



South West
Academic Health
Science Network

Working together to develop and spread innovative practice in health and care

Director of Programmes

MAY 2020



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The opportunity

Job title:

Director of Programmes



Overview

Do you want to lead innovation and improvement in health and care?

Health and care systems around the world are facing an unprecedented challenge. Even before the emergence of COVID-19, increasing demand on health and care services is requiring us to rethink how we help people to stay healthy and support them to manage health conditions.

Like many places across the world, the South West region has been stepping up to that challenge – and with an ageing population and discrepancies in life expectancy spread over three large counties, it's a significant one. Nearly a quarter of people living across Somerset, Devon and Cornwall are aged 65 and over and, despite numerous thriving communities among these counties, healthy life expectancy for residents of certain South West cities are lower than the national average.

What's clear is that tackling this challenge will require us to innovate, improve and evolve how we deliver health and care services. That's where we come in. Established by NHS England in 2013 as one of fifteen Academic Health Science Networks (AHSNs), we help health and care partners across the South West region to develop and spread innovative practice.

As Director of Programmes, your role is to lead our portfolio of programmes – where our knowledge and experience translates into impact on the health of people in our region.

Our existing programme portfolio is broad. Current commissions include programmes to spread proven innovation in partnership with NHS England, improving patient safety through our commission with NHS Improvement, and supporting the uptake of innovation from the life science sector in the health and care system with the Office for Life Sciences. You will play a key role in leading our involvement in the **AHSN Network**, aligning our work to national priorities and working with our director of partnerships to help identify, shape and develop new regional and national programmes.

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This is a senior role in an ambitious, forward-thinking organisation. Reporting to our new chief executive officer, Jon Siddall, you will be a member of our executive team and a director on the board of the SW AHSN – with the opportunity to shape and lead the future strategic direction of the organisation.
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We are looking for someone who can take our programme design and delivery to the next level – refining our approach, developing the team, and building strategic relationships with partners at a local, national and international level to improve health across our region.

Purpose of the role

The Director of Programmes is responsible for leading our portfolio of programmes focused on developing and spreading innovative practice.

Their role is to improve health in our region by designing, developing and ensuring the effective delivery of programmes in partnership with our local, regional and national partners.

Responsibilities

- Lead the design, development and effective delivery of our programmes in the region – ensuring programme aims are delivered on time and within budget
- Responsible for our involvement in national programmes with the AHSN Network, aligning our work to national priorities and helping to identify, shape and develop new programmes
- Develop, manage and influence long-term relationships with programme partners and commissioners in line with our strategy, including local NHS organisations, NHS England and NHS Improvement, the Office for Life Sciences, and other regional and national bodies
- Line manage and develop a team of associate directors and their teams – to ensure effective delivery of programme aims
- Ensure effective governance and oversight of our programmes, including leading clinical and operational governance of programme design and delivery
- Develop close working relationships across the organisation, including with our communications, evaluation and insight teams

- Work in collaboration with our director of partnerships and his team to grow our portfolio through the development of new programmes aligned to our strategy
- Be part of our executive team and a member of the SW AHSN board, playing a key role in developing our organisation's vision, strategy and culture, and supporting delivery of corporate plans
- Represent the organisation externally, acting as an ambassador for the organisation at a local, regional and national level

Key success factors

- Passionate about improving health and tackling health inequalities
- Track record leading change in health and care
- The vision and credibility to engage and influence stakeholders from all sectors, at all levels
- The ability to inspire and direct a talented team



Experience we are looking for

- Senior leadership experience in innovation, improvement and change in the health and care sector
- Experience of designing, developing and overseeing the delivery of a complex portfolio of programmes
- Knowledge of innovation, quality improvement and change methodologies
- Experience managing and influencing commissioning relationships
- Track record inspiring senior managers and managing high performing teams

