



South West  
Academic Health  
Science Network

# Improving health equity through innovation

## Partnerships Director

Full-time or part-time (minimum 0.8 FTE), permanent

AUGUST 2021



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# The opportunity

Job title:

## Partnerships Director

Full-time or part-time (minimum 0.8 FTE), permanent



### Overview

***Do you have a track record developing commercial partnerships that deliver sustained impact? Do you share our belief that we can accelerate the impact of our work through strategic partnerships with organisations that share our ambition to improve health equity through innovation?***

In 2013 a small group of founding member organisations established the South West Academic Health Science Network. They were motivated by a shared ambition to accelerate the adoption and spread of innovation across our region to improve population health and generate economic growth.

Step forward eight years and that ambition has become a reality. Working in collaboration with the AHSNs across England, our work transforms lives through innovation.

In the last year, our work as a network of AHSNs has benefited over 258,000 people and leveraged over £462m of investment into the health and life science sector. You can read more about the impact of our work nationally in our latest [AHSN Network impact report](#) and regional work in our [annual review](#).

At the South West AHSN we focus our efforts on improving health equity – identifying and spreading innovative practice that helps close health equity gaps in access to care, quality of care, opportunity for a healthy life and agency in managing individual health.

Working with our members and partners, we share the ambition and opportunity to improve health equity through the adoption and spread of innovative practice. We do this by:

- Spreading innovative practice across the health and care system through collaboration, practical support and knowledge sharing.
- Building capability in our region to spread innovative practice and improve quality.
- Supporting evaluation and application of learning to improve the delivery of health and care services.

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**Our Partnerships Director will play a central role in helping us to achieve our ambition. We are looking for someone who shares our passion to build partnerships that will accelerate and increase our impact on health equity. Being a practical, commercially adept and engaging leader, you will be part of an organisation that believes in the value of collaboration as the route to improving population health.**

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# Role profile

*As our Partnerships Director, you will be the senior leader of our Partnerships Business Function, managing a team of employees, associates and suppliers. You will work entrepreneurially and collaboratively to build new partnerships and secure new sources of funding to improve health equity and build the capability of our local health and care systems.*

Bringing energy, enterprise and a strong commercial edge you will negotiate funding and commissioning opportunities with partners whose assets and expertise can tangibly accelerate improvements to health equity in the South West and beyond.

To be successful you will be passionate about improving health equity and have an impressive track record of forming long-term impactful and commercially beneficial partnerships.



## Key success factors

- **Growth orientated** – focuses on identifying viable opportunities.
- **Confident collaborator** – builds and nurtures internal and external relationships.
- **Entrepreneurial** – translates opportunity into sustained benefit.
- **Clear judgement** – independence of thought and integrity.
- **Empathetic** – relates to others and develops solutions that are better for all.
- **Leader** – enables others to make the most of their skills and talents, develops others capabilities and harnesses their expertise.
- **Flexible and adaptable** – comfortable with ambiguity, with the ability to look around problems, adapt approaches and make hard choices to achieve goals.

## Responsibilities

- **Pipeline Management** – create a strong pipeline of viable health equity focused partnership opportunities.
- **Opportunity assessment and prioritisation** – manage our opportunities pipeline, multi-partner bids and tenders. Ensuring we prioritise, design and develop high quality partnership opportunities.
- **Conversion** – convert the most impactful opportunities into long term strategic partnerships.
- **Leadership** – develop the optimum conditions for our high performing partnership team, associates and suppliers.
- **Manage delivery of impact** – set and track objectives and budgets and work with all business functions to plan feasible, viable and sustainable partnerships.
- **Engagement** – raise the profile and reputation of the work of the South West AHSN in the region and beyond.
- **Learning and development** – develop and improve our processes, ensuring we have the right capacity and capability to deliver our strategy.

# Person specification

## Experience we are looking for

- Substantial and demonstrable commercial knowledge skills and expertise building a healthy pipeline of opportunities, securing funding and delivering sustainable income growth.
- Exemplar leader and inspirational manager used to managing, motivating and directing people in partnership development, and leading multiple, complex projects in matrix structures.
- Track record in supporting and developing people to succeed in small, high paced organisations that work in complex operating environments.
- Collaborative and entrepreneurial, with a strong track record in effective stakeholder management, working across traditional boundaries, developing and sustaining partnerships that deliver commercial benefit.
- Governance, process and financial management experience in a broad range of business, sectors or areas. Developing, interpreting and agreeing complex contractual agreements.

## Experience and capabilities you will develop in the role

- Achieving and leading large-scale, cross-system partnerships to improve health equity.
- Experience of cutting-edge innovation and improvement methods and approaches.
- Experience building multi-partner, multi-system, cross-sector partnerships and collaborations that deliver impact across a large geography.
- Influencing health systems at regional, national and international levels.

## Abilities and attributes

- **Energetic and enthusiastic leader** – developing and inspiring a diverse, flexible and inclusive team with integrity.
- **Outcomes focused** – on the impact of strategic partnerships.
- **Builds trust** – calm and level-headed, works collaboratively to build relationships at all levels with an organised, structured and methodical approach.
- **Learning mind-set** – logical; seeks to continuously improve approaches, test new methods and leads others to learn from experiences.
- **Enterprising** – with the adaptability and agility to translate opportunity into sustained benefit.
- **Outstanding communication, strong negotiator and presenter** – with the ability to communicate convincingly to a wide range of audiences.
- **Accountable and pragmatic** – is diligent, takes a forensic approach and responsibility for results.

Examples of recent work:

[Annual Review](#)  
[www.swahsn.com](http://www.swahsn.com)

Partnerships Director

Reporting to:  
Director of Partnerships





# Who we are

*The South West Academic Health Science Network (South West AHSN) is one of 15 AHSNs across the country set up by NHS England to spread innovation at pace and scale across the country in 2013.*

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.

