

CANDIDATE BRIEF

**NIHR Research Delivery Network Deputy Health and Care Director
NIHR RESEARCH DELIVERY NETWORK COORDINATING CENTRE**



Reporting to: NIHR Research Delivery Network Director of Strategic Development

Contract: 0.5 FTE Secondment

Tenure: 3 years from 01 July 2024

Closing date: 01 May 2024 at 23:59

Reference: MHNCC1556

NIHR Research Delivery Network Deputy Health and Care Director

Reports to: Strategic Development Director, Research Delivery Network

Responsible for supporting the leadership and successful delivery of RDN activities in these domains:

- Specialties & Settings
- Stakeholder Engagement
- Strategic Development

Direct reports:

- National Specialty and Setting Leads

Overview of the Role

The University of Leeds has been chosen by the UK government to lead the National Institute for Health and Care Research (NIHR) Research Delivery Network Coordinating Centre, and will be joined by 12 new Regional Delivery Networks, hosted by NHS organisations across the country to form the NIHR Research Delivery Network. The new NIHR Research Delivery Network (RDN) will operate as one unified organisation across England, balancing regional context, expertise and leadership with national coordination and strategy involving government policymakers.

This role will report into the Strategic Development Director and provide visible, dynamic and effective senior leadership across the specialties and settings. You will deputise for the Strategic Development Director as the senior clinician for RDN when required, providing clinical opinion in relation to research delivery as required.

You will use your own extensive, and current, knowledge of the health and care environment, combined with intelligence gathered from a range of national and international sources, to support the Strategic Development Director and Deputy Director to identify opportunities and challenges for the future development of capacity and capability in research delivery. You will be required to undertake activities in support of the strategies developed and you will have senior oversight of those activities.

The RDN will appoint a cohort of Health and Care Specialty and Setting Leads (SSLs) to whom you will provide senior health and care leadership and strategic oversight. The SSLs will provide senior leadership and strategic direction for matters of research delivery across their individual setting or specialty and you will provide senior leadership and strategic direction for matters of research delivery for a number of cross-cutting themes. You will support the Strategic Development Director and Deputy Director in the organisation-wide shift in ways of working and culture that is required to ensure the network functions as a single organisation with a shared purpose and vision across England, specifically in relation to the SSLs.

This role requires exceptional strategic knowledge of research delivery and experience of the NHS and social care landscapes, the NIHR and government health and care research strategies.

The RDN is a multifaceted, diverse and ambitious organisation, and you will be able to provide credible leadership across organisational boundaries and be comfortable working out with conventional management hierarchies. Working with both health and care organisations, staff and professional groups, you will have presence and will be able to demonstrate inspirational leadership and influence in a host of settings. With the ability to think strategically and grasp complex policy and political issues, you will have a strong understanding of health and care research delivery policy and practice, and of the opportunities and challenges in maximising health and care research for the benefit of patients and the public.

This national role requires substantial national travel and some international travel.

DUTIES AND RESPONSIBILITIES

Duties and responsibilities for all director roles

In conjunction with the Strategic Development Director and Deputy Director, provide visible, dynamic and effective leadership of the directorate to ensure that it provides an integrated range of high quality innovative and customer focused services meeting all contractual requirements and planned commitments.

Provide collective senior organisational stewardship, support the development of network-wide strategies and policies, and lead on national implementation programmes and transformational change initiatives that shift the organisation towards its overall vision and aims.

Be part of decision-making critical to moving the RDN toward its overall goals, working with DHSC and leaders across the regional RDN. You will deal with complex problems, often novel to the organisation, which will require innovative and multifaceted solutions to resolve.

Build and maintain a high level of influence both within and outside the RDN and the University of Leeds and act as an ambassador for the RDN and NIHR vision, with gravitas, and command the respect of the senior stakeholders in public sector, charity, commercial and academic organisations.

Provide direct line management of the SSLs detailed above, which will include undertaking reviews to identify training and development needs and establishing how those needs will be met.

Advance the development of a highly professional and expert SSL team, and ensure effective delivery through performance management against agreed objectives.

In conjunction with the Strategic Development Director and Deputy Director, help to ensure the health and care skills and capabilities exist across the organisation to meet current and future objectives. In order to achieve this, significant knowledge and expertise across a broad range of areas will be required, as well as the ability to use this broad knowledge to achieve organisational effectiveness.

