

London Borough of Lambeth JOB DESCRIPTION

Job Title: HDRC Research Director Lambeth HEART (Assistant Director grade)

Department: Health Determinants Research Collaboration (HDRC)

Division: Public Health

Business Unit: Integrated Adults and Health

Grade: SMG1 (~Range £86k to £102k)

Responsible to: Professionally and managerially to Director of Public Health but also accountable to the Senior Management Team of LBL

Responsible for: Provide leadership on the delivery of the NIHR HDRC Lambeth HEART program deliverables and milestones

Context

The National Institute for Health and Care Research (NIHR) is the nation's largest funder of health and care research and has a mission to improve the health and wealth of the nation through research. It does this by:

- Funding, supporting and delivering high quality research that benefits the NHS, public health and social care
- Engaging and involving patients, carers and the public in order to improve the reach, quality and impact of research
- Attracting, training and supporting the best researchers to tackle the complex health and care challenges of the future
- Investing in world-class research infrastructure and a skilled research delivery workforce to accelerate translation of discoveries into improved treatments and services
- Partnering with other public funders, charities and industry to maximise the value of research to patients and the economy
- Funding applied global health research and training, via Official Development Assistance (ODA), to meet the needs of the poorest people in low and middle-income countries

The Health Determinants Collaboration (HDRC) is a new element of NIHR research infrastructure funded by its Public Health Programme that will be based in local government. The purpose is to enable local authorities to become more research-active, undertake new research and use existing evidence to inform our decision making, and undertake evaluation activities There will be a central focus on health inequalities and actions to tackle issues faced by disadvantaged groups and areas

Main purpose of post

The Research Director of Lambeth HEART (HDRC) will provide senior leadership to the development and successful delivery of the HDRC as detailed in the business case to the National Institute of Health and Care Research (NIHR). The postholder will ensure delivery of vision, aims and objectives of the HDRC and the key deliverables and milestones over the 5-year cycle of the programme. They will develop key networks across a range of partners and collaborators at a senior level. Their role will include horizon scanning for new opportunities and partnerships, including future sustainability of Lambeth HEART. This role is a fixed term part time (0.6 WTE) contract till September 2027.

Main responsibilities

The Research Director will be responsible for the following areas:

1. Be accountable to the Director of Public Health, Senior Management of LBL and LBL Cabinet to deliver the milestones of the programme within the budget allocated by NIHR.

2. Provide overall leadership and effective management of the Lambeth HEART implementation team. This will include development of structures and posts that
 - a. provide meaningful career structures for researchers and practitioner researchers
 - b. deliver the HEART vision, objectives and milestones
 - c. work with research partners to meet key milestone of the programme
3. Provide leadership of the Lambeth HEART Executive Management Team whose role will include (but not limited to):
 - a. Agreeing a strategy and direction for the programme of work to be undertaken with all key partners to Lambeth HEART.
 - b. Agreeing a specific programme of work aligned with this strategy and direction.
 - c. Monitoring progress, including delivery of any reporting and deliverables agreed with the funding body NIHR and providing both challenge and support to the Implementation Team.
 - d. Promoting the work of the programme and supporting dissemination of its findings through the Executive Management Team and individually through their organisations.
 - e. Developing means to make the network sustainable beyond the end of the grant funding.
 - f. Cultivate excellent relationships and networks with the various communities of Lambeth, funding partners, statutory partners and other stakeholders (including other HDRC programmes).
4. Oversee the financial management of the programme working with the “Head of Service” (or AD) and the Director of Public Health. Work with the Executive Management and Implementation teams to identify and take forward research and funding opportunities, and to draw together groups to respond to them.
5. Work with the Executive and Implementation teams as well as corporate council leads to develop key Lambeth Council policies, strategies and/or procedures that develop a culture of research including:
 - a. Partnership/collaboration agreements related to research in Lambeth Council
 - b. Intellectual property policy
 - c. Equality, Diversity and inclusion policy related to research in Lambeth Council
 - d. Involvement and engagement strategy related to research in Lambeth Council
 - e. Safeguarding policy related to research in Lambeth Council
 - f. Communications and engagement strategy/plan
6. Work with the HEART Executive, Implementation teams and key partners to oversee the priorities for research training and development of Lambeth Staff and community researchers and create a culture of research, learning and evaluation.
7. Work with community organisations and research partners to develop a “Citizens Research Council” and co-produce a community involvement and engagement strategy.
8. Lead on providing timely reports (including producing annual reports) on progress and budgets to the Senior leadership of LBL and NIHR

General responsibilities

9. As a senior manager, working with HR and others to ensure safeguarding, health and safety, and other policies and measures that impact on developing Lambeth Council as a research organisation (key milestones include developing an intellectual property policy, ethical and research governance processes, safeguarding policy, equality, diversity and inclusion policy).

