Candidate Information Pack

Appointment of:

Operations Manager - Diagnostics North East/Therapeutics North East (DxNE/TxNE)
Newcastle Health Innovation Partners

Newcastle Health Innovation Partners (NHIP) https://www.newcastlehealthinnovation.org/about-us/ is a partnership built on five organisations:

- Newcastle University
- Newcastle upon Tyne Hospitals NHS Foundation Trust
- Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust
- Newcastle City Council
- Academic Health Science Network for the North East and North Cumbria
It is one of eight Academic Health Science Centres in the UK, bringing together world-class research, education and clinical practice for the benefits of the region. NHIP aims to become one of the most integrated and innovative Academic Health Science Partnerships internationally, working with innovators to discover, develop and deliver new solutions in healthcare, improving population health for North East and North Cumbria citizens.

**Background**

**Diagnostics North East (DxNE)** is an innovative initiative which brings together a wide range of research infrastructures, capabilities and resources across the North East of England, committed to facilitating greater opportunities to improve patient health and wellbeing through a common vision and approach. As a connected network, it can help diagnostic developers with every stage of the development pathway including research, evaluation and adoption of their technologies into healthcare systems and represents an effective collaboration between organisations including: Newcastle upon Tyne Hospitals NHS Foundation Trust, Newcastle University, the Academic Health Science Network for the North East and North Cumbria (AHSN NENC), NIHR Newcastle In Vitro Diagnostic Co-operative (NIHR Newcastle MIC), NovoPath, MedConnect North, National Institute for Health Research (NIHR) Innovation Observatory, Northern Medical Physics and Clinical Engineering (NMPCE), NMPCE - Health Technology Assessment encompassing Newcastle NICE External Assessment Centre (EAC), NMPCE - Health Technology Consultancy, Newcastle Health Innovation Partners (NHIP) and the North East Innovation Lab (formally the Integrated Covid Hub North East Innovation Lab).

**Therapeutics North East (TxNE)** similarly assimilates a number of local and regional partners, building upon Newcastle’s clinical trials expertise with links to Newcastle Advanced Therapies, NIHR Blood and Transplant Unit, Newcastle Specials Manufacturing Unit, well-documented clinical cohorts including precision and experimental medicine consortia, regional genetic medicine resources, and emerging regional digital links. All of this is downstream of excellent drug discovery resources with a track record of delivering licensed products such as Rubraca®. These include unique preclinical models, plus significant expertise in medicinal chemistry, clinical pharmacology and pharmaceutics. At the interface of DxNE and TxNE sits an exceptionally strong environment for precision medicine discovery and delivery, supported by state-of-the-art infrastructure such as the NIHR Newcastle Clinical Research Facility, Clinical Trials Unit and Biomedical Research Centre, as well as the Sir Bobby Robson Cancer Trials Research Centre and Cancer Research UK Newcastle Centre. We can advise and support partners at various stages of their drug discovery life cycle, including early and late phase clinical trials, incorporating cutting edge experimental medicine expertise.
The Role

The Operations Manager (DxNE/TxNE) will play a key leadership role in the development and delivery of a strategy that will promote the joint diagnostic and therapeutic capabilities of Newcastle Health Innovation Partners, working closely with Directors of DxNE and TxNE to operationalise that strategy.

Key Accountabilities

Support the Directors in creating a coherent vision for Diagnostics and Therapeutics North East. Support the development of an agreed strategy, with its implementation and annual review, identifying strengths, weaknesses, opportunities and threats and setting priorities.

