

Health  
Innovation  
South West

# Transforming lives through health and care innovation.



## Portfolio Director

Candidate information pack

**December 2024**

# Welcome

**Working in collaboration with regional partners and Health Innovation Networks across England, our work transforms lives through innovation.**

All our work is grounded in the context of our region – supporting our partners to identify and spread innovation that tackles the shared challenges we face improving health across a complex mix of rural, coastal and urban communities.

The challenges facing health and care systems will not be addressed by doing more of the same. They will only be met by widespread adoption of innovation including through digital and diagnostic technology and in data to transform clinical pathways and empower patients.

In 2023 we launched ambitious plans to address the key problems facing people across our peninsula. This coincided with the relicensing of the former Academic Health Science Networks

(AHSNs) as Health Innovation Networks for a further **five years by NHS England**. Never has it been a more important time for innovation in health and care.

We believe that we have a unique offer for someone who is passionate about driving the uptake of health innovation and economic growth, enabling patients to benefit from earlier diagnosis, more effective treatments, and faster recovery.

We have an ambitious board, a chief executive with a clear vision, and a team that is highly committed to putting the South West on the map in rural and coastal health. And we are based in a really great place to live and work.

If you would like to join our impact-led, improvement-focused and collaborative organisation, we would love to hear from you.



# Who we are

**We exist to help optimise the way our health and care systems in the South West find, adopt and spread innovation to transform lives, improve population health, and drive economic growth. Together with our local and national partners we are increasing the impact of research and innovation across the peninsula.**

Health Innovation South West is one of 15 Health Innovation Networks set up by NHS England in 2013.

Our work is funded by NHS England and Office for Life Sciences nationally commissioned programmes, and contributions from our members, as well as income generated through other activities aligned to our core mission and purpose. You can see more about our impact in our [2023-2024 Annual Review](#).

As the only bodies connecting NHS and academic organisations, local authorities, the third sector and industry, Health Innovation Networks are uniquely placed to identify and spread health innovation at pace and scale. We work in partnership with:

- **Our health and care system** – NHS partners and local authorities.
- **Our partners** – university, care sector, life science and voluntary, community and social enterprises.
- **The Health Innovation Network.**



## South West Peninsula

# What we do

## **Our purpose is to transform lives through health and care innovation.**

Our purpose and strategic approach are grounded in the context of the place in which we work. Our coastal and rural geography and the varied demographic across our region impacts on people's experiences of health.

Our population of 2.2m people live across our Integrated Care Systems of Somerset, Devon, Cornwall and the Isles of Scilly. Insight we have gathered shows this is one of the least densely populated parts of the UK, with over 600 miles of coastline. People have longer

travel times to access health and care services. Poor transport and communications links exacerbate challenges of rurality. Areas of high and low deprivation exist side by side across a large geographic area. Vacancy rates in health and care sector are 30% higher than the rest of England and a growing skills shortage 11% higher than the UK average.

Whilst each of these challenges is not unique, their combination is distinctive to the South West. It is within this context that we work with our Integrated Care Systems to discover, develop and deploy innovation and improvement.



## **Find, develop and evaluate real-world innovation**

A one stop shop for innovation, we work with health and care, commercial, academic and community partners to identify, develop and evaluate real world solutions to clearly defined health and care problems.



## **Adopt and spread proven innovations at scale**

We support the implementation and scale of innovation and innovative practice in health and care pathways across the South West, applying diverse change models to ensure sustainable impact for both the workforce and patients.



## **Create the conditions to innovate**

We work with our partners to strengthen the conditions for innovation in our region and support innovators to develop and deploy their solutions into the NHS and connect to vital research.

# Key achievements 2023-4

Find out more in our [2023-2024 Annual Review](#)



**200,000**

estimated patients and service users who have benefitted from the work of Health Innovation South West.



**£475,820,793**

of funding leveraged by activities across the national Health Innovation Network



**114**

projects across three Integrated Care Systems (ICSs) and 16 member organisations.



**554**

jobs created by activities across the national Health Innovation Network.



# Working here

## Our Values

- **We are impact-led** – we are solutions focused, action orientated and adapt plans to achieve desired end goals.
- **We are improvement focused** – we seek to understand problems, look at things from different angles, test ideas and learn from our experiences.
- **We are collaborative** – we value diversity of perspectives, commit to and place trust in others to contribute towards collective goals.

## Work environment

Health Innovation South West is based in Exeter, Devon, in an award-winning office – an ideal setting for collaborating, convening and growing our internal and external relationships.

Close to the M5, accessible by train and taxi, it hosts teams gathering across the region as they develop and innovate and run improvement projects. Many use it as the base to build their capabilities, through their own training or leadership programmes, or in partnership with our team at Health Innovation South West. Our space is purpose-designed to accommodate events, with a variety of options, spaces and configurations that guests can use, as well as hot desks.



## Training and development

We are committed to supporting learning and development through generous individual development budgets, organisation-wide training, and peer-to-peer learning and coaching opportunities.

## Benefits

We provide a generous benefits package including employer pension contributions up to 10% and an employee assistance programme.

