeking a Workstream Lead for the Scale Up aspect of the accelerator. The Scale Up Accelerator will include content around Funding





Health Innovation Yorkshire & Humber

& Investment for Growth, how to scale your business, NHS market growth and International opportunities.

Key Duties and Responsibilities

- Working alongside the Propel Programme Lead to ensure the Propel programme is delivered according to the strategy & plan
- Defining and shaping the Scale Up Programme, including defining the strategy, project & financial plans
- Managing the propel budget allocation within the financial envelope
- Managing a portfolio of stakeholders, including partners, NHS & Innovators
- Overseeing the delivery of the Scale Up Programme along with the Scale Up Manager
- Offering business coaching and expert advice to scale up HealthTech companies, including with investment
- Line managing the Scale Up Manager & evidence Manager
- Managing potential risks or issues that may arise
- 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.
- Working with the Director of Enterprise and Innovation and the Head of Commercial, Digital and Growth to secure new opportunities, regionally, nationally, and internationally
- Maintaining existing strategic partnerships whilst identifying and developing new ones, including industry
- Maximising alignment with our OLS and NHSE commissions via ensuring that Propel SMEs and alumni are represented in our innovation pipeline and receive ongoing adoption support
- 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





Health Innovation Yorkshire & Humber

- Stakeholder management, working with uncertainty and identifying innovative solutions
- Collaborating with the propel team members
- Delivering the Accelerator Programme content alongside the HealthTech Navigator
- Ensuring the programme is delivered in line with the budget envelope
- Supporting the Innovators on a day to day basis, including providing guidance, support and mentorship
- Coordination of the full Programme, from booking venues, coordinating the delivery partners etc
- To manage any risks or issues that may arise
- Strong stakeholder management, ability to work with uncertainty and identify innovative solutions
- Work with the propel team members in a collaborative manner.
- Working as part of the Enterprise and Innovation team, delivering all aspects of our flagship Propel accelerator, and associated activities, ensuring all KPIs are met
- Deliver 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, e.g. funding opportunities and national innovation funding opportunities and sharing intelligence and insights with the wider HIN team
- Providing 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
- Maintaining regular contact with contacts, to maximise cooperation, collaboration and development





Health Innovation Yorkshire & Humber

- 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 groups
- Measuring 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
- Arranging 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. This will require experience in establishing collaborative partnerships and funding applications
- 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.

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





Health Innovation Yorkshire & Humber

outcomes

- Observing Health Innovation Yorkshire & Humber's equity, diversity and inclusion pledges in every aspect of 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

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





Health Innovation Yorkshire & Humber

- 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.

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





Health Innovation Yorkshire & Humber

evidence of their right to work in the UK.

Workstream Lead Person specification (if not stated otherwise, the specification is essential)

Qualifications:

- Educated to Masters 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
- Understanding of NHS procurement for HealthTech
- Understanding of how to scale a HealthTech business
- Knowledge of NHS IT systems and interoperability
- Knowledge of information governance requirements
- A solid 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

Experience:

- Experience in a relevant senior role
- 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





Health Innovation Yorkshire & Humber

system, particularly digital health products. (Desirable)

- Experience of working in or with HealthTech companies who are revenue generating
- Experience of working with investors
- Experience of working with clinicians in supporting evidence-based practice
- Experience of NHS procurement from a suppliers perspective (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

Skills

- 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 other 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.





Health Innovation Yorkshire & Humber

- 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

