

INNOVATION UNIT



SENIOR LEAD
HEALTH &
SOCIAL CARE

AUTUMN 2017



Innovation
Unit

New solutions
for thriving societies

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OUR MISSION

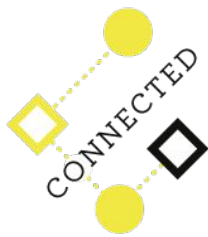
WHO WE ARE

Innovation Unit is a social enterprise that grows new solutions to complex social challenges.

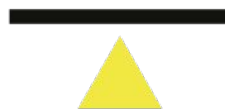
We use innovation to help create a world where more people belong and contribute to thriving societies.

We build alliances with ambitious places, organisations and systems around the world to make sure innovation has lasting impact, at scale.

THRIVING SOCIETIES ARE:



SOCIALLY
JUST



WHAT WE BELIEVE

Innovation Unit believes in the power and potential of people to create change for the better.

OUR MISSION

INNOVATION IS DRIVEN & LIBERATED BY:



HUMAN POTENTIAL

What people are capable of.



AGENCY

Their ability to create change in their own lives.



COLLECTIVE ACTION

The energy that comes from people acting together to solve problems and create solutions.

WHAT WE DO

Our approach to innovation is based on ten years working with ambitious partners in the UK, Australia and around the world.

WE DO THREE THINGS TO CREATE IMPACT:



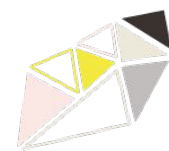
HIGH IMPACT CONSULTANCY

Applying and sharing our expertise in what it takes to have impact through innovation at scale.



INITIATING & GROWING VENTURES

Leading and contributing to alliances for change, and securing investment to grow new solutions 'on the ground' where we can make a significant impact.



GENERATING DEMAND FOR INNOVATION

Actively sharing what we think, believe and know about where innovation is needed and the positive change it can create.

ABOUT US

Innovation Unit is a social enterprise with a big mission - to grow new solutions for thriving societies. For us, Thriving Societies are socially just, sustainable and connected. We believe that a particular brand of innovation is needed to get there - innovation that is driven by and liberates human potential, agency and collective action. These principles underpin all our work.

Ten years old; we have grown from a 5 person to a 30 person organisation, our turnover has doubled, we have expanded internationally, and we have evolved from focusing purely on education (we spun out of the Department of Education), to tackle major challenges in health and social care, and local government too.

We have done lots of work we are proud of. We have helped to transform mental health services in a London borough, we have delivered a randomised control trial of teaching methods developed first the US charter schools, we have developed new models of children's centres that reach many more families with 25% cost savings and we are currently delivering the DfE's innovation programme to transform Children's Social Care.

Now, we are looking to our next ten years and the impact we want to have. We believe that our greatest contribution to building thriving societies will be through growing the impact and scale of our innovation consultancy work, and through initiating new ventures that scale the most successful innovations. Joining our team now, as a key member of our leadership team, is the perfect moment to shape and drive the success of this evolution.

Innovation Unit is full of passionate, smart, creative individuals who are personally committed to the organisation and its mission. This makes joining Innovation Unit a significant personal choice as well as a professional one. If you can combine rigour, discipline and structure in our consulting work with our culture of creativity and curiosity (without resorting to a compliance culture) we are the right place for you.



WHY JOIN US NOW

Joining Innovation Unit now offers a real opportunity to shape the future of the organisation – and to contribute to delivering some serious social impact at a moment when it is sorely needed.

During the Autumn of 2017, we will be recruiting to three, senior posts, which will complete Innovation Unit's talented and committed leadership team. All three posts are central to the future of the organisation.

Over the last year, we have refreshed our purpose and our business model. We are focused on growing solutions for thriving societies – societies that are sustainable, connected and socially just. We have diversified our business model to give us the best chance of realising our mission. We will continue to work with ambitious partners on high impact innovation consultancy – to help them develop, implement and scale powerful new solutions. We will also start to get more skin in the game to initiate and lead new ventures where we believe we can succeed and have serious impact. Alongside this, we will be getting more public about our work to generate demand for innovation – it's no good working to generate powerful new solutions unless there is a hungry audience for them.

