

Candidate Brief for the position of Chair, Health Innovation Network

In this brief

Introduction

Role Profile: Job Description

Advert

How to apply

More information

Meet our Executive Team

A letter from our current Chair, Richard Barker and CEO, Rishi Das-Gupta

Dear Applicant,

We are delighted that you have shown interest in reading the candidate brief for the next Chairman of the Health Innovation Network. This is an opportunity to be at the forefront of innovation and seeing the difference it can make to people in South London, as part of a national network of 15 Academic Health Science Networks. We work with internationally renowned partners, members and innovators covering public, private and voluntary sectors to accelerate the adoption and spread of innovations. As a few examples, in the last eight years we have:

- Hosted a major initiative in digital health, the DigitalHealth.london Accelerator, that has incubated more than 100 companies with innovative solutions to transform healthcare
- Invested £200,000 directly in Innovation Grants to kickstart 15 innovative health and care projects in South London covering long - term conditions, mental health, emergency care and maternity care to name a few.
 - One example is a mass screening project which delivered health checks to 441 people across six health clinics at local Black Caribbean and Black African Churches, a Tamil temple and two mosques in Wandsworth. It found:
 - Using the Diabetes UK 'Know Your Risk' tool, 61 per cent of participants had a high or moderate risk of Type 2 diabetes, 27 per cent had a blood pressure of >140/90 indicating possible hypertension.
- Enabled South London residents to receive cutting edge technology including:
 - 35 patients suffering with severe cluster migraines, a relatively rare but most debilitating condition, benefitting from the life - changing and non – invasive Gammacore device.
 - 248 patients with suspected coronary artery disease benefited from Heartflow scan which avoids any invasive procedure.
 - 74 per cent increase for patients with high cholesterol benefitted from PCSK9l inhibitors, a new type of medicine for lowering cholesterol.
- Led the London-wide collaboration to support the increased use of remote monitoring of care homes; this involved working with six companies to implement remote monitoring in nearly one out of every two care homes across London, supporting more than 22,000 residents.

In the context of Covid, we have been deeply involved in enabling remote consultations and other ways in which the delivery of healthcare has been adapted for the pandemic, including [Covid oximetry at home](#).

As we look ahead, our Health Innovation Network will continue to grow, working with partners across our region to improve health equity through innovation, transforming the lives of people across our region and beyond. Hopefully you are as passionate about this mission as we are. If you decide to apply, we look forward to reading your application.



Dr Rishi Das-Gupta

Chief Executive Officer



Professor Richard Barker

Chair

Role Profile: Job Description

JOB DESCRIPTION

JOB TITLE: Chair, Health Innovation Network

GRADE: VSM

DEPARTMENT: Health Innovation Network

CONTRACT: Four years (subject to relicensing of AHSN in April 2023), 1day/week

ACCOUNTABLE TO: Chair of GSTT Board (Host organisation)

The Health Innovation Network

The Health Innovation Network (HIN) is the Academic Health Science Network (AHSN) for south London. We connect academics, NHS commissioners and providers, local authorities, patients and patient groups and industry to accelerate the spread and adoption of innovations and best practice, using an evidence-based approach, working across large populations. Working as catalysts of change across health and social care economies, we facilitate health improvements and economic growth.

We work across a huge range of health and care services through each of our clinical and innovation themes to transform care and to accelerate digital health into the NHS. We provide advice and practical support, as well as making connections between innovators and health and care professionals and facilitating sharing and learning.

Membership of the HIN is drawn from 12 south London boroughs and comprises all primary care, acute and mental health providers, local authorities, commissioners, higher education institutions, covering a population of 3.5 million people. We also work in close partnership with the third sector, patients and patient groups, industry, and commercial partners.

The HIN has an annual operating budget of around £8million and approx. 90 staff. The Chair will be line managing the HIN CEO who is supported by a Deputy CEO, Commercial Director, Medical Director and Director of Operations, along with a wider leadership team of around 10 senior roles.