Drive continuous improvement, effectiveness and efficiency across all directorate activities.

Duties and responsibilities specific to this role

Provide Health and Care oversight across all specialty and setting areas, ensuring cross specialty/setting connections are made and built upon.

Provide leadership for cross-cutting themes ensuring appropriate support for the themes is provided and the themes are evaluated against agreed criteria.

In conjunction with the Strategic Development Director and Deputy Director, you will:

Develop and oversee research thematic leadership, which will provide internal RDN direction and external promotion of the RDN nationally. This will include developing a framework of 'Specialties', 'Settings' and Cross-cutting Themes for the purposes of national and regional leadership.

Support in the provision of strategic oversight of the RDN portfolio ensuring balance and accessibility nationally across disease areas, patient groups, study types etc., including meeting any Governmental priorities for health and care research.

Work with RRDNs to use relevant nationally and internationally gathered intelligence and collaborate across the RDN to ensure strategic development of research delivery capability and capacity at organisational and regional levels. This will include the development of strategic development priorities and national initiatives.

Support the development of stakeholder engagement strategies, directly engaging with the health and care system to promote research participation and a research culture, in order to garner support for RDN and build capacity and capability in the research system.

Lead work on research delivery as an integral part of a nationally joined up NIHR infrastructure 'offer', spanning the whole innovation pathway, from early translational research, clinical research and applied health and social care research.

Support the provision of clinical opinion from RDN to the Department of Health and Social Care (DHSC) as required. This will include advising DHSC on changes in delivery mechanisms for health and care research and the implications for the NIHR RDN.

Develop and maintain relationships with NHS England and relevant NHS leaders, including in the Academic Health Science Networks or any successor bodies.

Other duties

These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the post.

KNOWLEDGE, SKILLS AND EXPERIENCE

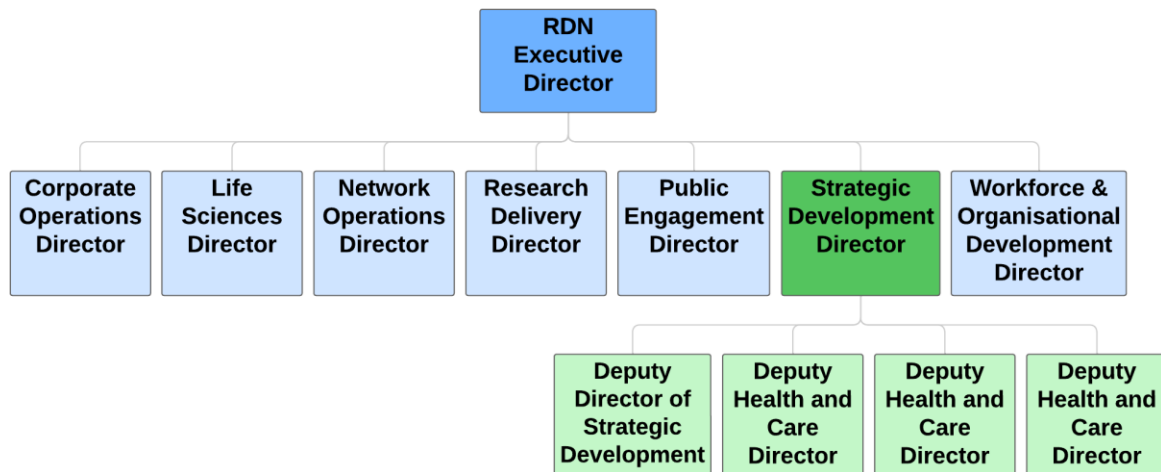
Essential requirements for all director roles