Experience and capabilities you will develop in the role

- Achieving large-scale, cross-system partnerships to improve health
- Experience of cutting-edge innovation and improvement methods and approaches
- Experience building cross-sector partnerships that deliver impact
- Influencing health systems at regional and national levels

Abilities and attributes

- **Focused on impact** – with the ability to adapt and evolve approaches to achieve outcomes
- **Ambitious, determined and resilient** – setting high standards and achieving them
- **Strategic thinker** – able to manage a complex range of competing priorities
- **Creative thinker** – looks around problems, adapts approaches and makes hard choices to achieve goals
- **Learning mindset** – track record of working on complex issues, embedding learning into practice and generating insight to inform approaches
- **Powerful influencer** – ability to influence and persuade stakeholders of all levels
- **Strong people management skills** – with a proven ability to motivate and develop others
- **Effective stakeholder management skills** – with the ability to earn and maintain the trust of internal and external stakeholders of all levels
- **Strong communication and presentation skills** – with the ability to communicate convincingly to a wide range of audiences

Reporting to: Chief Executive Officer

Direct reports: Programme delivery directorate (3-4 associate directors and a broader team of 10-12 individuals)



Who we are

The South West Academic Health Science Network (SW AHSN) is one of 15 AHSNs across the country set up by NHS England to spread innovation at pace and scale across the health and care system, to improve population health and generate economic growth.

As the only bodies connecting NHS and academic organisations, local authorities, the third sector and industry, AHSNs are uniquely placed to identify and spread health innovation at pace and scale - driving the adoption and spread of innovative ideas and technologies across large populations.

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We create the right conditions to facilitate change across whole health and social care economies, with a clear focus on improving outcomes for people and patients.
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We are an independent company limited by guarantee (CLG), governed by a board of directors made up of senior NHS leaders from across our region as well as independent non-executive directors. Based in our award-winning office on the outskirts of Exeter, we work across the counties of Somerset, Devon and Cornwall.

Our work in the South West is funded by a licence agreement with NHS England and NHS Improvement, nationally commissioned programmes, contributions from our members as well as income generated through other activities aligned to our core mission and purpose.

In 2018, NHS England and NHS Improvement relicensed AHSNs for a further five years, setting out a clear long-term vision to drive health innovation and stimulate economic growth over the licence period and beyond.

What we do

Although small organisations - which ensures we remain flexible and responsive to emerging opportunities and challenges – we lead large regional networks.



Our impact rests in our ability to bring people, resources and organisations together quickly, delivering benefits that could not be achieved alone.

Each AHSN works within its own area to develop projects, programmes and initiatives that reflect the diversity of our local populations and healthcare challenges. However, we all share the following priorities:

- **Promoting economic growth** – fostering opportunities for industry to work effectively with the NHS
- **Diffusing innovation** – creating the right environment and supporting collaboration across boundaries in order to adopt and spread innovation at pace and scale
- **Improving patient safety** – using our knowledge, expertise and networks to bring together patients, health and care staff and partners to determine priorities and develop and implement solutions
- **Improving quality and reducing variation** – by spreading best practice we increase productivity and reduce variation, thereby improving patient outcomes
- **Putting research into practice** – our strong links with academia mean we are uniquely placed to support the translation of research into clinical practice

- **Collaborating on national programmes** – our unified programmes focused on spreading proven innovations, our Patient Safety Collaboratives and the NHS Innovation Accelerator

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Ours is not a short-term challenge but as the [AHSN Network Impact Report 2018/19](#) demonstrates, AHSNs are already making a difference for patients and the public, for innovators, for clinicians and for the health and care system. Collectively, we have spread over 330 innovations across 11,000 locations, benefitting 22 million patients, creating 500 jobs and generating £330m investment.
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Working here

Work environment

The SW AHSN works in Exeter, Devon, in an award-winning office - an ideal setting for collaborating, convening and growing our internal and external relationships.

We encourage inclusivity and value diversity, actively seeking to work with individuals, partners and organisations from a broad range of backgrounds. We support flexible working, part-time roles and job shares, and are open to applications from people with wide-ranging experiences.



