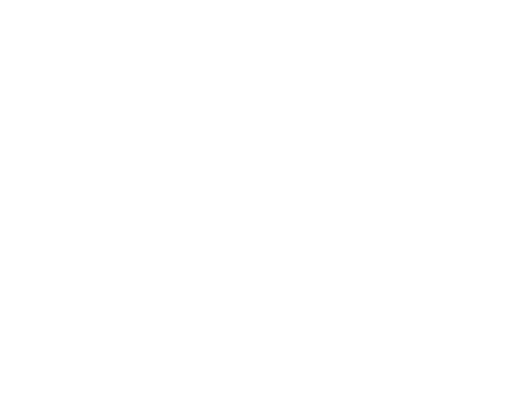
A close-up of people sitting at a table

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**Research and Innovation Director**

**Location: Greater Glasgow and Clyde**

**Job Reference: 188401**

**Closing Date: 23.59, Sunday 30th June 2024**

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We trust this information pack contains all the details you will require to apply for the post of **Research and Innovation Director, NHS Greater Glasgow and Clyde**.

Candidate applications for this post are being invited via the NHS Scotland Recruitment system called Jobtrain.

NHS Scotland does not accept CVs instead candidates are asked to, click on the **‘Apply for Job’** button on the NHS Scotland job portal [www.apply.jobs.scot.nhs.uk](#) to access , complete and submit the online application form. Please ensure all sections of the application form are fully completed. Please do not a send CV as an alternative to completing the online application form as we will be unable to consider your application.

For further details on how to apply and to complete the NHS Scotland Online Application Form: [**www.apply.jobs.scot.nhs.uk**](#) **Select Employer >Greater Glasgow and Clyde>Job Type>Senior Manager Level>Job Reference No. 188401.**

If you experience any difficulties accessing Jobtrain or completing the online application form, please contact Heather Silvester Senior Recruitment Team Lead at [**heather.silvester@ggc.scot.nhs.uk**](#)

For more information about NHS Greater Glasgow and Clyde please refer to the Additional Information Pack which includes details about Living and Working in the area.

***Welcome from NHS Greater Glasgow and Clyde’s Recruitment Service***

**Dear Candidate**

Thank you for expressing an interest in the post of **Research and Innovation Director, NHS Greater Glasgow and Clyde** which is an extremely critical and high profile role for our organisation. We hope the candidate information pack will help you decide whether you are the right person to meet the key challenges for this opportunity.

We hope this rewarding position has captured your imagination and that you are encouraged to apply to be the next Research and Innovation Directorfor NHS Greater Glasgow and Clyde.

As Scotland’s largest NHS Health Board we are renowned for our modern high-quality patient care and progressive medicine. It is vital that we continue to attract and nurture the most talented and public service focused people, to help achieve our ambition of ***‘Growing our Great Community’.***

**Our Vision** is to enable and enhance delivery of quality health and care services to deliver positive health outcomes and experiences for the people of Greater Glasgow and Clyde.

This is a key strategic and operational role requiring the right blend of visible leadership, experience and values necessary to lead and support our organisation. Importantly you will bring a fresh, forward thinking and collaborative approach to the role.

Candidates should note that the recruitment process will include for shortlisted candidates a pre-interview assessment stage prior to formal interview. This may include prior to interview, a written assessment exercise and completion of several work based psychometric assessment instruments.

The following is included in this candidate information pack to help you with your application:

# Recruitment Advertisement

* Job Description and Person Specification
* Summary of NHS Greater Glasgow and Clyde Core Leadership Competencies/NHS Scotland Values
* Terms and Conditions of Appointment - NHS Greater Glasgow and Clyde
* Recruitment Process and Timetable & How to Apply

NHS Greater Glasgow and Clyde is a Disability Confident Employer and to ensure prospective candidates are not disadvantaged in the recruitment and selection process we are committed to offering reasonable adjustments throughout the recruitment process stages.

If you require further information or support or have any questions about the recruitment process then please contact Heather Silvester, Senior Recruitment Team Lead at [**heather.silvester@ggc.scot.nhs.uk**](#)

We very much look forward to receiving your application.