## Wellbeing

Staff wellbeing is a priority for us. We are continuously working with colleagues to provide initiatives that will enhance our team's health, happiness and general wellbeing.

We provide free fresh fruit in the office, showers and lockers, and there are a number of employee-led activities.

## Environmental, Social and Governance (ESG)

At Health Innovation South West, staff have developed a number of ESG actions, many of which have been advanced in recent years. These include improvements to increase the inclusivity of our recruitment processes, policy updates and recycling provision for our IT and office consumables.



# Our Team

## Board

Our **Board** is led by an independent chair and composed of a mixture of both executive and non-executive directors, including representatives from our three Integrated Care Systems, our university partners and independent non-executive directors with expertise in commercial, clinical and digital sectors.

## Executive team

### Jon Siddall Chief Executive Officer, Board Member



Jon joined Health Innovation South West in April 2020 to continue his work across the health and care system leading innovation, strategy and building partnerships to improve population health.

Before joining Health Innovation South West, Jon spent three years as an Executive Director at Guy's and St Thomas' Foundation, leading the design and development of the foundation's £150 million portfolio of urban health programmes focused on some of the biggest health challenges facing cities around the world.

Prior to his position at Guy's and St Thomas' Foundation, Jon worked across a range of health and social issues working with funders, investors and government agencies in the UK, Ireland and New Zealand. Jon's work included four years at Health Innovation South West, helping to launch the organisation and developing a range of successful innovation programmes.

Jon has also held a range of non-executive roles, including seats on the advisory boards of the NHS Innovation Accelerator, SBRI Healthcare, the Health Innovation Network, the Research and Development Board of Guy's & St Thomas' NHS Foundation Trust and the UK Taskforce on Multiple Conditions.

### Anna Lodge Executive Director of Corporate Operations, Board Member



Anna joined Health Innovation South West in March 2021 as Communications Director, and moved to her current role in March 2023. She graduated with a Masters degree from the London School of Economics and Political Science. Since then, she has gathered over 20 years' experience working for multinational companies, charities, and community organisations specialising in organisational development, leadership and strategic communications.

### Pip Peakman Executive Director of Innovation, Board Member



Pip joined us from the University of Nottingham, where she was Director of Research and Innovation. Prior to joining the university, Pip was Director of Research Operations and strategy at Manchester Cancer Research Centre providing specialist support to address unmet health needs and facilitating partnership working between academia, clinicians, industry and small to medium enterprises. Before working in academia, Pip had a career in industry as an International Business manager with Shell International Chemical Co. Pip is a biochemistry graduate from the University of Birmingham.

### Rebecca Whitting Executive Director of Implementation, Board Member



Rebecca initially joined Health Innovation South West in October 2019 as Programme Director and Patient Safety Collaborative Lead. Previously she worked at Somerset Partnership as the Operational Manager for Musculoskeletal Physiotherapy and Podiatry services having spent over a decade working with the Armed Forces in both clinical and service management roles. Rebecca was a national lead for the wound care programme. Informing all her work, Rebecca is a strong believer in change management through enhancing individual and team leadership.



## Our members

Health Innovation South West is a membership organisation with partners drawn from a range of collaborating organisations across the South West.

- Devon Partnership NHS Trust
- NHS Devon
- Royal Devon University Healthcare NHS Foundation Trust
- Livewell Southwest
- South Western Ambulance NHS Foundation Trust
- Torbay and South Devon NHS Foundation Trust
- University Hospitals Plymouth NHS Trust
- University of Exeter
- University of Plymouth
- Cornwall Partnership NHS Foundation Trust
- NHS Cornwall and Isles of Scilly
- Royal Cornwall Hospitals NHS Trust
- NHS Somerset
- Somerset NHS Foundation Trust

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## Staff

Our **staff team** comprises approximately 65 passionate and dedicated people who offer wide-ranging professional expertise in finance, healthcare, project management, communications, business development, data analysis, evaluation, HR, knowledge management and events management.



# The role

## Key success factors

- **Leading portfolio design and delivery** – proven ability to lead a portfolio of multi-year, multi-organisational, complex projects and programmes with a focus on impact.
- **Leading people** – effective people manager, with a proven ability to motivate and develop others.
- **Influencing** – collaborative and entrepreneurial, experienced in building compelling narrative to influence and persuade stakeholders at all levels; knowledge of effective account management approaches and refined communication skills.
- **Adaptable** – comfortable with ambiguity, with the ability to look around problems, adapt approaches and make hard choices to achieve goals.
- **Forward looking** – maintaining awareness of relevant policy environment, current evidence base and cutting edge thinking in order to anticipate change and develop portfolios accordingly.
- **Learning mind-set** – a track record working on complex issues, embedding learning into practice and generating insight to inform approaches.
- **Passion** – bring a commitment to improving health equity.

