



Manchester University
NHS Foundation Trust



Health Innovation **Manchester**

Candidate Pack: Director of Digital



HUNTER
Executive talent for the healthcare sector

Who we are

We are Health Innovation Manchester, an academic health science and innovation system, at the forefront of transforming the health and wellbeing of Greater Manchester's 2.8 million citizens.

Health Innovation Manchester was formed in October 2017 by bringing together the former Greater Manchester academic health science network (GM AHSN) and Manchester academic health science centre (MAHSC) under one single umbrella, which also represents Greater Manchester's wider research and innovation system.

Here in Greater Manchester, we have the unique ability to deliver innovation into frontline care at pace and scale thanks to our £6bn devolved health and social care system, unrivalled digital assets and ambitions, exceptional academic and research capability and thriving industry partnerships.

Our collective ambition is to make Greater Manchester one of the best places in the world to grow up, get on and grow old.

What we do

Health Innovation Manchester works at the forefront of healthcare innovation to discover, develop and deploy new healthcare solutions. We harness the power of the NHS, wider health and care system, industry and academia within our region to address major challenges and tackle inequalities.

We are fast becoming an international leader in health innovation and digital healthcare, transforming the health & wellbeing of citizens across Greater Manchester.

Partnership is the core of our work and through strong relationships and collaborative working we bring together expertise from across the system to turn great ideas into healthcare solutions. From clinical trials to digital tools, academic research to healthcare analytics, our work is wide-ranging, exciting and makes a difference to people's lives.

We aim to make Greater Manchester one of the most innovative health and social care systems around the world. Our exceptional academic and clinical assets, booming life sciences sector and the massive opportunity of devolved accountability for health and social care are just some of the factors that put us in a unique position.

Health Innovation Manchester works with innovators to discover, develop and deploy new solutions that improve the health and wellbeing of Greater Manchester's 2.8m citizens.

Working with us

Health Innovation Manchester is hosted by Manchester University NHS Foundation Trust (MFT), one of the largest acute Trusts in the UK, employing over 28,000 staff. Health Innovation Manchester brings together the best of the NHS with a culture that champions new ideas and innovation.

We're based at Citylabs, a world-class hub for health innovation and precision medicine, part of Europe's largest clinical academic campus. It's a great place to work, with easy access to Manchester City Centre and surrounded by health and university facilities.

We've embraced agile working, with staff combining on-site and remote working. This means that we can come together when it matters most and promote a healthy work-life balance.

Our culture is inclusive and welcomes anyone with a passion for innovation and a desire to make a difference. We are committed to promoting equality of opportunity, celebrating and valuing diversity. We are continuously working to improve our collective offer to staff in areas like health and wellbeing, benefits and flexible working.

We are positively challenging traditional organisational barriers which get in the way of care delivery. We want you to be able to enjoy working in environments which are efficient, responsive and holistic and we are empowering teams to create the conditions for this.

Equality, Diversity, Inclusion Commitment

We are passionate about creating an inclusive workplace that promotes and values diversity. We know through experience that different ideas, perspectives and backgrounds create a stronger and more creative work environment that delivers better patient outcomes. We welcome all applications, especially those from underrepresented communities, including people with a disability, and those from Black, Asian and Minority Ethnic (BAME) backgrounds.

We have policies and procedures in place to ensure that all applicants are treated fairly and consistently at every stage of the recruitment process, including the consideration of reasonable adjustments for people who have a disability.

As part of the organisation's commitment to achieving equality of opportunity for all staff, Health Innovation Manchester will consider all requests for flexible working on hiring. For most roles, the following types of flexibility are usually possible: flexible hours, compressed hours, part-time hours and/or job-sharing, and homeworking.

Many of our staff work flexibly in many different ways. Please talk to us at interview about any flexible working arrangements you would prefer or require. While we may not be able to fully accommodate all requests, such requests will not be referenced during the interview scoring process, and we will fully consider and try to accommodate them for successful applicants.

In accordance with the Rehabilitation of Offenders Act 1974, Health Innovation Manchester will not discriminate against or dismiss the applications of candidates with spent convictions for posts which are not exempt from this legislation.

JOB DESCRIPTION

POST: Director of Digital

DEPARTMENT: Health & Implementation

GRADE: Band 9

HOURS: Full Time (37.5 hours)

RESPONSIBLE TO: CIO

WORKBASE: Health Innovation Manchester, Suite C, Third Floor, Citylabs, Nelson Street, Manchester, M13 9NQ

LIAISES WITH

Internal – The main working relationships for the Information Governance Manager are: Managing Director, CIO and other Directors

External – Develop and maintain effective relationships, including trust and credibility with: Members and stakeholder organisations, other stakeholder organisations, Local Authority, Voluntary sector, priority groups and other public groups. Work effectively across organisational boundaries with fellow HInM colleagues.

JOB PURPOSE

The Director of Digital is responsible for implementing and delivering an ambitious and transformative digital strategy. Holding end-to-end responsibility for solution design and delivery, working closely with the GM system sponsor to address issues escalated.

Effectively manages cross-functional team to meet desired KPIs and business outcomes.

The Director of Digital will be a visible and inspiring leader with excellent clinical experience and a clear, compelling vision for the development of GM digital futures. The role is responsible for implementing the recently approved Digital Strategy, leading and enabling digitally enabled clinical services, and digital systems and the leadership of several key areas across GM.