**Recruitment Services**

**NHS Greater Glasgow and Clyde**



**NHS Greater Glasgow and Clyde**

**Post Title: Research and Innovation Director**

**Grade: NHS Consultants Salary Scale**

**Salary Range: £96,963 - £128,841 per annum (pro rata for part-time)**

**Tenure:  Permanent – Part time (hours to be discussed)**

**Location:** **Dykebar Hospital, Grahamston Road, Paisley PA2 7DE**

***(use of a shared office at Queen Elizabeth University Hospital)***

**Relocation Package where appropriate**

**About Us**

NHS Glasgow Greater Glasgow and Clyde is the largest health organisation in the UK. We serve a Greater Glasgow and Clyde population of 1.2 million providing a full range of primary and secondary services. Tertiary services are also provided to the West of Scotland whilst national services are provided to the whole of Scotland. We care passionately about the quality of care which we deliver and have an exciting vision for the future which promotes a culture of person-centred care, placing the patient at the heart of everything we do.

Glasgow has a worldwide reputation as a centre of excellence for medical research with NHSGGC and its partners are involved in over 1000 active trials directly involving patients as well as 40 high impact innovation projects and numerous projects involving data and tissue.

**The Role**

The Director of Research and Innovation post is a senior leadership position within NHSGGC responsible for managing the budget provided by the Chief Scientist Office and strategic and operational responsibility for Glasgow research infrastructure including clinical research facilities; clinical research imaging; Biorepository; Safehaven; Research Pharmacy; Project Management Unit; Sponsor team, R&D Management approval, Innovation team and two Research Ethics committees.

We are now seeking to appoint an exceptional individual to both operationally manage our research support infrastructure and bring inspirational leadership to a team of research dedicated health professionals, support and project staff.

Reporting to the Board Medical Director- NHSGGC, the post holder will work closely to refine the direction of clinical research strategy still further to ensure it can support the development of new and innovative areas of multidisciplinary clinical research excellence.

The successful candidate will be responsible and accountable for a £12M budget to fund clinical investigations and all activities associated with the Board's Research and Innovation infrastructure.

The role will also focus on building strong synergistic links with the Scottish Government's Chief Scientist Office (CSO) and elsewhere to further our research efforts, programmes and funding applications.

We are looking for someone who commands credibility with senior colleagues and can provide inspirational leadership in developing NHSGGC's research investment and support for clinical areas. With a reputation for clinical research effectiveness the successful candidate will come to us being able to draw on significant experience in Research and Innovation strategy, policy, funding and governance to deliver quality research for the benefit of patients. It goes without saying demonstrable evidence of a successful track record of service and staff development in a large and complex organisation are essential.

You will need to have sound experience and a track record in Research and Innovation and be committed to delivering excellent service. The successful candidate is likely to be a senior clinical scientist/academic or a hospital based senior clinician/GP Physician with an international profile of active and effective clinical research particularly in areas complementary to the current NHSGGC research portfolio e.g. general and clinical drug or device trials.

Strong interpersonal, communication and influencing skills are essential to ensure credibility with both national and international partnerships and collaborations ensuring that NHSGGC and the NHS in Scotland are seen as a major force as a destination for medical research.

GMC Registration essential.

The appointment of Research and Innovation Director is part time, nominally 3 days per week, with the remaining time of this full-time appointment for the successful candidate to undertake clinical duties and research.

If you believe you can meet the challenges that this high profile brings then we would welcome your application.

**If you would like an initial confidential discussion, please contact Dr Jennifer Armstrong, Medical Director, NHS Greater Glasgow and Clyde on 0141 201 4633 or email** [**Jennifer.Armstrong2@ggc.scot.nhs.uk**](#)**.**

**The Recruitment Process Key Note Dates:**

* **Closing date for applications 23:59, Sunday, 30th June 2024**
* **Interviews are scheduled to take place:  End of July/beginning of August**
* **Shortlisted candidates:  Preliminary Assessment stage will take place over mid July 2024**

**Find out more about NHS Greater Glasgow and Clyde at**[**www.nhsggc.org.uk**](#)

**Additional Information**

NHS Scotland is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative and for each employee to feel respected and able to give their best. To this end, NHS Scotland welcomes applications from all sections of society.

The Job Description and Person Specification for the role please is accessed via the Candidate Information Pack

To apply for this post please click the 'Apply for Job ' button

Regardless of nationality the recruitment process for all candidates includes a Right to Work in the UK check.  EU Settlement Scheme**:**  As part of the recruitment process, you will be required to produce proof of your EU Settlement status from 1st July 2021 to demonstrate your Right to Work in the United Kingdom. Further information: [https://www.gov.uk/settled-status-eu-citizens-families](#).

