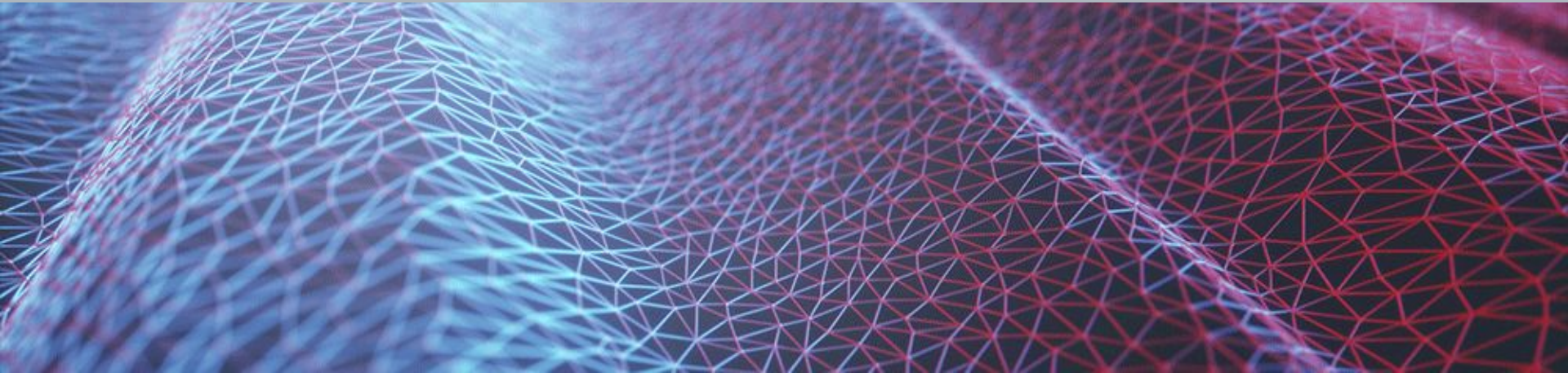


# Open Tech Lead

Grade: AFC Band 8d

Closing Date: 9 February

Application Instructions: Slide 9



**Candidate Information Pack**

# NHSX

- A joint policy and strategy team focussed on accelerating the digitisation of health and care
- Bringing together expertise and talent from multiple Arms Length Bodies (ALBs)
- Providing consistent and coherent digital policy
- Leading the development of strategy, programme and project delivery

```
31 self.file = None
32 self.fingerprints = set()
33 self.logdups = True
34 self.debug = debug
35 self.logger = logging.getLogger(__name__)
36 if path:
37     self.file = open(os.path.join(path, 'requests.log'), 'a')
38     self.file.seek(0)
39     self.fingerprints.update(s.request() for s in self.requests)
40
41 @classmethod
42 def from_settings(cls, settings):
43     debug = settings.getbool('SUPERUSER_DEBUG')
44     return cls(job_dir(settings), debug)
45
46 def request_seen(self, request):
47     fp = self.request_fingerprint(request)
48     if fp in self.fingerprints:
49         return True
50     self.fingerprints.add(fp)
51     if self.file:
52         self.file.write(fp + os.linesep)
53
54 def request_fingerprint(self, request):
55     return request_fingerprint(request)
```

# Why join NHSX?



## A message from Matthew Gould, Chief Executive, NHSX

NHSX is leading the largest digital health and social care transformation programme in the world. And we are helping the NHS and social care through the current pandemic by giving it the data-driven intelligence, resilience, and new operating models it needs. With investment of more than £1 billion pounds a year nationally and a significant additional spend locally, we need the right people in our team to help us to get the technology right for staff and citizens.

Our people are vital to NHSX. Before I became the CEO, I spent time meeting the patients and staff who came into contact with NHS technology every day, to find out where we're making progress and where we're falling short. Everywhere I went I saw a dedication to the welfare of patients and a deep concern for patient safety. I also saw some truly world-class digital innovation going on in parts of the NHS.

We're not starting from scratch, but I was left in no doubt about the scale of the challenge ahead. Our people are working to ensure we get the technology right. This is a critical part of modernising the NHS, ensuring it remains affordable as demand and workforce pressures rise.

Join our team and you will be helping us to deliver against our five missions:

- Reducing the burden on clinicians and staff, so they can focus on patients;
- Giving people the tools to access information and services directly;
- Ensuring clinical information can be safely accessed, wherever it is needed;
- Improving patient safety across the NHS; and
- Improving NHS productivity with digital technology.

Our missions are ambitious, so we need the very best people to help us achieve them. Our people come from a range of backgrounds, bringing diverse perspectives and real expertise in health and care, technology, policy, strategy and innovation.