## Responsibilities

- **Innovation and/or Implementation leadership** – lead a portfolio of projects that respond to a defined area of the innovation pipeline, using specialist knowledge and methodological expertise to design, develop and deliver high quality projects and programmes that deliver planned benefits and impact, on time and within budget.
- **Portfolio leadership** – lead a portfolio of work that spans different stages of the innovation pipeline, from discover through to deploy, and contribute to the achievement of organisational outcomes.
- **Strategic development** – develop and drive forward strategies and associated action plans that underpin achievement of business objectives in the short, medium and longer term, enabled by effective account management and business development, to deliver mission aims and objectives.
- **Governance and oversight** – ensure that projects adhere to organisational governance and processes, contributing to senior oversight of performance.
- **Senior Leadership** – as a dynamic member of the Senior Leadership Team, be responsible for executing the annual business plan, managing risks and building a positive and inclusive culture to secure the continued success of Health Innovation South West.
- **Account management** – develop, manage and influence long-term relationships with partners, funders and commissioners to support portfolio delivery, including local NHS organisations, local authorities and health and care providers, NHS England, Office for Life Sciences, and other regional and national bodies.
- **Partnership and Business Development** – secure the necessary financial and stakeholder support to grow our innovation portfolios.
- **People management** – line manage, develop and matrix manage a talented and diverse team of staff to ensure effective delivery of programme and portfolio aims.
- **Network engagement** – lead our involvement in the Health Innovation Network, engaging with national programme governance structures ensuring our work is aligned to national priorities, and help to identify, shape and develop new national programmes aligned to the needs of the South West.
- **External engagement** – represent the organisation externally, acting as an ambassador for the organisation at a local, regional and national level.
- Demonstrate the **values** of the organisation in all your work as impact led, improvement focused and collaborative.

# Person specification:

## Role title

- Portfolio Director

## Reporting to

- Executive Director

## Remuneration

- Annual salary range £70,000 - £80,000 FTE (depending upon experience) plus pension and other benefits.

## Experience we are looking for

- Designing and delivering a portfolio of projects and programmes focused on developing, testing and evaluating innovation in a real world setting.
- Applying cutting-edge methodological approaches to facilitate the spread of innovative practice.
- Working in a senior leadership role in innovation and improvement and/or transformational change in the health and care sector, academia and industry.
- Leading large scale, cross-system portfolios of projects and programmes in a complex environment to achieve quantifiable impact
- Application of change methodologies, such as QI, Model for Improvement, Six Sigma, or others, to deliver transformational change.
- Managing and influencing senior stakeholder relationships to drive change and deliver improvement.
- Commercial knowledge and a track record of successfully winning funding and investment to support portfolio ambitions.
- A track record of leading, inspiring and managing high performing multifaceted teams in a dynamic environment.

- Demonstrable management skills in planning and reporting, and operational financial planning and reporting across a diverse portfolio of projects.
- A project management qualification from professional bodies such as the APM and PMI, or comparable industry accreditation is desirable.
- Building multi-partner collaborations that deliver impact across a large geography.

## Experience and capabilities you will develop in the role

- Working as part of a national network to transform lives through healthcare innovation.

## Abilities and attributes

- **Focus on impact** – the ability to adapt and evolve approaches to achieve outcomes.
- **Determined and resilient** – sets high standards and achieves them.
- **Passionate** – about innovation in health and care and engaged by our long-term ambition to improve health equity.
- **Builds trust** – works collaboratively to build relationships with internal and external stakeholders.
- **Strategic thinker** – ability to effectively manage a complex range of competing priorities and make hard choices to achieve goals.
- **Strong communicator** – ability to communicate convincingly to a wide range of audiences.





# How to apply

The closing date for applications is **11:59pm, on 12 Jan 2025**.

All applications must be made [here](#).

For an informal conversation about the role, please contact Sam Cresswell (07562 650935 and [scresswell@hunter-healthcare.com](mailto:scresswell@hunter-healthcare.com)) or James McLeod (07842 424530 and [jmcleod@hunter-healthcare.com](mailto:jmcleod@hunter-healthcare.com)) at Hunter Healthcare.

**Please note: we cannot accept applications from candidates that require sponsorship**

We are working hard to ensure we recruit great people and minimise unconscious bias in our selection process. To support us to do so we use the Applied recruitment platform, which anonymises successfully shortlisted applicants.

Our process is progressive – alongside submitting a CV, you'll also answer a few work-related questions. Our goal is to assess how you seek to understand problems, test ideas, and learn from experiences, ultimately to gain a better understanding of your relevant knowledge and skills.

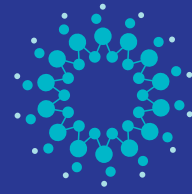
We appreciate that AI programs are capable of answering these questions, and we can easily find those responses independently. What we would value hearing is your perspective, articulated in your unique voice and expression.

## Interviews

Successfully shortlisted applicants will be invited to interview on **Monday 20 January 2025**, via Teams, with the expectation of in-person second round interviews for successful candidates on **Monday 27 January 2025** at our Vantage Point office in Exeter.

## Find out more

- Visit our [website](#)
- You'll find many Health Innovation South West staff on X, as well as regular updates on our main [@HealthInSW](#) account.
- We're also on [LinkedIn](#)



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Part of the  
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**ACCELERATED  
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