It is in this context that we are recruiting for three, senior roles to complete our innovation consultancy team. Without a thriving, high impact innovation consultancy business, we cannot achieve any of this new mission. We believe that experienced, passionate, energetic leaders of our overall consultancy team, of our health and social care work, and of our strategic design practice are all central to making this possible.

All three leaders will be building on a decade of cutting edge innovation practice, successful local, national and international projects, and working with a talented and multi-disciplinary team. All three will be expected to bring their own knowledge, perspective and experience to bear on developing the next iteration of Innovation Unit's offer to its partners.

All of this will require a balancing act – the ability to bring the best of the rigour, insight, practices and management of great innovation consultancy from previous roles, whilst being open to learning from and helping to develop Innovation Unit's own brand of innovation – innovation that is driven by and liberates human potential, agency and collective action.

All three of these roles will be outward and inward facing – growing the profile, networks and work of Innovation Unit out in the world, and growing the capability, confidence and impact of its team to do so.

At Innovation Unit, we strongly believe that in this moment when strongly contrasting visions for the future of the UK, and beyond are up for grabs, we must do our very best to help grown the version that we believe in – thriving societies that are sustainable, socially just and connected. This bit is non-negotiable. Exactly what we do to contribute to the max is continually evolving.

If you want to help us shape how we contribute to a world in which more people belong and contribute to thriving societies, and have the background to do one of these jobs brilliantly, please apply now.

ABOUT THE ROLE

STRATEGICALLY MINDED INNOVATION CONSULTANT, WITH AN UNHEALTHY PASSION FOR HEALTH AND SOCIAL CARE

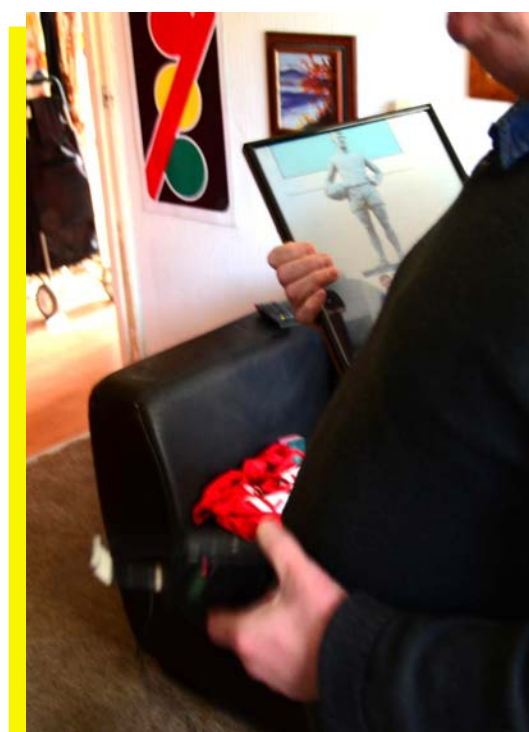
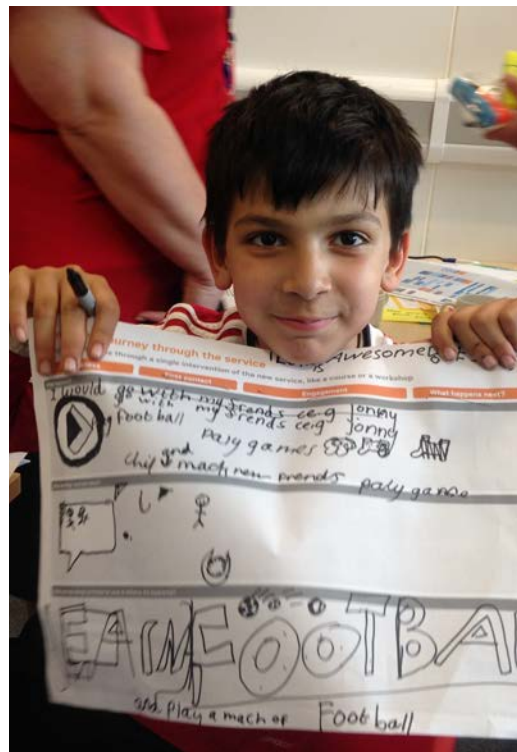
We are looking for an experienced leader to grow and elevate our work in health and social care: a role where you really do get to help change the world for the better.