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 with Health Assured.

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 such as walking meetings and a running club.

Our team



Board



Dr Alastair Riddell

CHAIR

Dr Alastair Riddell joined the SW AHSN as chairman of the board in January 2016. Dr Riddell has over 30 years' experience in the pharmaceutical, life science and biotech industries. He began his career as an Army medical doctor with six years' experience in a variety of hospital specialties and general practice.



Professor Richard Smith

DEPUTY PRO-VICE CHANCELLOR, UNIVERSITY OF EXETER MEDICAL SCHOOL

Professor Richard Smith has experience across a wide range of national and international policy, funding and academic bodies. Before joining the University of Exeter Medical School in 2018 he served as dean of The London School of Hygiene & Tropical Medicine's Faculty

of Public Health & Policy, with prior positions in Sydney, Cambridge, Bristol, Melbourne and Norwich, having been educated at the University of York. Richard currently sits on the boards of Royal Cornwall Hospitals NHS Trust and Devon Sustainability and Transformation Partnership.



Gavin Brake

DIRECTOR, BRAKE PROPERTY LTD

Gavin has a financial background having previously been a managing director with the global investment banking firm Goldman Sachs. In his career he specialised in corporate finance, complex financial transactions and stock market flotations, and has experience working across the major economies and financial markets. He now lives full-time in the South West and runs his own businesses in the property and retail sectors. Gavin was an undergraduate at University of Cambridge and studied at the Cambridge Judge Business School.



Dr Sonja Manton

DIRECTOR OF COMMISSIONING, DEVON SUSTAINABILITY AND TRANSFORMATION PARTNERSHIP

Sonja has managed and led acute and integrated community health and social care in the NHS in a variety of roles since January 2003, most recently for Torbay and South Devon NHS Foundation Trust as their associate director for community health and social care, and previously as chief operating officer, deputy chief operating officer, and general manager for health and social care.

Sonja has a strong track record of working with clinicians and professionals in acute, primary and community health and social care provider and commissioning organisations, to deliver system-wide sustainable benefits for the populace.

Board (cont.)



Phil Confue

**CHIEF EXECUTIVE, CORNWALL
PARTNERSHIP NHS FOUNDATION TRUST**

Phil is chief executive of the Cornwall Partnership NHS Foundation Trust - the main provider of mental health, children's and learning disability services for people living in Cornwall and the Isles of Scilly. As a qualified mental health nurse, he has 30 years' experience working in healthcare within the public, private and academic sectors.



Neil Stevens

**NON-EXECUTIVE DIRECTOR, SW AHSN &
STALIS LTD**

Neil joined the NHS in 1989 after completing a psychology degree, followed by a postgraduate course in artificial intelligence. He started out in an information management role at Hammersmith Hospital before moving to the West Country where he worked in a range of information management and technology roles. His last role before leaving the NHS was as director of informatics in Somerset where he led a team providing services to two acute trusts, a mental health and social care trust, community hospitals and primary care.

Neil is passionate about the value that innovative technology can bring to the health and care environment, and he now runs a successful management consulting business to pursue this aim. He is also a non-executive director for Bristol Community Health and for Stalis Ltd, an innovative technology company providing data quality, data migration, historical archive viewing and interoperability solutions in the health and care environment.



Joanna Bayley

CHIEF EXECUTIVE, GDOC LTD

Jo is a GP and clinical associate working with NHS England to support primary care networks and integration. Jo is the chief executive of GDoc Ltd, the county-wide GP provider in Gloucestershire, and of Gloucester GP Consortium Ltd, which provides urgent and primary care to deprived communities. She is also non-executive director of the medical indemnity provider MDDUS.

Jo spent two years with the Care Quality Commission as national medical advisor on urgent & emergency care. She was previously the medical director of community provider Gloucestershire Care Services and of a mental health provider. Before becoming a GP, Jo trained in emergency medicine and intensive

care. She has an MA in medical law and ethics and has studied transformational change in healthcare at the Harvard Kennedy School.