10. To work flexibly in undertaking the duties and responsibilities of this job and participate as required in multi-disciplinary cross-department and cross-organisational groups and task teams.
11. To take responsibility, relevant to the post, for ensuring that Council statutes and government legislation is upheld. This includes, amongst others; Management Compliance Charter, Environmental Policy, Data Protection Act, Race Equality Action Plan, Quality Assurance Plan, Health & Safety, Sustainable Construction and Recycling.
12. To take responsibility, appropriate to the post for tackling racism and promoting good race, ethnic and community relations.

PERSON SPECIFICATION
HDRC Research Director (Assistant Director grade)

It is essential that in your written supporting statement you give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A)
You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted.

If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with a “Tick” on the person specification when you complete the application form.



	Code		Shortlisting Criteria
Qualification		Postgraduate qualifications in health or life sciences discipline or equivalent experience	✓A
Key Knowledge	K1	Good understanding of health, health services, public health and social care, and relevant organisational structures. An ability to fully appreciate the role of research in health and social care service delivery, management and decision making at a local, regional and national level.	e.g. A ✓
	K2	An understanding of NIHR’s strategy for health and care research and its implementation particularly in public health	A
	K3	A good level of knowledge and understanding of the social determinants of health and a passion to bring about social change	A
	K4	Postgraduate research and/or research management experience at a senior level is desirable	A
Relevant Experience	E1	Developing and managing programmes and projects with a track record of delivering high-quality programmes on time and within budget. The ability to formulate strategic plans and implement them successfully.	A
	E2	Experience of working corporately and across organisational boundaries. Experience of combining strategic input, systemic thinking and operational delivery. Experience of managing financial resources effectively.	A
	E3	Experience of managing and developing staff including direct line-management responsibility. Good management,	A

		interpersonal, and leadership skills, including effective Chairing, with the ability to command the respect of key stakeholders, including senior academics and health and social care professionals.	
	E4	Substantial experience of working in a senior role in an organisation dealing with multiple and/or complex programmes and partnerships.	A
Core Behaviours	C1	<p>Focuses on Results: This is about ambition and achievement. It's about making sure we are working towards the end product and considering the effect of our programme. It's about making the right impact, having the right result and changing things for the better.</p> <ul style="list-style-type: none"> ▪ Creating clear definitions of outcomes, establishing a clear line of sight from the programme objectives to delivery of outcomes and benefits ▪ Identifying opportunities and approaches to achieve goals and improve results. ▪ Ability to embed learning and evaluation across areas of responsibility. ▪ Celebrating publicly others' part in the team's success and collective achievements 	√A
	C2	<p>Focuses on People: This is about considering the people who our work affects, internally and externally. It's about treating people fairly and improving the lives of those we impact. Put people at the heart of our work, after all that's our business. It's about making our processes fit people</p> <ul style="list-style-type: none"> ▪ Effective leadership skills and ability to lead by example ▪ Bullet point for relevant level 	√A
	C3	<p>Takes Ownership: This is about being proactive and owning our personal objectives. It's about seizing opportunities, driving excellence, engaging with the programme's objectives to deliver benefits to Lambeth residents.</p> <ul style="list-style-type: none"> ▪ Ability to manage financial resources effectively ▪ Good interpersonal skills and confidence to build relationships and consensus and resolve difficult issues within the organisation and with external stakeholders. 	√A

	C4	<p>Works collaboratively: This is about helping each other, developing relationships, and understanding other people's roles. It's about working together with colleagues, partners, and customers to earn their respect, and get the best results</p> <ul style="list-style-type: none"> ▪ Setting a good clear vision and culture ▪ Leading by example by setting an innovative culture ▪ Empowering your managers and staff to be accountable for their work ▪ Working collaboratively with project partners and organisations ▪ Giving purpose and direction which includes involving people in deciding what needs to be done ▪ Good interpersonal skills and confidence to build relationships and consensus and resolve difficult issues within the organisation and with external stakeholders. 	√A
	C5	<p>Communicates Effectively: This is about how we talk, write and engage with others. It's about using simple, clear, and open language to establish positive relationships with others. It's also about how you listen and make yourself open to conversation.</p> <ul style="list-style-type: none"> ▪ Good communication skills and ability to defend position in challenging situations. ▪ Good verbal and written communication skills, including conveying complex information adaptable to different audiences. ▪ Motivating and engaging staff 	A