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| cid:image001.png@01D8598C.96A949C0 |  | By signing the Armed Forces Covenant, NHS Greater Glasgow and Clyde has pledged its commitment to being a Forces Friendly Employer. We support applications from across the Armed Forces Community, recognising military skills, experience and qualifications during the recruitment and selection process. |

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**Job Description**

**Job Title:** **Research and Innovation Director**

**Department and Location: Main Base, Dykebar Hospital**

**Accountable to: Medical Director, NHS Greater Glasgow and Clyde**

**Job Purpose**

NHSGGC is Scotland's most research active Board and has over 1000 active trials directly involving patients, over 40 high impact innovation projects and numerous projects involving data and tissue.

The post of Research & Innovation Director (R&I Director) is a local appointment within NHSGGC, however the post holder is expected to work with a range of partners on a regional/ national basis.

The post is part-time (flexible across a range of 3 to 5 days per week) with remaining time available for clinical duties and research. The R&I Director reports directly to the Medical Director but will also link with Directors of Finance, e-health and other NHSGGC Directors.

**National**

For research purposes, NHS Research Scotland is divided into 4 nodes (West, East, South-East and North). For innovation, the Chief Scientist Office (CSO) has set up three regional innovation hubs.

The R&I Director is responsible for using the budget provided by the Chief Scientist Office-Scottish Government (>£12M), to meet national objectives and targets set out for research & innovation.

The R&I Director works with the CSO and sits on a number of government committees and is often required to present to Ministers and other arms of government.

**Regional**

The R&I Director is responsible for developing the R&I strategy which aligns with the strategy and vision of NHSGGC, West of Scotland Health Boards, the University sector and commercial business partners.

The R&I Director is a key member of the Glasgow Health Science Partnership (GHSP) Oversight Board and its delivery committees. The R&I Director is tasked with delivering many of the group’s core aims and the objective of creating a world class centre of excellence for clinical research and innovation.

**Local**

The R&I Director has strategic and operational responsibility for Glasgow research infrastructure including clinical research facilities & training team; clinical research imaging; Biorepository; Safehaven; R&I Innovation team within the WoS Innovation Hub, Research Governance, Research Pharmacy; Project Management Unit; Sponsor team, and R&D Management approvals.

Within NHSGGC, the R&I Director provides expert advice to the Medical Director in matters relating to research planning, policy, strategy and is responsible for the establishment of a supportive research and innovation environment. S/he is responsible for ensuring compliance with, for example, the Research Governance Framework, Good Clinical Practice, GDPR, and relevant national legislation. S/he is accountable for ensuring the cultural, scientific, and financial framework for clinical and translational research and innovation.

She/he plays a key role in workforce planning, staff training in research & Innovation & works with the Senior R&I management team to ensure effective staff governance structures.

**Scope and Range**

The job of R&I Director for Scotland's largest health board is one of the most high profile and rewarding research and innovation management posts in the UK.

**Leadership: Strategy and Policy Development**

The NHS, and NHSGGC as the largest board, is recognised as a major force in the ambition of Scotland to be a global destination for medical research. The R&I Director for NHSGGC has a pivotal role in realising this ambition and is often called on to represent NRS, on national committees. For example:

* *The Management for 'NHS Research Scotland' (NRS)*: the research arm of the NHS which has a budget of £45 million. The NRS Management Board (in which the Chief Scientist Office is a partner) shapes clinical research policy and strategy for the country and sets out how the NHS participates in major initiatives that are Scotland and UK wide.
* *CSO Advisory and Delivery Group meeting:*  the umbrella organisation for clinical and translational research & innovation in Scotland in which all universities participate together with the 4 teaching health boards.
* *Innoscot Health*: an organisation that captures and commercialises intellectual property arising from the NHS.

Innovation Design authority: oversight of Scotland’s end to end Accelerated National innovation pathway (ANIA) which aims to ensure Scotland wide adoption of new technologies, devices (including AI) and enabled pathways which have a clear developed value case.

The R&I Director is responsible for the delivery of Research & Innovation support infrastructure within NHSGGC in accordance with agreed standards of service and in alignment with NHSGGC Research & Innovation strategy and Glasgow Health Science Partnership priorities to meet national objectives set by CSO.

This requires the ongoing development of policies and broad strategic objectives for cascading through the R&I directorate and other services, implementation of national and local initiatives will include business planning, the establishment of scientific and operational goals and setting clear performance targets.

**Scientific and Clinical Direction**

The R&I Director is required to actively contribute to regional and national scientific initiatives. Drawing on knowledge and expertise, s/he is expected to understand what the NHS (and NHSGGC in particular) can add to initiatives, how the contribution can be delivered within the resources available and actively seek commercial and non-commercial funding where required.

ln consultation with a range of university and commercial partners and in alignment with GHSP, the R&I Director is responsible for leading the formulation of clear NHSGGC research strategies and identifying investment opportunities.