There is a growing consensus globally that health and care services need to be radically redesigned - to shift from treating disease to supporting wellbeing, from hospitals to community based care, and from organisations to systems. Over the past five years our work in health and social care has supported places, organisations and leaders to make this a reality. We are looking for someone with brilliant sector insights, connections and the expertise to take our work in this sector to the next level - moving from service and organisational transformation to system transformation - and to help shape what a thriving health and care system should look like in the future.

This role requires someone who has extensive experience of project delivery and a track record in consultancy work from business development to client delivery. You will be passionate about the future of healthcare, have a deep understanding of how the sector works and a passion to revolutionise it. You might have been engaged in improvement work in the past, but you know the future lies in transformation and have ideas on how to bring it about. You will be well connected and hold a strong analysis of the opportunities to influence the sector.

As Senior Lead, Health and Social Care, you will spend half your time on delivery, leading high impact innovation programmes. The rest of your time will be split between building relationships with ambitious leaders in the sector, generating and pursuing business development opportunities, sharing our ideas publicly and supporting the development and growth of Innovation Unit team members. You will work closely with the Director of Innovation Consultancy, and other sector leads.

This is a great role for someone looking to exercise their experience and leadership to achieve high impact through innovation with a small, highly skilled and mission driven team.



ABOUT YOU

You are passionate about the health and social care system, and you have a detailed understanding of its structures, culture and the levers for change. You also have a clear vision of how it needs to change (radically!) and a view on how that could happen.

You see the micro and the macro. You are at home working in a tiny pocket of the health system, working on new pathways for atrial fibrillation or asthma and debating the major system level policies and incentives that need reforming.

You love problem solving and helping others to do so. You roll your sleeves up and dive into the detail, getting alongside a client or a colleague to uncover new angles and help find a way forward.

You are an expert facilitator, helping to find common ground among groups that represent a host of discipline, sector and subject matter experts. You confidently use frameworks that keep the momentum of the project moving forwards and model a collaborative way of working.

You know how to balance your own insight and opinion with approaches that help others to find and own their own answers. In this way you successfully challenge and support clients and colleagues.

You are a natural organiser, confident in maintaining rigour in your project management, on top of budgets, project plans and staff allocation, whilst holding and supporting a team through the uncertainty and flexibility of innovation projects.

You are good at and enjoy helping others to grow - you relish spending time with junior colleagues developing their practice, supporting them to contribute fantastically to the organisation's priorities, whilst challenging them and working out what they enjoy and are great at.

You enjoy a diverse working life where one day you are talking nutrition with over 85's in care homes and the next you are facilitating a 30 person workshop on redesigning mental health systems. Your head is in numerous projects, people issues and business development opportunities and this mix keeps you buzzing.

DUTIES & RESPONSIBILITIES



BUSINESS DEVELOPMENT & STRATEGY —

- You will work to build relationships with potential future clients, and raise the profile of Innovation Unit within the health and social care sector.
- You will develop and write proposals and pitches for health and social care projects, and quality assure the BD work of colleagues.
- You will develop and implement a robust business development strategy for our health and social care work including market and competitor analysis, and target clients.
- You will be responsible for key client relationships.
- You are responsible for reporting to the Director of Innovation Consultancy on health and social care work.

PROJECT DELIVERY —

- You will design and deliver innovation projects and programmes that support leaders, organisations and systems to transform the experience of health and care.
- You will contribute to the delivery of projects including facilitating workshops, coaching senior leaders and qualitative research.
- You will negotiate and agree programmes of work with clients and partners.
- You will manage our most complex programmes - this includes managing multi disciplinary project teams, managing budgets and risk.
- You will quality assure other projects and support project leads to deliver real impact in health and social care - helping them to problem solve and quality assuring outputs.
- You will manage and grow relationships with delivery partners, whose skill-sets complement ours.
- You will identify opportunities for future IU ventures - spotting innovations that we could help to scale by generating social investment, or other ways in which we might amplify the impact we have had through projects and programmes.