Health Innovation Network Organisational Values:

Brave - We encourage our teams and others to be brave with their ideas and support them to try something new.

Kind - We care about each other, the people we work with and about the health and wellbeing of south Londoners.

Open - We're open about what we do, and we share what we learn.

Different - We think differently, and we are strong because of our diverse backgrounds, talents and experiences.

Together - We build communities and networks, we collaborate, and we connect.

For more information about the HIN please visit our [website](#)

AHSN Background

Academic Health Science Networks (AHSNs) were created following a recommendation by Sir Ian Carruthers in his December 2011 report Innovation, Health and Wealth, which identified a need to improve patient and population health outcomes. The aim of AHSNs is to build a stronger relationship with the scientific and academic communities and industry to develop innovative solutions to health care problems and get existing solutions spread to the NHS.

In 2014 the AHSNs were fully implemented, and 15 of them were set up to cover the whole of England. We are one of the three AHSNs in London, the other two are UCL Partners (UCLP) and Imperial College Health Partners (IHP). The HIN works closely with the two London AHSNs to improve health and generate economic growth.

There is a national office set up, with the aim of making AHSNs easier to do business with. The AHSN Network represents the AHSNs nationally, and you can read more about them [here](#).

NHS England (NHSE) relicensed England's 15 AHSNs in June 2018 which demonstrates a vote of confidence in the great work done by AHSNs and means the HIN can continue to have greater impact across south London in the new license period 2018-2023. We expect the AHSN Network to begin discussions about providing services through a further re-licensing period.

The HIN works with other AHSNs to speed up the best in health and care together.

Hosted by Guy's & St Thomas NHS Foundation Trust

The HIN is hosted by Guy's and St Thomas' (GSTT) NHS FT, one of the largest hospital Trusts in the country, with a staff of 22,000, a turnover of more than £1.7 billion and over 2.6 million patient contacts a year.

The Trust comprises two of London's oldest and best-known teaching hospitals. The hospitals have a long history, dating back almost 900 years, and have been at the forefront of medical progress and innovation since they were founded. Both hospitals have built on these traditions and continue to have a reputation for excellence and innovation. In February 2021 the Royal Brompton and Harefield joined GSTT, bringing together world-leading expertise in the care and research of heart and lung disease.

We are part of King's Health Partners (KHP) Academic Health Sciences Centre (AHSC), a pioneering collaboration between one of the world's leading research-led universities and three of London's most successful NHS Foundation Trusts. Our AHSC is one of only eight accredited in the UK. It consists of King's College London, and seven hospitals and over 150 community-based services, including GSTT, King's College Hospital (KCH) and South London and Maudsley NHS Foundation Trusts. King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and more than 13,500 staff based across five main sites in south east London. The Trust provides a full range of local hospital services across its different sites, and specialist services from Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley. It brings together the best of basic and translational research, clinical excellence and world-class teaching to deliver ground-breaking advances in physical and mental healthcare. See <https://www.kingshealthpartners.org/>

GSTT Organisational Values:

The post holder will:

Put patients first - consider the patient's needs and wishes in all that they do.

Take pride in what they do – strive for highest standards on own work and challenge colleagues to do the same.

Strive to be the best – in terms of patient care & teamwork.

Act with integrity - maintain the privacy & dignity of patients, work with integrity and be trustworthy, be accountable for own work.

Respect others – patients, visitors and colleagues. Actively give and receive feedback.

Role Summary

The Chair will lead the HIN Board and be a key ambassador for the HIN in the local community, with member organisations, with the private sector, and in representing the HIN nationally. The Chair must ensure that high standards of probity and governance prevail and that the HIN remains within the terms of its licence. They must actively promote the twin aims of improving patient outcomes and the delivery of wider economic benefit and will also be responsible for supporting engagement with industry and patient/public organisations.