The R&I Director is also required to play a leading role in developing research and innovation initiatives such as the Commercial Clinical Research Delivery Centre and work closely with University of Glasgow and other universities in developing advanced trusted research environments.

**Finance and Business Planning**

The R&I Director is responsible for the £12 million budget received annually from the Chief Scientist Office and is accountable for its use. This funding is used to provide the NRS Infrastructure, to fund Researcher Support, to fund services to support research and to support NRS Research Networks

The post holder has oversight of income from commercial contract research which amounts to over £5 million per year. The R&I Director is responsible for ensuring equitable distribution of money to reward and incentivise research and reimburse directorates and services for their contribution to the research agenda.

**Physical infrastructure and Staff Resources**

The R&I Director with senior colleagues in the NHS and West of Scotland plans and oversees the physical infrastructure for research and innovation in NHSGGC.

The R&I Director acts as the Director of the Clinical Research Facilities, supported in this role by the Beatson CRF Director and the Associate Director of the non-cancer Clinical Research facilities. The R& I Director along with the Associate Director are responsible for managing the CSO Innovation and Research fellowship programmes within NHSGGC, and the award of protected sessions for Research & innovation.

The R&I Director has a key role in other infrastructure developments including the clinical research imaging facilities, biorepository and Safe Haven

The R&I Director has a key role in developing the WoS Innovation Hub, (established in 2019) to support delivery of the national health and social care innovation objectives set by the Chief Scientist Office (CSO) and projects which align with NHSGGC’s priority areas and Moving Forward Together strategy. This is enabled through the R&I Innovation team and Clinical leads for innovation.

The R&I Director has management oversight of the running of research infrastructure facilities including revenue costs and is responsible for planning the use of human resources- over 200 research dedicated health professional and administrative staff.

**Regulatory compliance, Systems and Quality Management**

The R&I Director is accountable for regulatory compliance with the Research Governance Framework of the NHS in the UK, Health Improvement Scotland in relation to Biobanks, the Healthcare Regulatory Agency for Ethics and the Medicines and Healthcare products Regulatory Agency (MHRA) and GDPR. The activities of the Board are subject to regular formal inspection including by the MHRA where legal responsibility for compliance with the clinical trials legislation is split with the University partners and inspections may therefore be joint.

**Organisational Position**

See attached Organisational Chart Appendix 1

**Main Duties and Responsibilities**

**National & Regional Leadership Role**

The R&I Director as a member of the NRS Management Board contributes directly to developing policies and strategies for the delivery of medical research in Scotland. S/he will serve on a number of other national committees that shape the research & innovation environment, enter into strategic alliances and formulate initiatives designed to make Scotland a premier global destination for research.

**Local Leadership Role**

The R&I Director provides expert advice to the Chief Executive and Board Medical Director on a range of issues relating to research and innovation/ development. S/he will discuss strategic priorities with to ensure cohesion between NHS and University strategies.

The R&I Director provides expert leadership within NHSGGC. The Director of R&I is directly responsible for developing and delivering the NHSGGC Innovation Strategy. S/he will prepare position papers for the Corporate Management Team, the Board Clinical Governance Committee, and the Glasgow Health Science Partnership Committees.

The R&I Director will co-chair the NHSGGC Innovation Governance Board alongside the e-health Director.

The post holder is a leading member of the Glasgow Health Science Partnership Oversight Board, the Delivery Board and regulatory affairs group.

**Shaping the Research & Innovation Environment**

The primary function of the R&I Director is to ensure the effective use of resources (built infrastructure, major capital equipment, over 200 staff, and the £12 million annual budget) to create a productive environment that:

* Efficiently delivers world class clinical research & innovation by aligning aims of Health Boards, research and innovation partners, Universities and commercial partners.
* Optimise the use of tissue, informatics and real-world data at scale through collaboration
* Support innovation and early adoption or rejection of novel medicines, devices and innovative technologies
* Is safe, minimises risk to institutions and meets regulatory requirements.
* Promotes career development of researchers in the NHS and in partner universities.
* Promote patient and public engagement and inclusive participation in research & innovation
* Delivers through partnership with the life sciences industry economic growth.
* Is flexible enough to meet new demands and initiatives from Scottish and UK bodies.

To this end, the R&I Director collaborates with West of Scotland Medical Directors, senior academic staff in the university sector and others to develop a strategic and operational framework that will deliver common goals and objectives.