Bridie Kent

**EXECUTIVE DEAN, UNIVERSITY OF
PLYMOUTH FACULTY OF HEALTH &
HUMAN SCIENCES**

Bridie is a registered nurse with a background in clinical and academic appointments, and extensive experience in quality improvement, practice change, health services education and implementation research. For the last 20 years Bridie has played a leading role in evidence-based practice uptake and implementation in the UK, New Zealand and Australia, leading Joanna Briggs Collaboration Centres in each country. She is currently the director of the University of Plymouth's Centre for Innovations in Health and Social Care: A Joanna Briggs Institute Centre of Excellence.

Her research interests focus on knowledge translation (implementation science) and practice improvement, primarily in acute care settings. She is co-lead on the University of Plymouth's South West Clinical Schools initiative to increase research capacity and capability among nurses and midwives.

Board (cont.)



John Acornley

NON-EXECUTIVE DIRECTOR, SW AHSN

John joined the board in January 2019. He is an experienced chair and non-executive director with extensive board-level experience across health, social care, and science. John also holds non-executive director roles with Cornwall Care Ltd and Plymouth Science Park Ltd, and he is a former non-executive director of George Eliot Hospital NHS Trust.

John is a University of Oxford mathematics graduate and PwC UK-qualified chartered accountant.



Professor Stuart Logan

DIRECTOR, NATIONAL INSTITUTE FOR HEALTH RESEARCH (NIHR) APPLIED RESEARCH COLLABORATION SOUTH WEST PENINSULA (PENARC)

Professor Stuart Logan is a practicing paediatrician, but his major role is as a researcher and director of the National Institute for Health Research (NIHR) Applied Research Collaboration South West Peninsula - or PenARC.