MAIN DUTIES & RESPONSIBILITIES

The Director of Digital is a highly autonomous role working to the CIO and working collaboratively across the wider health system to proactively identify opportunities to share appropriate data across organisational boundaries, to support innovation through new and emerging technologies, and ensure appropriate strategies and plans to deliver are aligned to the organisation's longer term strategic ambitions, and delivery of the GM's Integrated Medium Term Plans

Provide engaging, visible, collaborative leadership and a clear vision for the development of the HInM's digital capabilities and strategy, aligned to support delivery of the long term strategic ambitions and medium term, business transformation plans.

Deliver the development and execution of the HInM's Digital Transformation Strategy, ensuring alignment with national and local priorities.

Provide effective leadership across the Digital and Health Intelligence teams, setting clear vision and objectives, taking appropriate action to embed a culture of inclusion, empowerment and diversity across the teams.

Deliver innovative digital services solutions that are cost effective, represent value for money to the NHS and which can be benchmarked against other NHS organisations including: providers, health boards, trusts as appropriate

Overseeing the development new ideas, solutions and strategies for improving patient care and clinical outcomes.

The post holder will lead on the delivery of state-of-the art analytics and business intelligence services, and oversee the development and delivery of responsive management Information services. This will include the delivery of health intelligence to support the HInM's focus on Population Health working closely with colleagues in Public Health and partners across the health system.

The post holder will ensure that the workforce has the capabilities required to use digital technology and health intelligence and it will drive innovation in the use of digital health services for all care and wellbeing services. It will drive towards digital excellence and high standards of digital maturity.

Manage key relationships within the area's, leading on effective and mutually supportive relationships with key partners – NHS England, Health Education England, area teams, Clinical Commissioning Groups, patient groups, Healthcare professionals, Healthcare providers, the Department of Health and Local Government.

KEY PERSON REQUIREMENTS

Educated to Master's degree level or relevant healthcare setting or equivalent level in experience and further training.

Evidence of relevant Continual Professional Development (e.g. Healthcare Digital Leadership)

Extensive specialist knowledge & expertise of a range of disciplines eg. financial management, information management, performance management, human resources and ICT development. This level of knowledge would have been gained over a significant period in addition to specialist training

Senior leadership experience in a health service setting - understanding of the broader strategic and policy context for delivery of health services

Significant senior management and leadership professional experience within clinical informatics

Evidence of working across organisational boundaries with various internal and external stakeholders to achieve agreed outcomes

Experience of delivering digital transformation in a consumer-led organization

Strong technical background, well versed in Information Architecture (IA), system design and system improvement

Excellent communication and ability to work effectively and co-operatively

Excellent leadership, influencing skills and demonstrate professional credibility

Capacity to think strategically/be forward thinking and take a whole systems approach

Inspirational, thought leader who demonstrates the ability to lead and manage change in an evolving digital landscape

Ability to analyse and solve complex problems, including option appraisals

Able to learn from experience and adapt to changes and new challenges

Ability to make the connection between a vision and delivering real improvements at the frontline.

Ability to identify, assimilate and interpret national strategies and policies to influence local practice. Evidence of advance analytic and problem-solving skills, specifically including measurement of improvement. Ability to manage a complex workload under pressure to deliver outcomes to fixed deadlines.

ADDITIONAL

In compliance with the Health and Safety at Work Act 1974 and subsequent legislation, the post holder is required to undertake a proactive role in the management of risks in all their actions. This includes:

- Undertaking Risk Assessments in line with the HInM Risk Assessment process.
- Reporting all incidents, near misses and hazards in line with the HInM significant event reporting system.
- Undertaking a statutory duty of care for your own personal safety and that of others.
- Attend statutory health and safety training in HInM.
- In addition, there is a requirement to attend all mandatory and any other health and safety training appropriate to the role.
- As a general duty to ensure compliance with policies on equality and diversity, indicate specific areas either relating to employees or patients that the role has regarding equality and diversity.

In addition to any responsibilities specified in the job description above, it is the duty and responsibility of all individual employees to:

- Take reasonable care of the health and safety of yourself and of other people, who may be affected by actions and omissions at work.
- Cooperate with HInM in ensuring that all statutory policies and other requirements are complied with.
- Report promptly any defects, risks or potential hazards or circumstances that may compromise the health, safety and welfare of those affected by HInM and MFT undertakings.

HInM is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.

Strict confidentiality rules apply to patients, employees and HInM Business, in accordance with current legislation including the Data Protection Act 1998, Caldicott principles and HInM/MFT policies. This duty lasts indefinitely and will continue should you leave the organisation.

Post holders are 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 HInM. This requirement applies throughout the period of tenure. Failure to disclose a conflict may lead to dismissal, but the existence of such a conflict is not necessarily a bar to employment by HInM. The executive team will be able to advise on the issue.

It is a requirement for all staff to comply with all infection control policies and procedures as set out in the Trust's Infection Control manual. The postholder is also responsible for ensuring all their staff attends mandatory training, including infection control and to provide support to the Director of Infection Control.

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. You equally have a responsibility to ensure that you do nothing to jeopardize the health and safety to either yourself or of anybody else. The Trust's Health and Safety Policies outline your responsibilities regarding Health & Safety at Work.

The post holder must not willingly endanger him/herself or others whilst at work. Safe working practices and safety precautions must be adhered to. Protective clothing and equipment must be used where appropriate.

Ensure that the policy and legislation relating to child protection and Safeguarding of children, young people and vulnerable adults are adhered to. It is the responsibility of all staff to report any concerns to the identified person within your department/division or area of responsibility.

The Trust operates a system of Team Briefing, which is based on the principles that people will be more committed to their work if they fully understand the reason behind what is happening in their organisation and how it is performing.

The Trust operates a no smoking control policy, which applies to all staff, patients and visitors and extends to the hospital grounds as well as internal areas.