Head of Research and Clinical Innovation

<table>
<thead>
<tr>
<th>Job title</th>
<th>Head of Research and Clinical Innovation</th>
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</thead>
<tbody>
<tr>
<td>Reporting to</td>
<td>Chief Clinical Officer, Hospice UK</td>
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<tr>
<td>Key relationships</td>
<td>Internal: Chief Clinical Officer, Senior leads on the Clinical team and the Senior Management Team</td>
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<tr>
<td></td>
<td>External: Clinical, education and research leads in hospices. ECLiHP Committee (Executive Clinical Leads in Hospices). NHS, social care and voluntary sector clinical/strategic leaders</td>
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About Hospice UK

Hospice UK, the national charity for hospice and palliative care is working to ensure all adults and children living with a terminal or life shortening illness receive the care and support they need, when they need it. We believe that everyone, no matter who they are, where they are or why they are ill, should receive the best possible care at the end of their life. No one should die in avoidable pain or suffering.

We champion hospice and palliative care; giving it a collective voice, speaking out and making the case to influence key decision makers to widen access to care for those who need it. We seek to empower individuals, communities and populations to embrace the ethos of hospice care and extend its breadth and reach to improve everyone’s experience of death, dying and bereavement.

Hospice UK plays an important national role and our ambitious strategy is the blueprint for how to achieve the transformation that is needed and sets out the following four strategic goals that will be driving our work over the next five years:

- Extend the reach and enable hospice quality care to be delivered in any setting
- Tackle inequality and widen access to hospice care
- Work with communities to build capacity and resilience to care for those at the end of their life
- Empower a strong, dynamic and responsive hospice sector

Our values are Supportive, Professional, Collaborative, Creative and Confident
The Clinical team

The Hospice UK Clinical Team is committed to supporting the availability of hospice and end of life care for all, in all settings.

- We value the knowledge shared by those who have experienced hospice and end of life care services
- We engage in diverse research opportunities to transform hospice and end of life care
- We work with our colleagues within Hospice UK to provide helpful and accessible resources to the wider community
- We collaborate with Hospice UK members and colleagues, both the NHS and the wider charitable sectors to drive the development, improvement, delivery and evaluation of hospice and end of life care
- We democratise knowledge through innovation and in teaching, communities of practice and digital innovations.
- We are part of the Hospice and End of Life care community and support, lead and participate in work to advance hospice and end of life care.

We do this through an extensive portfolio of clinical programmes co-designed to inspire transformation of care, education and research in the sector, to enable hospices to reach more people, enable skill sharing, evaluate impact and retain the competence and resilience of staff.

Current work streams include issues such as dementia, Project ECHO, staff resilience, workforce issues, support and learning from people with experience of accessing care, non-malignant long term conditions, outcome implementation, hospital partnerships with hospices and the research agenda in hospices and academic partners.

Job description

Purpose of role

This role holds an internal and external facing position with Hospice UK. It is pivotal in supporting clinical leaders in the change process, identifying and championing innovation, training the trainers where relevant and designing innovative methods to drive relevant research into practice. The role complements the clinical skills that currently exist at Hospice UK.

Key Responsibilities

Research Development and Support

- Develop the Hospice Research Network, promoting increased collaboration, research confidence and skills in the sector
- Design replicable methods to identify, appraise and embed relevant research into practice
- Support the acquisition by the sector of evaluation, research and publication skills
- Be the key liaison with palliative academic research centres
Knowledge Transfer and Dissemination

- Keep abreast of key hospice, palliative and related specialty literature
- Lead on the development of knowledge transfer activities in relation to nursing and clinical practice and ensure that these are robust and current, reflecting national guidance, legislation and healthcare priorities
- Advise on appropriate solutions to disseminate best practice
- Work proactively across organisational boundaries, with other partner organisations with common interests, to reduce duplication and make the most of resources
- Academically support externally commissioned pieces of clinical research

Clinical Innovation and Change Management

- Identify new models of care, working with hospice teams to support evaluation and assess replicability
- Use evidence, information and policy to identify clinical strategic priorities
- Design and implement evaluation approaches to embed within and across HUK clinical team work streams
- Support the confidence and skills needed to implement new frameworks for clinical practice

Clinical Digital Development

- Advise on the review and further development of the Hospice IQ Information Sharing Resource
- Advocate and promote the use of social media within the clinical team, in line with the strategic aims and communication plan
- Promote the development of digital confidence in clinicians, particularly with social media and techniques to share skills and knowledge (e.g. linking to Project ECHO)

Support of ongoing clinical programmes

- Ensure effective communication with a range of stakeholders, internal and external to Hospice UK to build trust and confidence to gain support for clinical programmes
- Act as an expert resource and ‘sounding board’ for Hospice UK staff on complex palliative issues
- Promote the work of the Hospice UK through attendance at conferences and the publishing of original work
• Play a key role in supporting and designing the annual conference, masterclass and educational events programme