DUTIES & RESPONSIBILITIES

ENGAGEMENT AND COMMUNICATIONS —

You will work with the Director, Engagement and Communications to generate high quality opportunities and outputs that raise our profile and increase demand for innovation in health and social care. This means:

- Developing and producing high quality written outputs that share our views, insights and ideas on key health and social care issues that connect to our business development priorities e.g. health and social care integration.
- Identifying relevant partnership and sponsorship opportunities, e.g. for joint events, thought leadership, research.
- Identifying and delivering high profile public speaking opportunities.
- Building relationships with relevant journalists in the health and care sector and ensuring they are briefed on our work
- Representing Innovation Unit's vision, mission, values and brand in public - with partners, clients and external audiences.



ACCOUNTABILITY AND REPORTING —

- You will be line managed by the Director of Innovation Consultancy
- Your work will be based in the London office but expected to travel for business reasons
- You will have leadership and management responsibilities - line managing up to 4 members of the IU team, with responsibility for their professional development
- As a senior member of the team, you will be expected to work closely with other senior staff to contribute to organisational priorities including (but not limited to) strategy, recruitment and the development of our practice
- You will contribute to a culture of innovation, learning, development and enterprise within Innovation Unit
- You will work across the team to grow our shared insight and understanding of the health and social care sector



PERSON SPECIFICATION

ESSENTIAL SKILLS AND EXPERIENCE —

- You have deep knowledge and understanding of the challenges facing health and social care in the UK. Knowledge of health and care integration, community based care and prevention would be advantageous.
- You have first hand experience of using disciplined innovation to tackle social challenges - and one of the following areas - organisational development, change management or human centred design
- You have experience of training, coaching and working collaboratively with senior health managers and leaders as well as frontline health professionals.
- You have extensive experience of consultancy or project based work and a track record of success from business development to client delivery.
- You have proven experience of generating business development opportunities with both local NHS organisations such as clinical commissioning groups, national NHS bodies and large, independent providers.
- You are an excellent communicator, compelling and inspiring, you cut through jargon to connect with your audience
- You are passionate and driven, motivated by improving the experiences and outcomes of vulnerable people.
- You are confident and flexible and have experience working in interdisciplinary teams



ROLE DETAILS

ROLE DETAILS —

LOCATION

Our office is in Old Street, but we don't expect everyone to be in the office all the time. The role will involve some travel to client sites and we are open to staff working from home as appropriate.

SALARY

£70,000 - £80,000 depending on experience

TYPE

For our senior team it is standard practice to offer a fixed term contract for one year at the outset, before considering permanent appointments. Our intention is for this to become a permanent role after the first year if the business pipeline and work is flourishing.

HOURS

This is a full time role, but we'd be willing to discuss possible part time arrangements

HOLIDAY ENTITLEMENT

27 days holiday plus bank holidays. In addition, we close the office for three days between Christmas and New Year

PENSION

3% pension contributions

REPORTS TO

Director of Innovation Consultancy

RESPONSIBLE FOR

You will line manage up to 4 members of the consultancy team

HOW TO APPLY

HOW TO APPLY —

Please send a CV and cover letter of no more than 2 pages to contact@innovationunit.org

Your cover letter should include:

- 1) Your advice to Innovation Unit on how to maximise the impact of our small and skilled team of innovation experts to tackle the significant challenges in the health and social care sector;
- 2) Why you want the role;
- 3) Why you think you have what it takes to make a success of it.

DEADLINE

Please submit your application by 12 noon on Friday 13th October

FIRST ROUND INTERVIEW

24th October

SECOND ROUND INTERVIEW

w/c 30th October

LOCATION FOR INTERVIEWS

CAN Mezzanine, 49-51 East Road, Old Street, N1 6AH

For an informal conversation about the role with Matthew Horne please contact Kim.Bosher@innovationunit.org to arrange a time