Principles

The Board is collectively responsible for the success of the HIN, by directing and supervising its affairs. This includes:

- Responsibility to maintain budgetary discipline, using resources effectively within appropriate financial controls, ensuring high levels of probity and value for money and to deliver high standards of governance.
- Ensuring that the Board is utilizing its resources appropriately in order to respond to priorities of local member organisations, those of the Department of Health and Social Care and other relevant bodies, as well as to the needs of the south London population.
- Overseeing the work programmes of the HIN, to ensure that these are progressing effectively against milestones, and are able to demonstrate impact (i.e. in terms of patient outcomes) and value.
- The post holder should have a good understanding of the area and diverse populations served by the HIN, be available to engage with stakeholders across south London, and demonstrate high standards of corporate conduct and person probity.

General responsibilities

Leadership

- To lead the Board in setting the strategic direction of the HIN and ensuring their effectiveness in all aspects of their role.
- To lead the Board in setting the HIN's values and standards.

- To set the tone and style of Board discussions which facilitate effective decision- making and constructive debate and ensure, with the HIN CEO, effective implementation of decisions.
- To uphold the values of the HIN and GSTT, and to ensure that the HIN promotes equality and diversity for its staff, communities and other stakeholders.
- To ensure regular performance evaluation of the Board, its committees and individual members, and act on the results of such evaluation, by ensuring appropriate training/development where necessary to enhance its overall effectiveness as a team.

Governance

- To safeguard the good name and reputation of the HIN.
- To ensure the compliance with the Terms of the HIN’s license, and any other applicable legislation and regulations.
- To ensure high standards of governance are maintained.
- To build and maintain an effective and balanced Board, and with the membership, initiate change and plan succession in Board appointments.
- To support and challenge, where appropriate, the HIN CEO and the Board to ensure that the Board conforms to the highest standards of corporate governance and makes appropriate decisions.

Board Responsibilities

Ensure that, through the leadership of the HIN CEO, the Board:

- Establishes effective sub-committees with appropriate Board involvement.
- Establishes clear objectives to deliver the agreed plans and work programmes and meet the terms of its license, and regularly to review performance against these objectives and milestones.
- Maintains financial viability, uses resources effectively and controls and reports its finances in accordance with the requirements set by the NHSE.
- Promotes research translation, increased levels of research participation and a high level of partnership working with local and national stakeholders e.g. The National Institute for Health Research (NIHR) Applied Research Collaboration (ARC), Health Education England (HEE) and the Local Education and Training Board (LETB).
- Participates in development activities, facilitated by the HIN Executive and AHSNs Network.
- Works with local and national commissioners e.g. Integrated Care System (ICSs) and NHSE to ensure the future commissioning of pathways developed by the HIN.
- Meets all statutory requirements, legal and contractual requirements, safety hazard notices and advice relating to safety of the public, staff and patients, personal privacy and patient / data confidentiality.

Industry Liaison

- Takes a lead in promoting collaborative working with industry – both to members within statutory organisations, to trade organisations, and to potential commercial partners.
- Ensures high standards of ethics are met in creating partnerships between public and private organisations to support and that prudent and effective controls are in place to assess and manage risks.

Relationship Building

- Ensures, with the HIN CEO, effective communications are maintained between the Board and the members and that the Board, in reaching decisions, is aware of the views of a wide range of members.
- Develops a constructive, frank and open relationship with the HIN CEO through regular communication and meetings in the furtherance of the HIN's best interests, and to provide support and advice while respecting executive responsibility.
- Develops and maintains close working relationships between the Board and the membership.
- Represents the HIN with national, regional or local bodies or individuals, to ensure that the views of a wide range of stakeholders are considered and to be an ambassador for the HIN. This aspect of the role will have a particular focus on private sector partners.
- Brings independent judgement and experience based on commercial, financial, capital investment and governance expertise and apply this to the benefit of the HIN, its stakeholders and its wider community.

Other Responsibilities

- Represents the HIN at community functions, and meetings and acts as a spokesperson.
- Conducts a performance appraisal of the HIN CEO at least annually, and conducts a process of self-appraisal.
- Ensures, with the Executive Team, that all administrative aspects of Board meetings are properly executed in accordance with the requirements of the licence agreement.