**Directing Staff, Setting Performance Goals, and Funding Schemes.**

The post holder is responsible for line management of the NHS R&I Teams and directing use of the budgets for Researcher Support, Service Support Costs, and Clinical Research Networks. ln each instance the R&I Director sets personal or collective goals and monitors performance. The R&I Director will also be responsible for the direct line management of senior R&I managers as per organogram

The R&I Director is responsible for oversight of two endowment based programmes, provide pump priming funds for promising research studies and research & innovation infrastructure).

**Financial and Budget Management**

The R&I Director is responsible for financial management of the R&I budget and to this end:

* Presents an annual statement of accounts to the government (CSO) detailing use of funds.
* Generates models of future income (from research grants, commercial sources and CSO) and expenditure for the Board executive and undertakes planning to ensure that operations have a sound financial base.
* Oversees cash flow and use of research money earned through contract commercial projects.
* Annual Reports on activity & developments to Glasgow Health Science Partnership Oversight Board and NHSGGC Board.

**Intellectual Property**

The R&I Director is responsible for the Intellectual Property Policy of the Board and its application to individual projects. S/he will make decisions on royalty payments and other financial issues as directed by the Policy.

**Communications**

The post holder will present and represent NHSGGC & key partner’s priorities and capabilities to a wide range of audiences both lay and scientific.

These will include government bodies, senior members of the NHS (Director General, Cabinet Secretary etc.), trade organisations (ABPI), senior members (board level) of life science companies, other Health Boards, university bodies, scientific symposia and public gatherings. The content will include research findings from major clinical trials, research management and the benefits of locating and working in Scotland.

Through promotion of the Glasgow Health Science Partnership, the R&I Director seeks to persuade industry from across the globe, particularly multi-national pharmaceutical companies to invest in Scotland as a premier destination for medical research.

**Research & Innovation**

The R&I Director will be medically qualified, GMC-registered and has been involved or is currently active in world-class innovative research who has achieved international recognition of his / her scientific excellence.

**Systems and Equipment**

The R&I Director must be knowledgeable and conversant with the following skills, equipment and software:

* IT skills including data base (literature) searches, accessing websites e.g. Scot Gov, SHOW ISD, advanced keyboard skills, knowledge of programmes – word, windows package, PowerPoint, outlook, data bases (excel and access) qualitative data packages.
* Daily use of computer, accessing and sending emails, preparing reports and analysing data.
* Other MS Office applications to support programme management/development of work and project monitoring/reporting.
* Microsoft Teams to ensure effective communication/team working.
* Daily use of mobile phones.
* Use of NHSGGC’s patient information systems including Track Care, to support
* Intranet/Internet for accessing information sources to support project implementation.
* Project and Performance Management systems to support appraisal of staff/Staff Governance Standards (TURAS/iMatter/Learnpro)
* Be responsible for ensuring the confidential and safe storage of personally generated sensitive NHSGGC information.
* Required to have in depth knowledge of health information sharing protocol and processes to enhance effective single and multi-agency working
* Professional guidelines and standards.

**Decisions and Judgements**

The R&I Director has to decide how to deploy a large resource including, staff, money, built infrastructure, major capital equipment - to achieve maximum impact in generating a platform for world class medical research. This deployment has to take account of the strategic aims of NHSGGC and its partners and is to a large extant dependant of an effective and efficient infrastructure within NHSGGC.

Taking account of NHSGGC & Glasgow’s Health Science Partnership, the R&I Director has to judge how to incentivise consultants and other staff groups to participate in commercial and non-commercial research project.

The R&I Director has to decide the level of monetary and logistic underpinning that individuals and research groups require and develop packages of support for major research projects such as international clinical drug trials.

The R&I Director decides on major equipment purchases within R&I in line with Board Standing Financial Instructions (SFI’s). The R&I Director frequently is the final authority on whether a clinical study continues depending on regulatory issues, patient safety, logistics or finance.

**Communication and Relationships**

The R&I Director has key relationships with:

* West of Scotland Health Boards
* West of Scotland University partners.
* NHS Research and Development/Innovation Directors in Scotland.
* Senior Scottish Government personnel including the Chief Scientist for Scotland.
* Leaders from industry

The R&I Director has extensive external communications and networks with:

* Scottish Government Departments,
* International Commerce industry,
* European & UK Research Councils,
* Clinical Research Organisations,
* Government Employment Agencies,
* Judiciary,
* Innoscot Health,
* Funding Charities,
* Research institutes,
* National Research Networks, and UK Clinical Research Coordinating Centres

**~~Physical and Mental~~ Demands of the Job**

This is one of the most high-profile jobs in clinical research and innovation in Scotland; NHSGGC is the largest health board and the largest healthcare organisation leading and hosting research and innovation.