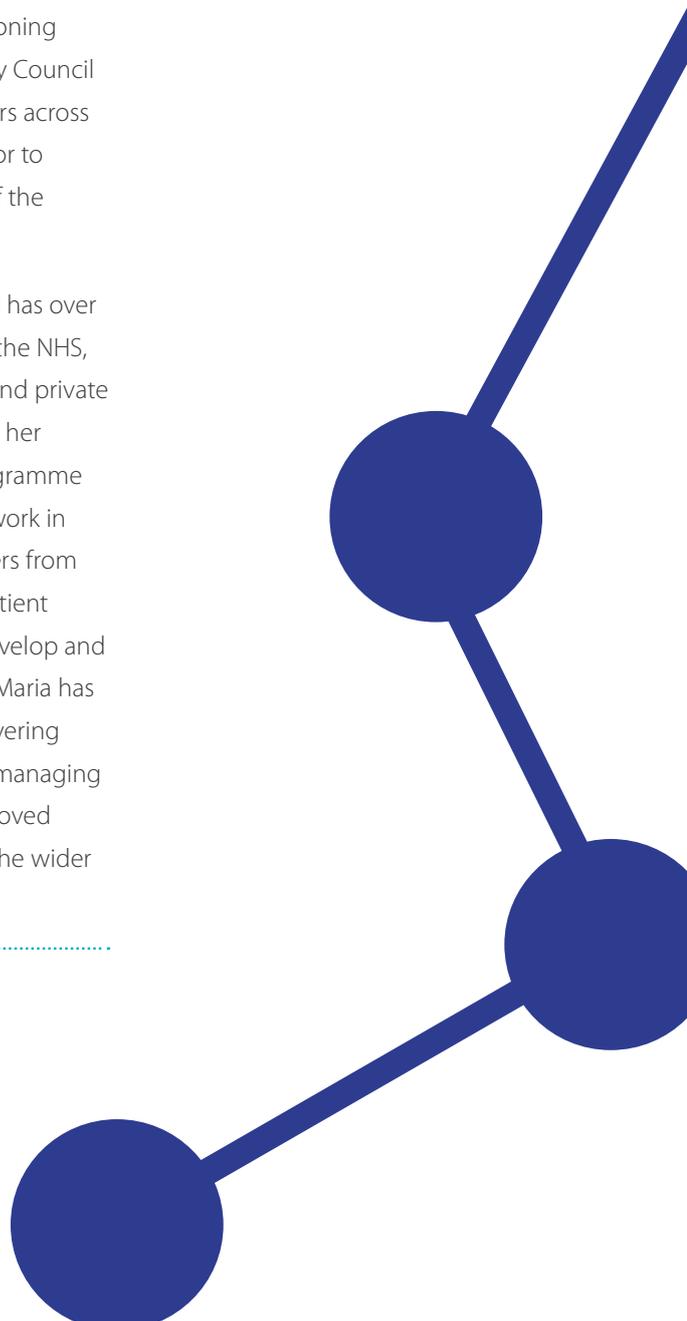


Maria Heard

PROGRAMME DIRECTOR, FIT FOR MY FUTURE

Maria leads the Fit for my Future programme, a joint strategy by NHS Somerset Clinical Commissioning Group and Somerset County Council in collaboration with partners across the NHS and voluntary sector to drive the implementation of the Somerset vision.

Maria trained as a nurse and has over 25 years' experience across the NHS, management consultancy and private healthcare sectors. She uses her clinical knowledge and programme management discipline to work in partnership with stakeholders from across health, social care, patient groups and regulators to develop and deliver healthcare strategy. Maria has a strong track record in delivering complex programmes and managing relationships to deliver improved outcomes for patients and the wider health and care system.



Executive team



Jon Siddall

CHIEF EXECUTIVE OFFICER

Jon joined the SW AHSN 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 the SW AHSN, Jon spent three years as the director of funding at Guy's and St Thomas' Charity, helping the charity become recognised as a pioneer in urban health, and 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' Charity, 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 the SW AHSN, 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.

Jon has recently relocated to Devon with his wife and two young children.



Dan Lyus

DIRECTOR OF PARTNERSHIPS

Dan joined the SW AHSN in August 2019. An executive director with experience across commercial, not-for-profit and public sectors, Dan has business development and commissioning expertise as well as strong and broad networks across the health, care, support and housing sectors.

After graduating from the University of Bath in 2005 with a BSc Psychology, Dan joined local government to use his passion and skills to improve life chances for vulnerable people. His work since across social care, mental health, drug and alcohol services, housing, care and support has allowed him to develop a holistic understanding of the drivers of wellbeing. In the last eight years Dan has designed, run and advocated for person-centred, asset-based holistic services.

Dan lives in Devon with his wife and three young children.



Richard Watson

DIRECTOR OF FINANCE

Rich is a fellow of the Association of Chartered Certified Accountants. Prior to joining the SW AHSN he worked at the University of Exeter and then Plymouth Marjon University as director of finance and facilities.

Rich holds the SW AHSN's information risk and company secretary responsibilities, as well as working locally and nationally on finance, investment and sustainability in practice.

Outside of the office Rich and his family run a smallholding, allowing him to indulge his hill farming roots in the region.

Our executive team are also members of the board.

Programme delivery directorate



Rebecca Whitting

ASSOCIATE DIRECTOR OF DELIVERY & SOUTH WEST PATIENT SAFETY COLLABORATIVE LEAD

Rebecca joined the SW AHSN in October 2019 from Somerset Partnership NHS Foundation Trust, where she was the operational manager for musculoskeletal physiotherapy and podiatry services. A physiotherapist by background, Rebecca achieved her clinical master's degree with distinction from the University of Western Australia in 2013.

Rebecca's background encompasses military and health service roles in both clinical and leadership capacities. With a transformational leadership style, Rebecca prides herself on successful frontline change management through individual and team leadership enhancement. She believes that patients should be active participants in the decision-making process around their care to deliver the best individualised outcomes.