To join our team, you must embody the NHSX values of being open, collaborative, respectful, and innovative, and be able to lead a genuinely diverse team.

If you are looking for a huge challenge and an amazing opportunity, then I would love to hear from you.

Best wishes,  
Matthew Gould





## NHSX Missions

**Reducing the burden on clinicians and staff, so they can focus on patients**

**Giving people the tools to access information and services directly**

**Ensuring clinical information can be safely accessed, wherever it is needed**

**Improving patient safety across the NHS**

**Improving NHS productivity with digital technology**

The Office of the Chief Technology Officer, created under NHSX is leading the technology strategy for the NHS. The team is responsible for a wide range of programmes with the overall aim of improving health and social care services for patients, clinicians and staff. The team will deliver a world-class technology strategy that will transform healthcare systems and services nationally, giving clinicians and staff more time with patients and empowering the patients themselves to take greater control of their healthcare.

The team works across NHSX programmes of work, with other arm's-length bodies (ALBs) in particular NHS Digital and across the health and care sector.

Key responsibilities for the team:

- **Deliver a technology strategy to support the Long-Term Plan;**
- **Work with stakeholders across the health system to agree and implement the strategy;**
- **Deliver technology requirements that are based on real-user needs, solve the key problems and frictions experienced and are endorsed across the healthcare system;**
- **Publish standards and specifications that drive interoperability of systems and collections of information to support the management of services;**
- **Deliver a cyber security strategy that will ensure systems are secure and that information is held safely;**
- **Deliver a modern architecture for access to national services and to support the way local organisations work;and**
- **Deliver proof of concepts using disruptive technology and rapid innovation techniques to create new healthcare opportunities, digital pathways that accelerate the long-term plan and deliver meaningful value to patients quicker.**

# Standards & Interoperability



Standards and interoperability are fundamental to realising the ambitions of the Long Term Plan, Tech Vision and recommendations of the National Audit Office and Watcher reports. They enable better, safer care and help clinicians and staff have access to better quality and better value tools.

Standards will empower users and patients to direct their care and to ensure that different systems talk to each other easily and safely. Interoperability is vital to enable successful digital transformation.

The standards team at NHSX has a huge challenge. Much has been done and much has been tried, and right now, we have some real momentum and an opportunity to take this agenda forward and deliver tangible benefits to people.

We will work across many teams, organisations and communities to enable and enforce standards and interoperability.

Our approach to this amazing and complex challenge is to:

1. Be **open**: strive for open standards, open source, open ways of working;
2. Be **inclusive and collaborative**: invite contributions, listen, enable others;
3. **Benefit and user centered focus**: what we do should trace back to tangible benefits to people, whether patients, clinicians or policy makers - meeting evidenced needs; and
4. **Structural and system thinking**: provide an enabling framework to strategically drive interoperability across the ecosystem, helping health and care providers deliver future proof solutions.

# The role and responsibilities



We are looking for a passionate advocate for open source to drive and support the NHS in working in the open, building and using open source technology and embedding open standards. You will need to be someone with a deep knowledge of open source/data/knowledge communities and who understands open ways of working and the power of open technology. Our ideal candidate will have a vision and desire to embed these practices, tools and mindsets into health and social care.

## Responsibilities:

- Champion, support and advise on open source, open licensing, open APIs and best practice;
- Raise the profile for open and make it a viable option, articulating the benefits and demonstrating value with metrics;
- Ensure clear guidance on open source and open licensing gets into NHS policy;
- Work with internal teams to publish our code as open source;
- Ensure NHS open source code is accessible online (e.g. on github) and is well documented, signposted and responsive to queries, suggestions and issues;
- Foster a community of contributors and collaborators on github (and/or other) to work on, amend and adopt open source technology;
- Encourage partnerships and collaborations with national and international partners, stakeholders and governments;
- Set up mechanisms for supporting the development and adoption of open source tech in health and social care (which may include funding, case studies, greater visibility);and
- Help make it easy for health and care providers to use open source.

## **Successful candidates must be able to demonstrate the following qualifications, skills & experience:**

- A background and experience of developing and working on open source;
- Evidence of being an active contributor to open communities;
- Evidence of evangelising, advocating or leading open technology;
- Some understanding of how government or the NHS works (in particular relating to policy and funding);
- Experience of championing diversity and inclusion and promoting actions to make improvements as well as experience of creating diverse and inclusive teams, motivated and inspired to work together to achieve a common objective; and
- Masters degree level knowledge of your field, through formal study and/or demonstrable relevant experience.