Creating an effective research and innovation environment is crucial for health and wealth gain, and the post holder is a central figure in scene setting and building effective research management systems and an operational infrastructure that places Glasgow at the forefront of key research and innovation initiatives.

The R&I Director has numerous constituencies and interests to balance and must choose constantly between competing worthwhile claims on staff time, resources, built infrastructure, capital equipment. With success comes the need to 'grow the business' and significant scientific and business acumen is required to know best where to place investment to achieve the biggest impact in terms of science output, potential health gain and economic growth.

Planning for the future, predicting trends and in many cases initiating new areas of research is a key demanding element of the role.

**Most Challenging/Difficult Parts of the Job**

The most challenging parts of this job are:

* The scope of the job purpose with both national and regional roles. Directing the productive use of a large resource.
* Shaping the research environment to generate the best possible outcome for the Board and its research partners.
* Initiating and responding to changes in national imperatives that impact on research.
* Building a safe environment for human research where ethical, legal and regulatory compliance are woven into practice.
* Increasing commercial and non-commercial income to the Board with the use of incentives and logistic support.
* To deal diplomatically with difficult situations and have excellent negotiating skills.
* To take a lead in highly complex decision making where there will be unknown elements, significant political, scientific and financial risk, and little precedent set.

**Appendix 1**

A diagram of a research and innovation

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**NHS Greater Glasgow and Clyde**

**Person Specification**

**Research and Innovation Director**

**Qualifications**

|  |  |
| --- | --- |
| **Essential:** | * A higher research degree, MD or PhD * GMC registered. * Recognition of research standing both nationally and internationally in Research Excellence Framework (if a university academic). * Evidence of relevant Personal Development Plan |
| **Desirable:** | * Fellowship of a Royal College or an academic society (Academy of Medical Sciences or equivalent) is highly desirable. |

**Knowledge and Experience**

|  |  |
| --- | --- |
| **Essential** | * Significant experience as a senior consultant or university senior academic clinician. * A profile of active and effective research and international recognition as a medical researcher. * Significant track record of grants and publications. * Significant knowledge and experience of research council and major charity funding streams. * Knowledge of national and international legislation and other governance instruments covering clinical research. * Experience of line management, service development and redesign, information and performance management. * Experience of budget management within a large and complex organisation * Extensive knowledge and experience of research methodologies especially clinical trials of investigational medicinal products/ devices. * A thorough working knowledge and understanding of NHS policies, processes, structures, systems and clinical practices. |
| **Desirable** | * Knowledge of the NHS in Scotland * Extensive evidence of collaborations and networking within healthcare, universities, innovation and industry sectors. * Evidence of contributing to successful network development. * Demonstrable evidence of working with senior staff in NHS (Director level), universities (Deans, Vice-Principals) and government departments. * Experience of contributing to and influencing national policy. |

**Skills and Abilities**

|  |  |
| --- | --- |
| **Essential:** | * Proven leadership skills and team building abilities. * High level of ability to manage people, set performance indicators and deliver agreed set targets. * A self-starter with personal ambition * Proven track record of diplomatic and negotiating skills. * Excellent interpersonal, oral and written communication skills with ability to present complex information to a variety of audiences. * High level of organisational, analytical (including financial) and problem-solving skills. * Ability to influence internally and external to the organisation and beyond sphere of responsibility. * High level of credibility to work alongside senior level colleagues internally and external to the organisation. * Ability to plan and organise a large workload to meet internal and external priorities and deadlines. * Extensive project management skills. * Demonstrates an ability to manage conflict and make difficult decisions to achieve acceptable solutions. * Commitment to own and others personal and professional development. |
| **Desirable** | * Understanding of information technology and how it relates to supporting the delivery of safe, effective and efficient practice. |



**NHS Greater Glasgow and Clyde Core Leadership Competencies**

This post requires an individual who demonstrates a high level of competency in the leadership behaviours identified as essential to this post:

1. **Strategic focus**

Identifying long-term goals and championing their implementation

1. **Collaborative/partnership working**

Effective working and collaborating with others towards a common purpose or goal

1. **Achieving results and making decisions**

Challenging, pushing the organisation and themselves to excel and achieve and make good decisions in a timely and confident manner

1. **Influencing and persuading**

Convincing others to adopt a course of action

1. **Managing change**

Taking action to support and implement change and improvement initiatives effectively

1. **In-depth problem solving and analysis**

Solving difficult problems through careful and systematic evaluation of information, possible alternatives and consequences

1. **Quality improvement**

Seeking opportunities to improve current processes, systems and methods to promote reliability, quality and efficiency of output

1. **Managing self, others and resources**

Developing, directing and leading others to accomplish organisational goals and objectives

1. **Leadership insight and impact**

The ability to acknowledge and understand feelings in ourselves and others to discriminate among them to guide ones thinking and actions

1. **Relationship management**

Developing and maintaining positive relationships with individuals both inside and outside their work group

You are encouraged to access and review the NHS Greater Glasgow and Clyde core leadership competency framework to support your application and any subsequent assessment activities.