Dr Stuart Monk

ASSOCIATE DIRECTOR OF DELIVERY

Stuart's key objective is to harness learning to increase the pace and scale at which we deliver the implementation and spread of innovation in health and care, ensuring our population benefits.

Stuart has cross-sector and multi-disciplinary experience having worked as a scientist for The Royal & Ancient Golf Club of St Andrews, in new product development for Nokia, and as a partnership and network builder between the University of Exeter and its small business community.



William Lilley

ASSOCIATE DIRECTOR OF DELIVERY

William is an experienced improvement and innovation leader with expertise in designing and developing new models of care to tackle health inequalities.

With a background in health start-ups, William is passionate about the role the independent sector can play in delivering person-centred services that solve complex problems. He is responsible for the SW AHSN's Office for Life Sciences commission to support industry and previously led the South West Patient Safety Collaborative programme.

Staff

Our staff team comprises approximately 40 people who offer wide-ranging professional expertise in finance, healthcare, project management, communications, business development, data analysis, evaluation and knowledge management.

Associate Network

Our Associate Network is a hive of experts, creators, thinkers, and influencers, brought together to tackle big challenges in health and care by developing innovative solutions to transform the patient experience. In curating our Associate Network, we've established a pool of like-minded people who provide ideas and expertise, help to spread our work, and act as ambassadors.

Our members

The SW AHSN is a membership organisation with partners drawn from a range of collaborating organisations across the South West.

- Cornwall Partnership NHS Foundation Trust
- Devon Partnership NHS Trust
- Livedale South West
- NHS Devon Clinical Commissioning Group
- Northern Devon Healthcare NHS Trust
- NHS Kernow Clinical Commissioning Group
- Royal Cornwall Hospitals NHS Trust
- Royal Devon & Exeter NHS Foundation Trust
- NHS Somerset Clinical Commissioning Group
- Somerset Partnership NHS Foundation Trust
- South Western Ambulance Service NHS Foundation Trust
- Taunton and Somerset NHS Foundation Trust
- Torbay and South Devon NHS Foundation Trust
- University Hospitals Plymouth NHS Trust
- University of Exeter
- University of Plymouth
- Yeovil District Hospital NHS Foundation Trust

Associate members

- Access Health Care
- Cornwall & Isles of Scilly Local Medical Committee (LMC)
- Devon Local Medical Committee (LMC)
- Devon Local Optical Committee
- Exeter Primary Care
- Haytor Health
- Plymouth Science Park
- Port View Surgery, Cornwall
- Sentinel Healthcare Plymouth
- Somerset Local Medical Committee (LMC)





How to apply

Salary and Terms of Employment

Annual salary of circa £90,000 per annum plus pension and other benefits.

Applications

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 applicants.

To apply for the role, please [click here](#).

In addition you will need to email an up-to date CV to our partners at Green Park at:

Charities&SocialEnterprise@green-park.co.uk

For more information, visit Green Park's [website](#).

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Closing date for applications is 6 July 2020 at 9am.

More information

If you'd like to know more about the role or selection process, please contact our executive search partners, Green Park, by emailing Charities&SocialEnterprise@green-park.co.uk or phoning 0203 145 3438 – please ask for Kai Adams or Victoria Wakerley.

To find out more about the SW AHSN, please visit www.swahsn.com



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You'll find many SW AHSN staff on Twitter, as well as regular updates on our main [@sw_ahsn](#) profile



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We're also on LinkedIn at: www.linkedin.com/company/south-west-academic-healthscience-network

Interviews

Interview with Green Park: 13/14/15 July 2020

Interview with the SW AHSN executive team and informal meeting with our associate directors: 22/23/24 July 2020

Final panel interview with the CEO and board members: w/c 27 July 2020

Please confirm with Green Park your availability for interview at the time of submitting your application.



swahsn.com

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NHS
England

Part of
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 Office for Life Sciences