Time Commitment

- This is currently four days per month (on average). This may be during the working day or in the evening. All members of the Board are required to attend the quarterly (half day) meetings of the Board.

Remuneration

- The GSTT Remuneration Committee will review and recommend levels of future remuneration, subject to Board approval. Remuneration is taxable under Schedule E and subject to Class I National Insurance contributions. It is not pensionable. The Chair is also eligible to claim allowances, currently in line with rates set by the Appointments commission, for travel and subsistence costs necessarily incurred on Trust business.

Appointment, Tenure and Termination of Office

The Chair is appointed for an initial period of four years, subject to satisfactory appraisal. The appointment may be renewed for a second four-year term, subject to the approval of the Board. A third term will only be considered in exceptional circumstances. The Chair may be removed from office, in accordance with the Constitution.

This post is a public appointment and is not subject to the provisions of employment law. The Chair is an appointee not an employee. To ensure that public service values are maintained at the heart of the NHS, all Directors are required, on appointment, to agree to and abide by the NHS Code of Conduct for Senior Managers and the Nolan principles.

The following statement forms part of all job descriptions: -

The post holder is required to follow Trust policies and procedures which are regularly updated including:

Confidentiality / Data Protection / Freedom of Information

Post holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act of 2018. Post holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person, those staff will be liable to disciplinary action up to and including dismissal. Moreover, the Data Protection Act 2018 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Following the Freedom of Information Act (FOI) 2000, post holders must apply the Trust's FOI procedure if they receive a written request for information.

Information Governance

All staff must comply with information governance requirements. These includes statutory responsibilities (such as compliance with the Data Protection Act), following national guidance (such as the NHS Confidentiality Code of Practice) and compliance with local policies and procedures (such as the Trust's Confidentiality policy). Staff are responsible for any personal information (belonging to staff or patients) that they access and must ensure it is stored, processed and forwarded in a secure and appropriate manner.

Equal Opportunities

Post holders must at all times fulfil their responsibilities with regard to the Trust's Equal Opportunities Policy and equality laws.

Health and Safety

All post holders have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

All post holders have a personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in Infection Control and be compliant with all measures required by the

Trust to reduce HCAs. **All post holders must comply with Trust infection screening and immunisation policies** as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps.

Risk Management

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager or stated by the Trust to be mandatory.

Flexible Working

As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some staff groups will increasingly be asked to work a more flexible shift pattern so that we can offer services in the evenings or at weekends.

Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Sustainability

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers monitors and equipment when not in use, minimising water usage and reporting faults promptly.

Smoking Policy

The Trust is committed to providing a healthy and safe environment for staff, patients and visitors. Staff are therefore not permitted to smoke on Trust property or in Trust vehicles

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Initials and date of Preparation

Rishi Das-Gupta-20.9.21

Person Specification

	Essential	A/I/*	Desirable	A/I/T*
Qualifications/ Education	<ul style="list-style-type: none"> Professional qualification in a relevant discipline or relevant experience. Degree or equivalent. 	A/I	<ul style="list-style-type: none"> Further qualification in management. 	
Previous experience	<ul style="list-style-type: none"> Experience of leadership in a large and complex organisation. 	A/I	<ul style="list-style-type: none"> Experience at Board level in a large and complex organisation. Experience in chairing Boards or committees. 	A/I
Skills/Knowledge/ Ability	<ul style="list-style-type: none"> Highly developed leadership skills. Excellent communication skills. Effective influencing skills. Sound networking skills. Highly developed analytical skills. Highly developed interpersonal skills. Effective team player. Ability to provide constructive challenge. Ability to manage conflict. Best practise in corporate governance. Strategy development. Performance management. 	A/I	<ul style="list-style-type: none"> Understanding of the landscape the NHS and AHSNs operates within. Understanding and experience of the interplay between national policy and regulation and local delivery in relation to innovation. 	A/I
Personal Qualities	<ul style="list-style-type: none"> Must be able to demonstrate behaviours consistent with the Trust's and the HIN's Values and Behaviours. Team player. Analytical mind. Have a flexible and dedicated approach to work. A commitment to public sector values. Understanding of and commitment to equal opportunities in employment and service delivery. Personal and professional demeanour and credibility 	A/I		