To request a copy of the full NHS Greater Glasgow and Clyde Core Leadership Competencies please contact: Susan Chisholm, Recruitment Team Lead, NHS Greater Glasgow and Clyde on email: [susan.chisholm@ggc.scot.nhs.uk](#)

**NHS Greater Glasgow and Clyde**

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**Summary Terms and Conditions**

# Post: Research and Innovation Director

**The terms and conditions of service are those approved and amended from time to time by the National Agenda for Change Terms and Conditions Agreement**

|  |  |
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| **Job reference number** | **188401** |
| **Closing date** | **23:59, Sunday 30th June 2024** |
| **Vacancy enquiries to:** | **If you would like to find out more about this role before applying, please contact**  **Dr Jennifer Armstrong, Board Medical Director on Telephone No. 0141 201 4633**  **email:** [**jennifer.armstrong2@ggc.scot.nhs.uk**](#)  **Any discussion and/or visit will be dealt with in confidence.** |
| **Agenda for Change Band:** | **NHS Consultants Salary Scale** |
| **Salary** | **£96,963 - £128,841 per annum (pro rata for part-time)** |
| **Base** | **Dykebar Hospital, Grahamston Road, Paisley PA2 7DE** |
| **Contract type** | **Permanent** |
| **Annual leave** | The basic annual leave entitlement in a full year commencing 1st April to 31st March is 27 Days on appointment, rising to 29 days after five years and 33 days after 10 years. Leave entitlement is pro rata where applicable. |
| **Superannuation** | All employees are automatically enrolled it the Scottish Public Pensions Agency. |
| **Healthcare Support Workers** | All NHS Scotland post holders that are not governed by a regulatory or professional body are considered to be healthcare support workers.  On appointment, you will be expected to comply with the NHS Scotland Mandatory Induction Standards and Code of Conduct for Healthcare Support Workers. |

|  |  |
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|  | Healthcare Support Workers are expected at all times to practice competencies that demonstrate insight, understanding and mutual respect of patients, their families, carers and work colleagues.  Whether in a clinical or non-clinical role the post holder is expected at all times to be an exemplar of person centred care, embracing their Code of Conduct to a high standard as part of an integrated health professional team |

|  |  |
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| **Smokefree policy** | NHS Greater Glasgow and Clyde operates a smokefree policy on all premises and grounds. |
| **Equal Opportunities** | NHS Greater Glasgow and Clyde is as an equal opportunities employer. |

**For more information about NHS Greater Glasgow and Clyde please refer to the Additional Information Pack which includes details about Living and Working in the area.**

# Guidance to Candidates

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**Recruitment Process, Timetable and How to Apply**

* **The closing date for applications for this post is 23:59 Sunday, 30th June 2024.**
* NHS Greater Glasgow and Clyde’s Recruitment team will coordinate candidate communications including application confirmation and the scheduling of each stage of the recruitment and selection activity.
* Outlined below are key note timescales within this recruitment campaign. All candidate applications will be acknowledged and treated in the strictest of confidence.
* The Job Description and Person Specification is designed to inform potential applicants on the essential and desirable criteria which are sought in the appointment of the Research and Innovation Director.
* The selection process for shortlisted candidates will include a Preliminary Assessment Stage. Candidates will be asked to take part in several assessments which will include occupational psychometric assessments along with for example written assessment exercise. Further details as to assessment content, arrangements and timescales will be discussed with shortlisted candidates.
* Following the preliminary assessment stage candidates will be asked to attend a Value Based Competency Interview designed to assess knowledge, skills, experience, professional competence and leadership behaviours in relation to the criteria set out in the Person Specification. The interview will include a presentation.
* The results of all stages of the recruitment process will be kept confidential and restricted to only those who have direct responsibility for the decision making in the recruitment to this post.