- Extensive experience of senior organisational leadership in a large and multifaceted organisation.
- Extensive experience of leading functions relevant to this role, developing those functions collaboratively with customers and stakeholders and establishing and sustaining outstanding customer service and a high-performance management culture.
- Experience of working as part of a senior leadership team to provide organisational stewardship, collectively ensuring all organisational services are complementary and the needs of all customers and staff are understood.
- Proven ability to translate strategic vision into reality at national scale, and to grasp complex policy, political and operational issues whilst making considered and high-level decisions.
- Comprehensive knowledge of national systems, structures and processes for supporting health and care research in NHS and non-NHS settings and of priorities and challenges in this environment.
- Proven skills in developing creative and innovative solutions, and in leading large-scale transformation programmes with evidence of motivating, supporting and coaching colleagues through substantial organisational and cultural change.
- The ability to work collaboratively, with evidence of successfully developing and maintaining effective working relationships with a wide range of internal and external partners and stakeholders.
- Highly developed negotiation, communication and interpersonal skills, with the ability to articulate priorities, and effectively to engage and influence others at all levels internally and externally, including through presentations and public speaking.
- Proven general management skills, including production of proposals, business cases, plans, and reports, and proven ability in managing large budgets and expenditure control through collaboration with professional financial and business managers.
- Highly developed emotional intelligence and resilience and the ability to operate effectively in an ambiguous and uncertain environment.
- Politically astute and sensitive to the priorities and dynamics of a complex organisation.

Essential requirements specific to this role

- Be able to evidence clinical (includes all health professions), social care, or public health professional status, for example by being registered on the GMC Specialist Register, GMC General Practice register, NMC register, HCPC UK register or relevant professional register.
- Have recent knowledge and experience of the health and care system in England
- Be an acknowledged opinion leader on research delivery with a breadth of appropriate knowledge, including experience of the NHS and social care landscapes, the NIHR and government health and care research strategies
- Extensive experience in the management of clinicians and related professionals.
- Has significant experience in developing and leading strategic projects at a national level across multiple health and care specialties, professions and settings.

MANAGEMENT CHART



We seek to appoint three individuals to these posts through a secondment from their current employing organisation. Applicants should seek agreement from their employing organisation prior to submitting an application.

Time commitment: 0.5FTE per deputy Health and Care Director

Tenure: For a period of three years

Interviews: Will be held face to face in Leeds, likely during w/c 13th or 20th May 2024

For more information on the NIHR Research Delivery Network see the [NIHR website](#) and the [RDN microsite](#)

Informal enquiries should be made to Prof Nick Lemoine (Strategic Development Director) bci-director@qmul.ac.uk

Additional information

NIHR Research Delivery Network

The National Institute for Health and Care Research (NIHR) is funded by the Department of Health and Social Care (DHSC). NIHR works in partnership with the NHS, universities, local government, other research funders, patients and the public. The NIHR funds, enables and delivers world-leading health and social care research that improves people's health and wellbeing and promotes economic growth. NIHR is a major funder of applied health research in low and middle-income countries. Further information on the NIHR can be found at www.nihr.ac.uk.

As part of NIHR, the Research Delivery Network (RDN) supports the effective and efficient initiation and delivery of funded research across the health and care system in England for the benefit of patients, the health and care system and the economy. The scope and purpose of RDN is to support:

- Clinical trials and other well-designed health and social care research studies (including studies that are delivered outside of an NHS setting);
- Public health studies that require the recruitment of individuals within an NHS setting (that is, acute, ambulance, mental health, community or primary care) or an episode of care which involves contact with the NHS.

The whole of England will be supported through 12 NIHR Regional Research Delivery Networks (RRDNs). The RRDNs will work with the national Research Delivery Network Coordinating Centre (RDNCC) to provide a joint RDN leadership function so that the NIHR RDN as a whole functions as a single organisation with a shared vision and purpose across England.

The University of Leeds is the provider of the RDNCC, working with and on behalf of DHSC. The University will be the employer for this role.

University of Leeds

At the University of Leeds, we are committed to providing a culture of inclusion, respect and equity of opportunity that attracts, supports, and retains the best students and staff from all backgrounds. Whatever role we recruit for we are always striving to increase the diversity of our community, which each individual helps enrich and cultivate.

Information for disabled candidates

Information for disabled candidates, impairments or health conditions, including requesting alternative formats, can be found on our [Accessibility](#) information page or by getting in touch with us at hr@leeds.ac.uk

Criminal record information

Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975

A criminal record check is not required for this position. However, all applicants will be required to declare if they have any 'unspent' criminal offences, including those pending.

Any offer of appointment will be in accordance with our Criminal Records policy. You can find out more about required checks and declarations in our [Criminal Records](#) information page.