	<p>that generates trust and confidence in others.</p> <ul style="list-style-type: none">• The highest degree of honesty and integrity.• Effective and strategic influencing skills at Board level.			
--	---	--	--	--

*Application / Interview

Advert–Chair-Health Innovation Network

Role: Chair, Health Innovation Network

Salary: VSM - £133250, per annum,(pro-rata)

Location: *Unless working remotely as advised:* London Bridge (travel across south London required).

Days: 1 day/week

Contract: Four years (subject to relicensing of AHSN in April 2023)

Closing date: midnight 24th October 2021

Interview date: 18th or 19th November 2021

Interview will be held in London office, Minerva House, 5 Montague Close, London Bridge SE1 9BB.

The Health Innovation Network (HIN) is one of 15 Academic Health Sciences Networks (AHSNs) across England, whose purpose is to accelerate the spread and adoption of innovation in health and care, to benefit patients, make services more efficient and encourage economic growth. As a membership organisation, we are part of a vibrant but complex system of innovation nationwide and across London, working in collaboration with strategic partners across south London to help the NHS and care system innovate and improve.

This includes health and care, academia, industry, third sector and patients, public and communities across south London. The HIN has a team of around 100 staff, based at London Bridge, and is hosted by Guy's and St. Thomas' NHS Foundation Trust and our particular focus is in areas including long term conditions such as diabetes and cardiovascular disease, mental health and evaluation. We also host DigitalHealth.london which supports innovations in digital technology across all London.

The HIN is driven by our organisational values:

Brave, Kind, Open, Different and Together

We are seeking an inspirational Chair who will act as a lead to the HIN Board. The Chair must ensure that high standards of probity and governance prevail and that the HIN remains within the terms of its licence. They must actively promote the twin aims of improving patient outcomes and the delivery of wider economic benefit and will also be responsible for supporting engagement with industry and patient/public organisations.

Candidates are expected to have a successful track record at Board level. They will have an in-depth knowledge of AHSNs and the national innovation landscape, and executive experience in an AHSN, or other network organisation, working across sectors. They will have strong interpersonal and influencing skills with an ability to operate effectively in a fast-moving and uncertain environment.

Please note that shortlisted candidates will be required to attend a competency and values-based interview, conducted by a panel.

Shortlisted candidates will have the opportunity of an informal conversation with the HIN CEO, Rishi Das-Gupta.

We are committed to Equality, Diversity and Inclusion and ensure we have a diverse panel for all our recruitment.

Successful applicants will be subject to pre-employment checks. All organisations regulated by the Care Quality Commission also need to ensure that successful candidates meet the [Fit and Proper Persons Requirement \(FPPR\)](#).

How to apply:

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 Trac recruitment platform, which anonymises applicants. To apply for the role, please click on the link given on the main recruitment page. <http://jobs.gstt.nhs.uk/job/v3553865>

More information:

For a conversation about the role and to express your interest in applying, please contact Sandy Yates on Sandy.yates1@nhs.net to organise a meeting with Dr Rishi Das-Gupta, HIN CEO.

To find out more about the HIN, please visit [Home - Health Innovation Network](#)

Meet our Executive Team

Our [executive team](#) are also members of the Board

Our Executives

 <p>Prof Richard Barker OBE Chair</p>	 <p>Rishi Das-Gupta Chief Executive</p>	 <p>Zoe Lelliott Deputy Chief Executive</p>
 <p>Anna King Commercial Director</p>	 <p>Dr Natasha Curran Medical Director</p>	 <p>Rebecca Jarvis Director of Operations</p>