*Candidates may wish to note that it may not always be possible to offer alternative dates for preliminary stage assessments or interviews. Please note the dates below. Please note that these dates may be subject to change.*

|  |  |
| --- | --- |
| **Recruitment Stage** | **Expected Date** |
| Recruitment Advertising Campaign opens | **Friday, 7th June 2024** |
| Advert Closing date for return of applications | **23.59 Sunday, 30th June 2024** |
| Shortlisted candidates will be invited to participate in a preliminary assessment stage, expected to commence shortly after the shortlist has been agreed expected **Early to Mid July 2024.** Full details of the preliminary assessment process and interview arrangements will be covered with shortlisted candidates. .. | |

|  |  |
| --- | --- |
| Panel Interview:  Panel interview will include a value based competency interview and presentation | **To be confirmed** |

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# HOW TO APPLY

Please note the Closing Date for returning applications: **23.59 Sunday, 30th June 2024**

Candidates will be unable to submit applications after the closing date.

# If you would like to find out more about this role before applying, please contact for a confidential discussion:-

**Dr Jennifer Armstrong, Board Medical Director, NHS Greater Glasgow and Clyde**

**On Tele No: 0141 201 4633 email:** [**jennifer.armstrong2@ggc.scot.nhs.uk**](#)

Please refer to the Job Description and Person Specification for details of this role.

To apply for the post of **Research and Innovation Director** please complete the following:-

* All applications are invited via the NHS Scotland Recruitment system (Jobtrain) and therefore will need to be completed and submitted online via Jobtrain. You will be able to access the Jobtrain system, and complete your application, via devices with an internet connection. The application will include a supporting statement describing how your skills, knowledge and experience meet the Person Specification.
* You can use the following link that will take you to the Recruitment advert on Jobtrain: www.apply.jobs.scot.nhs.uk look under Employer>Greater Glasgow and Clyde then Job Family>Senior Manager and then job reference **188401** to access and complete the online application form.
* On clicking **“Apply for Job”** button you will be prompted to register for a new Jobtrain user account if you haven’t already done so before, and you just need to then follow the instructions.
* Your application is the key document that will determine whether you will be shortlisted. You must, therefore, be able to demonstrate within your application how you meet the essential requirements being tested at this stage. You should provide clear and succinct information about yourself and how you meet the criteria that are being tested at this application stage.
* It is important you complete all sections of the online application form in full. This is to ensure the selection panel can easily find the information they require, and can review the responses from all candidates equally and transparently. Please include all of your employment history not just your current /most recent post.
* Applications from candidates who have not fully completed the online application form will not be considered, (unless there are reasonable adjustments required) **CVs or linking to websites for information (such as LinkedIn) are not accepted.**

Please note you will be asked to complete a Supporting Statement which is in the form of 3 Assessment Questions.

* The interview panel will not make assumptions about your evidence so it is important that you take the time to ensure that you are comfortable with the information you are providing in your application.
* Be clear and succinct in your answers as there are word limits for each section
* Please include details of 2 Referees, one of which must be your current or most recent employer/line manager. Referees will not be approached without obtaining your prior consent.
* **All offers of employment will be subject to completion of pre-employment compliance checks.**
* If you have any questions or require any support regarding the application process, details of any unavailability over **mid July/ early August 2024** or any other information in support of your application, please contact **Heather Silvester, Senior Recruitment Team Lead, Recruitment Service, NHS Greater Glasgow and Clyde**

**at email:** [heather.silvester@ggc.scot.nhs.uk](#) **quoting reference number 188401.**

* Candidates are also requested to complete the Equal Opportunities Monitoring Section of the Application Form. This section of your application will not be made available to anyone responsible for shortlisting and interviewing for the post.

**All applications will be acknowledged and treated in the strictest of confidence.**

**Special Requirements for the Recruitment and Selection process**

To ensure prospective candidates are not disadvantaged in the recruitment and selection process we are fully supportive in making reasonable adjustments in order to support disabled job applicants or applicants with other health conditions. Reasonable adjustments for example may include allowing extra time during assessment exercises or ensuring information is provided in an alternative format such as audio, Braille or large font. If you require any special arrangements to be made in regards your participation in the recruitment selection process, please indicate this by contacting separately Susan Chisholm, as detailed above.

**Data Protection Legislation**

The information supplied by your application will only be processed by those authorised personnel involved in relevant stages of the recruitment process.

Applications submitted via the NHS Scotland Recruitment system Jobtrain will be retained by NHS Greater Glasgow and Clyde and will be used for the purpose of processing your application and for statistical and audit purposes.

NHS Greater Glasgow and Clyde will process the information for the stated purposes in regards your application for employment. If your application is unsuccessful your information will be retained securely for 12 months from the completion of the recruitment process and then confidentially destroyed.

**Thank you for your interest in the post and good luck with your application should you decide to apply.**