This role profile is not exhaustive and is subject to review in conjunction with the post holder and according to future changes/developments in the service. Any other duties that may be reasonably requested, commensurate with ability and experience
### Person Specification

#### Experience and knowledge

<table>
<thead>
<tr>
<th>Essential (E)/ Desirable (D)</th>
<th>Criteria</th>
<th>Assessment</th>
</tr>
</thead>
<tbody>
<tr>
<td>E</td>
<td>Current, comprehensive knowledge of issues affecting hospice care, best practice and new initiatives</td>
<td>Application / interview</td>
</tr>
<tr>
<td>E</td>
<td>Proven record in palliative research with evidence of publication success</td>
<td>Application</td>
</tr>
<tr>
<td>D</td>
<td>Proven effectiveness in motivating change in organisational practice and culture</td>
<td>Application / interview</td>
</tr>
<tr>
<td>E</td>
<td>Designing and delivering compelling presentations to share evidence</td>
<td>Application / interview</td>
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<tr>
<td>E</td>
<td>Experience at strategic level to meet organisational objectives</td>
<td>Application / interview</td>
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<tr>
<td>E</td>
<td>Experience of designing &amp; delivering multi professional educational programmes including Train the Trainer initiatives</td>
<td>Application</td>
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<tr>
<td>E</td>
<td>A nursing or psychosocial professional with current registration with relevant professional body. Ideally studied to doctorate level in an aspect of palliative or related health subject</td>
<td>Application</td>
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<tr>
<td>D</td>
<td>Evidence of post-registration continuous professional development</td>
<td>Application</td>
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#### Skills and abilities

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<thead>
<tr>
<th>Essential (E) Desirable (D)</th>
<th>Criteria</th>
<th>Assessment</th>
</tr>
</thead>
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<tr>
<td>E</td>
<td>Effectively able to evaluate projects and prioritise to reflect changing national and competing priorities focussing on what might bring greatest value to Hospice UK and the hospice sector</td>
<td>Application</td>
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<tr>
<td>E</td>
<td>Sound understanding of literature searching and knowledge management</td>
<td>Application</td>
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<tr>
<td>E</td>
<td>Ability to present complex information succinctly to all levels of clinical and non clinical staff</td>
<td>Application / interview</td>
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<tr>
<td>E</td>
<td>Ability to use evidence, information and clinical policy to identify strategic need</td>
<td>Application / interview</td>
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<tr>
<td>E</td>
<td>Ability to write persuasive copy for articles, lectures and funding applications</td>
<td>Application</td>
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<tr>
<td>E</td>
<td>Report writing for senior management and Board</td>
<td>Application</td>
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<tr>
<td>E</td>
<td>Excellent communication and influencing skills</td>
<td>Application / interview</td>
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<td></td>
<td>Experience of both collaborative team working and autonomous independent working</td>
<td>Application / interview</td>
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<tr>
<td>D</td>
<td>Coaching, mentoring &amp; facilitation skills</td>
<td>Application</td>
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<tr>
<td>D</td>
<td>Understanding and enthusiasm for social media and its potential in education and practice</td>
<td>Application / interview</td>
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<tr>
<td>E</td>
<td>Ability to plan and organise complex projects, involving key stakeholders in developing plans and milestones that will deliver to required deadlines</td>
<td>Application / interview</td>
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<tr>
<td>E</td>
<td>The ability to inspire and lead others to deliver to a common agenda</td>
<td>Application / interview</td>
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<tr>
<td>D</td>
<td>Confident and at ease with innovation, creative and strategic thinking</td>
<td>Application / interview</td>
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<tr>
<td>E</td>
<td>Capacity to understand and communicate the vision of the hospice sector and Hospice UK</td>
<td>Application / interview</td>
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Terms and Conditions of appointment

**Contract**
Permanent, part time

**Salary**
£60,000 (pro-rata)

**Probation period**
The probationary period is 6 months

**Notice period**
3 months

**Work Pattern**
3 days per week

**Pension**
You will be auto enrolled into our pension scheme which is at 4%. Further contributions can be made to the scheme and Hospice UK will match contributions of up to 7% of your gross salary

**Life Assurance**
Is provided upon start date at three times salary, subject to acceptance by our insurers

**Simply health cash plan scheme**
Membership of a cash plan scheme, which gives full reimbursement of payment towards everyday healthcare such as dental and optical care is available. This includes a confidential Employee Assistance Programme

**Season ticket loan**
An interest free loan is available

**Holiday**
15 days in the first year, increasing to 16.5 days in the second year of service and 18 days in the third. These entitlements have been pro rata based on the work pattern above. In addition to this you will also have the 24 December off each year. The leave year runs from 1 January to 31 December.

After 5 years service an additional 6 days leave is added to entitlement to use as part of a four week break from work.

**Location**
The post holder will be based at Hospice House, Britannia Street, London, WC1X 9JG

**Travel**
Willingness to travel to meetings or to support events for short periods will be required subject to business needs