## **Successful candidates must be able to demonstrate the following personal attributes/behaviours:**

- Excellent communication skills and the ability to describe highly technical concepts to diverse audiences;
- Organised, driven, proactive and able to follow through on commitments;
- The ability to build excellent collaborative networks and to engage with and manage diverse stakeholders;
- High level analytical skills and the ability to draw qualitative and quantitative data from a wide range of sources and present in a clear and concise manner;
- The ability to analyse and assess numerical and written data and draw appropriate conclusions; and
- The ability to demonstrate a high level of expertise in providing senior leadership and to make decisions autonomously.



# How to apply/Selection process



**To apply** for this post please submit your **CV and supporting statement** (maximum 750 words) outlining why you consider yourself suitable for the role to [Hello@twentysevenconsulting.co.uk](mailto:Hello@twentysevenconsulting.co.uk)

**Applications will be reviewed** by a panel who will look at the Qualifications, Skills and Experience provided in the submitted CVs and supporting statements. **Please note, your application must provide evidence of the skills & experience outlined in the key criteria to be progressed to the next stage.**

## **First Stage Interview/Assessment**

Candidates successful at the review stage may be invited to attend a first stage interview or assessment.

## **Panel Interview / Selection Panel**

The selection panel will be chaired by the Director of Standards & Interoperability, the final panel will be confirmed at a later date. Interviews will be held remotely via MS Teams, expenses incurred by candidates during the recruitment process will not be reimbursed by the Department.

During the interview process, candidates will be asked to provide further evidence of their technical skills and experience. Interviews may also include an additional assessment or presentation exercise where further information would be provided once the interview invites have been issued.

**PLEASE NOTE FEEDBACK WILL ONLY BE GIVEN IF YOU ATTEND AN ASSESSMENT/INTERVIEW.**

# Indicative timetable

Closing Date	9 February
Longlist Meeting	16 February
Assessment/first stage interview	17-24 February
Shortlist	26 February
Interviews	w/c 1 March

*Please note that these dates are only indicative at this stage and could be subject to change. Please let us know in your application letter if you are unable to meet these timeframes.*

*The Department are unable to reimburse expenses incurred by candidates during the recruitment process.*

# Terms of appointment



Position	Open Tech Lead
Directorate/Region	NHSX
Responsible to	Director of Standards & Interoperability
Pay Band	AFC Band 8d
Salary	£75,914 - £87,754 High cost living allowance available for London (20% of basic salary up to £6,890)
Pension	NHS Pension Scheme
Location	London / Leeds, travel may required between both locations.

# Our offer to you



One of the most competitive and flexible benefits packages offered by any employer in the UK.

Whichever role you work in at NHSX you will become part of a talented, passionate and diverse team of people, committed to providing the best care and treatment to patients. You will also enjoy one of the most competitive and flexible benefits packages offered by any employer in the UK, including the NHS Pension Scheme which is still one of the most generous and comprehensive in the UK, further information [here](#). Every new employee automatically becomes a member and you will get an excellent package of pension benefits.

Other benefits include a flexible working policy, harmonised holiday entitlements of 27 days per year, plus eight general and public holidays, rising to 33 days after 10 years' service and a competitive salary.

We are committed to promoting equality of opportunity; we recognise that a diverse and talented workforce best reflects the communities we serve and enables us to understand the different needs of our patients and provide the best possible service.

## Our Equality Standards

- To support our Public Sector Equality Duty, we participate in external monitoring standards which hold us accountable for improving workforce diversity and equality. These are the [Workforce Race Equality Standard](#), the [Stonewall Workplace Equality Index](#), and in the near future, the newly-launched [Workforce Disability Equality Standard](#).
- Our organisational accreditations include:
  - [Disability Confident Employer](#)
  - [Stonewall Diversity Champion](#)
  - [Mindful Employer](#)

## Staff networks

Employees can access a number of staff networks including LGBT+, BME, DAWN (Disability and Wellbeing Network) and the Womens and Carers network, to share experiences, influence and assist in shaping and delivering organisational strategy and policy and help improve staff experience.

## Staff policies

All our policies have Diversity and Inclusion at their core. We also have specific policies about Diversity and Inclusion and Trans Equality to support colleagues and their line managers.

## Reasonable adjustments

We understand our legal duty to provide adjustments on request for employees with long term conditions, impairments, disabilities and caring responsibilities. We are committed to ensuring there are no barriers in the way of colleagues carrying out their duties. We know our colleagues thrive when they have the necessary support in place.

## Workplace Adjustment Passport for disabled colleagues

The passport helps employees capture a record of the adjustments needed and the agreements made with their line manager and other relevant parties. It's a confidential, optional record that is owned by the employee and can be taken with them if they move teams.



# Contact Details:

Email: [Hello@twentysevenconsulting.co.uk](mailto:Hello@twentysevenconsulting.co.uk)

