



Director of Skunkworks

ESM1

Candidate Information Pack

Closing Date: 15 January 2020



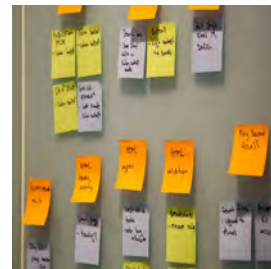
This pack provides information for candidates on the appointment of a Director of Skunkworks including details of how to apply.

It contains the following sections:

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Message**



The Role



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About Us



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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. 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

About Us

NHSX will deliver the Health Secretary's Tech Vision, building on the NHS Long Term Plan. We will speed up the digital transformation of the NHS and social care. We have set ourselves five missions, which are focused on how we can make things better for patients and staff. These are:

- 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.

NHSX has been set up as a joint unit made up of colleagues in the Department of Health and Social Care (DHSC) and NHS England and Improvement (NHSE/I) to lead on the digital transformation of the health and care system. NHSX will harness the best expertise from industry, the NHS, Government and the health and care sectors to deliver against the five missions.

We have established our organisation on 4 core values:

- Open
- Respectful
- Collaborative
- Innovative

The Role

As a core member of the senior management team, the post holder will work with the Chief Technology Officer and others to help deliver the missions of NHSX, and the long-term plan commitments to help digitise the NHS.

The Director of Skunkworks will create and lead the Skunkworks function of NHSX. The successful candidate will need to be a strategic leader who is able to engage in rapid innovation. You will be responsible for leading the team to experiment with data science tools, to build prototypes, to work with real users on exciting new projects, to explore policy and regulatory questions with quickly-built proofs of concept, and to test the art of the possible.

The Skunkworks team will include product managers, developers, user researchers and analysts, and will identify opportunities to build things that will support our progress against our five missions.

We expect many of the team's projects to be experimental but those that will help our community to learn. We embrace constant evolution and will use our Skunkworks to drive our understanding of what can and cannot work.

Key aims of the role will be to:

- Lead a dynamic team, experimenting with data science tools, building prototypes, creating exciting new projects for users, exploring policy and regulatory questions with quickly-built proofs-of-concept;
- Sharing the lessons and insights from the team's work to guide NHSX work, expand NHS and industry innovation, and inspire systemic change to reduce the barriers to this kind of work.

Key Responsibilities

- Identify opportunities to build lightweight software, data analysis or digital projects, to demonstrate solutions that challenge the status quo for Health or Social Care or solve an inspiring problem;
- Create and deliver those projects, sharing the lessons, insights and code;
- Work with other NHSX project teams, where necessary, to take forward any long-term work that grows from a Skunkworks project;
- Produce prototypes to support other teams in NHSX to answer policy questions, explore new types of regulation, reshape the health tech market, or explore new ways to deliver digital health pathways.
- Operate as a key member of the senior team, bringing a technical and innovative perspective to NHSX discussions and activities;
- Develop and maintain a leadership profile through attendance and speaking at events and conferences;
- Provide verbal and written briefings to the Secretary of State, Ministers and NHSX's senior leadership team;
- Champion and promote equality, diversity and inclusion, demonstrate personal commitment to equality and inclusion by developing teams and future leaders that are reflective of the profession and wider NHS workforce;
- Contribute to the strategic thinking of NHSX and as a member of the Chief Technology Officers Senior Management Team;
- Deputise for the Chief Technology Officer as required;
- Provide senior leadership, strategic and professional management to the team to ensure delivery of the portfolio.

Key Relationships - External Stakeholders

- Innovators, developers and entrepreneurs, within and beyond health and care
- User groups of all kinds: patients, clinicians, staff, carers
- Large system suppliers to health and care
- Faculty of Computing and Informatics
- Frontline leaders from integrated care systems, (ICSs), Sustainability and Transformation Partnerships (STPs), trusts, CCGs and local authorities.
- NHS Digital

Key Relationships at NHSX

- The Chief Clinical Information Officer
- The Chief Nursing Information Officer
- The Chief Information Officer
- The Chief Technology Officer
- The Director of Standards and Interoperability
- The Director of Platforms
- The Deputy Director of Cyber Security
- The Director of Operations & Delivery
- The Commercial Director
- The Director of the Centre of Expertise (Legal)
- The Strategy and Policy Director
- The Digital Transformation Director

Key Criteria

Successful candidates should be able to demonstrate the following skills & experience:

- Proven leadership skills and the ability to motivate and lead multi-disciplinary, agile teams in complex environments;
- An in-depth understanding of modern software and web development practices (like agile, extreme programming, Dev Ops or lean development);
- Experience of leading software or web/internet teams and running or overseeing a development environment;
- Experience of creating diverse and inclusive teams that are motivated and inspired to work together to achieve a common objective;
- The ability to champion diversity and inclusion and promoting actions to make improvements;
- Experience of using & contributing to open source projects;
- Experience of user research and development of digital services;
- Demonstrably involves users and the public in their work;
- A track record of delivering services using Application Programme Interfaces or data from other companies and organisations;
- Able to consider the most effective way to promote equality of opportunity and good working relationships in employment and service delivery and the ability to take actions which support and promote this agenda;
- Demonstrable commitment to, and focus on, quality; promotes high standards to consistently improve patient outcomes.

Successful candidates should be able to demonstrate the following personal attributes;

- An ability to present conceptual and complex issues effectively in verbal presentations, web content and written report formats;
- Interpersonal and relationship building skills across a range of professions/sectors with the ability to operate alone, within a team and in a leadership role; directing and influencing with or without formal power;
- An ability to analyse highly complex issues where material is conflicting and drawn from multiple sources;
- The ability to use evidence to make improvements, seeks out innovation.
- The capability to plan over short, medium and long-term timeframes and adjust plans and resource requirements accordingly;
- The ability to make decisions autonomously, when required, on difficult issues;
- Ability to work effectively between strategic and operational activities where required;
- Excellent analytical techniques and a thorough understanding of application of these techniques in the health context;
- Masters level or equivalent degree, or demonstrable relevant experience.

Selection Process / Application Instructions



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

To apply for this post candidates can apply directly on NHS Jobs or submit a CV and personal statement (maximum 750 words) outlining why they consider themselves suitable for the role to: sallyanne.barber@twentysevenconsulting.co.uk

Please ensure you include your contact details within your application.

Monitoring Information

Please submit a completed monitoring information form which is available to download from NHS Jobs or, if applying directly to 27 Consulting a form will be sent to you for completion.

Interview(s)

First Stage Interview/Assessment

Candidates successful at the review stage may be invited to attend a first stage interview/assessment. This will typically involve a commitment of up to 1 hour.

Panel Interview Selection Panel

The selection panel will be chaired by a Senior Leadership team member together with an Equality & Diversity Representative, the final panel will be confirmed at a later date. The final interview will be held in London. 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

Indicative Timeline

Closing Date	15th January
Longlist Meeting	w/c 20th January
First Stage Interviews	w/c 27th January
Shortlist Meeting	w/c 27th January
Panel Interviews	w/c 10th February

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.

Terms of Appointment



Position:	Director of Skunkworks
Directorate/Region:	NHSX
Responsible to:	CTO
Pay Band:	ESM1
Salary:	From £100,000
Pension:	NHS pension scheme
Location:	London / Leeds with travel required between both locations.

For further information please contact:

Caroline.Gibson@twentysevenconsulting.co.uk 07801 136895

Sallyanne.barber@twentysevenconsulting.co.uk 07801 277188

APPENDIX A

Diversity and Inclusion at NHS England and NHS Improvement

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.