Collectively, the AHSN Network plays a critical role in supporting the health and care sector. For example, in the last year we've supported 100% of Clinical Commissioning Groups in England to launch the national COVID Oximetry @home model as part of enabling remote care during the pandemic. We've also helped our partners to support 2,339 children receive objective ADHD assessments as a result of our national programme during 2020–2021. The work of the Network has supported 2,888 companies and created 700 jobs during this time.

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Our work is funded by NHS England and NHS Improvement, nationally commissioned programmes, and contributions from our members, as well as income generated through other activities aligned to our core mission and purpose.  
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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, and meeting the goals of the NHS Long Term Plan and NHS Patient Safety Strategy. In early 2021, the network of AHSNs agreed a five year strategy for the AHSN Network (2021–2026), developed in collaboration with our commissioners and partners across the country.

The South West AHSN is an independent company limited by guarantee, governed by a board of directors made up of senior NHS and university 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 and the Isles of Scilly.

# What we do

*We identify and spread innovative practice across the health and care system, to improve population health and generate economic growth.*

We do that by providing practical support to partners to adopt and spread innovation, building the capability of the health and care system to innovate and improve and supporting partners to evaluate and learn from improvements to health and care services.



Our new [South West AHSN](#) strategy brings greater focus on how to achieve our purpose. During the next five years we will harness our experience in spreading innovation to make improvements in one of the most significant issues for our region – health equity.

We will seek to improve health equity by identifying and spreading innovation that narrows health equity gaps in access to care, quality of care and individual opportunity and agency in achieving a healthy life.

Our new strategy will inform how we deliver national programmes as part of the [AHSN Network](#) and define the focus of our regional programmes. Through this work we will seek to generate a positive impact that is greater than the sum of its parts – improving health equity in our region and influencing improvement at a national level.

## We will deliver our strategy through our five business functions:

- **Programmes** – responsible for the delivery of our portfolio of national and regional programmes to spread innovative practice.
- **Evaluation and Learning** – responsible for the evaluation of our programmes and our work supporting partners to evaluate and learn from improvements to health and care services.
- **Partnerships** – responsible for the delivery of our capability building work and developing new partnerships to grow our impact and diversify our income.
- **Communications** – responsible for building our profile, strengthening our ability to influence and supporting delivery through effective communications and engagement.
- **Corporate Operations** – responsible for our finance, HR and corporate services.

Background reading:

[AHSN Network Impact Report 2020–2021](#)



# Working here

## Work environment

***The South West AHSN is based 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.

## Diversity and inclusion

We believe that an inclusive and diverse environment can help us achieve greater impact in our work. We are committed to the [AHSN Network diversity pledges](#) and are developing a progressive and ambitious five-year action plan led by our Diversity and Inclusion Working Group. Through this work, we are seeking to further develop a culture of inclusivity and increase diversity as part of our wider South West AHSN organisational strategy 2021–2026.



# 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

Jon joined the South West AHSN in April 2020, following three years as director of programmes at Guy's and St Thomas' Charity. Jon has experience across a range of health and social issues, working with funders, investors and government agencies in the UK, Ireland and New Zealand. Jon also spent four years at the South West AHSN, helping to launch the organisation in 2013.



**Anita Randon**  
DIRECTOR OF PROGRAMMES

Anita joined the team in autumn 2020. An experienced strategic consultant across multiple sectors including health and care, Anita has a track record in driving innovation and delivering sustainable change. Before joining the South West AHSN Anita was leading the design and delivery of new digitally-enabled models of outpatient care for Surrey Heartlands Health and Care Partnership.



**Dan Lyus**  
DIRECTOR OF PARTNERSHIPS

Dan joined the South West 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.



**Richard Watson**  
DIRECTOR OF FINANCE

Richard joined the team in 2018. Previously, Richard was a finance director at Plymouth Marjon University and worked in college and research finance at the University of Exeter.

**Clinical Director — Vacant post to be recruited in 2021.**

**Our executive team are also members of the board.**

## Staff

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

## Associate Network

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Our Associate Network brings together expertise from across our region to help us design, develop and deliver our work.

## Our members

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***The South West 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
- Livewell Southwest
- 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
- South Western Ambulance Service NHS Foundation Trust
- 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





# How to apply

## Salary and Terms of Employment

Annual salary range £65,000–£75,000 (depending upon experience) 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](#).

**The closing date for applications is midnight on 19 September 2021.**

## Interviews

First round interviews will be held w/c 20 September 2021. Successful candidates will be contacted shortly after the closing date to be invited to an interview conducted by video conferencing. You will also be invited to make a presentation and respond to questions on your presentation as part of the interview. Psychometric assessments will take place between first and final panel interview. Further details will be shared in advance.

## More information

For a conversation about the role and to express your interest in applying, please contact our appointed search agency Prospectus:

Adam Allnutt or Ryan Burdock

[adam.allnutt@prospect-us.co.uk](mailto:adam.allnutt@prospect-us.co.uk)

[ryan.burdock@prospect-us.co.uk](mailto:ryan.burdock@prospect-us.co.uk)

0207 400 6395

020 7405 4999

To find out more about the South West AHSN, please visit [www.swahsn.com](http://www.swahsn.com)



You'll find many South West AHSN staff on Twitter, as well as regular updates on our main [@sw\\_ahsn](#) profile



We're also on LinkedIn at: <https://www.linkedin.com/company/south-west-academic-health-science-network>



[swahsn.com](http://swahsn.com)

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**NHS**  
England

Part of  
**The AHSN Network**

 Office for Life Sciences