- Work on behalf of DxNE and TxNE structures to build strategic relationships internally (relationships with Business Development and Commercial Enterprise Teams will be particularly important) and externally on behalf of both structures. Place DxNE and TxNE within the wider ecosystem/infrastructures to bring added value to component parts.
- Maintain a clear point of engagement for all DxNE and TxNE stakeholders (internal and external) and maintain robust processes for managing relationships.
- Ensure that DxNE and TxNE are linked into key Newcastle Hospitals, Newcastle University and AHSN NENC initiatives, strategies and funding calls, and are linked to the broader NHIP strategy and NHIP partner organisations. Formulate strategic bids where required (working with relevant stakeholders).
- Facilitate partnership working across individual components of DxNE and TxNE. This may involve setting up and maintaining systems to support collaboration between partners, or helping partners navigate existing processes or systems. Act as a coordination point for projects that push forward strategic objectives.
- Implement robust systems to monitor and evaluate partnership working, highlighting any areas for improvement and leading discussions on solutions.
- Promote DxNE and TxNE via annual and ad hoc events, regular website and social media updates, and cross-organisation communications. Direct the development of a marketing and communication plan to build and maintain DxNE and TxNE’s reputation and profile. Pro-actively seek opportunities to expand use of the facilities. Promote and market the services and expertise to internal and external customers, including researchers, clinicians and commercial businesses.
- Work closely with the DxNE and TxNE Steering Group to provide reports on progress and risk, and translate strategic decisions into operational plans.
- Work in conjunction with colleagues across the partnership and teams to act as a central point of collaboration for DxNE and TxNE. Represent DxNE and TxNE in conversations related to future work and development on joint structures, and where appropriate develop proposals for emerging priorities related to joint structures.
- Responsible for overall project management of any new DxNE and TxNE initiatives, ensuring priorities are identified and milestones are met, including activity planning, developing proposals, implementing plans and allocating resources to meet planned objectives.
- Work flexibly and be able to juggle priorities depending on emerging needs and opportunities for DxNE and TxNE structures.
The Person
Knowledge, Skills and Experience (essential)

- Demonstrable experience of effective and successful leadership, with a proven track record of leading with clear direction
- Experience of making a significant contribution to strategic planning and developing innovative solutions with the ability to operationalise those plans, including associated resource planning
- Intellectual capacity and strong influencing skills across all categories of colleagues (professional, clinical, academic) gaining ‘buy in’ to policy and strategy and to facilitate changes in behaviours and direction at both a strategic and operational level across organisational boundaries
- Significant experience of managing change and supporting people to make transitions
- Success in working with, and providing authoritative advice to senior colleagues
- Demonstrable experience of successfully leading and directing teams/individuals, across organisational boundaries, even without direct line management responsibility, and in supporting people to fulfil their potential
- Knowledge and understanding of the external environment within which Newcastle Health Innovation Partners operates
- Proven high level decision making and problem-solving skills, and a demonstrable ability to undertake initiatives, prioritise and plan appropriately within a strategic framework
- Significant recent experience of managing diverse and complex projects
- A high level of initiative and diplomacy to foster good internal and external relationships and experience of working with and influencing senior management
- Demonstrable experience of using varied communication channels and formats to engage stakeholders and support reputation
- Able to demonstrate budgetary capability

Attributes and Behaviour (essential)

- Role model the collaborative and partnership approach that is Newcastle Health Innovation Partners, working across organisational boundaries, building profile and credibility
- Is inspirational and provides clear direction, particularly in times of uncertainty
- Promotes a culture of mutual respect
- People orientated, is approachable and can motivate and engage others
- Able to act objectively in dealing with complex problems, issues and decision making
- Able to handle conflict in a timely and effective way, bringing situations to speedy resolution
- Demonstrates resilience to the demands of the role and pace of change and is able to manage criticism and challenge
- Thinks creatively and is an effective problem solver
- Able to manage conflicting priorities
Neighbouring bridges.

centres.

Today, Millennium now Getting Area

The Exceptional place Newcastle

Qualifications finest participants

Twenty20 and now city the fixtures

a of participants the

regeneration from Newcastle is in curved

complemented less

Grey Wall –

structures, and iconic world

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including

world’s

marathon, the Great North Run, attracts some 57,000 participants and many thousands more spectators.

Sports fan aficionados are spoilt for choice in Newcastle, with regular top flight football, rugby and basketball fixtures taking place in the city. Gateshead United’s stadium brings international athletics to the region, while the world-class Durham International Cricket Ground plays host to county, one-day international, Twenty20 and Test matches. Nearby, Close House golf resort is listed among the UK’s top 100 golf courses and, every year, the world’s largest half marathon, the Great North Run, attracts some 57,000 participants and many thousands more spectators.

The region is steeped in history. The Northumberland coast and its historic castles, designated as an Area of Outstanding Natural Beauty, are only 30 minutes’ drive to the north, while to the west lies Hadrian’s Wall world heritage site. South of the city is County Durham where the ancient City of Durham is complemented by a heritage coastline and rural towns and villages.

Exceptional transport links connect the city and region to the rest of the UK, Europe and beyond. Newcastle International Airport is just over 20 minutes from the city centre by car or public transport, from where there are direct flights to and from London (Heathrow and Gatwick), Dubai, Amsterdam, Brussels, Dublin, Paris, New York and over 65 other destinations around Europe, together with frequent flights to most major domestic hubs. The East Coast mainline provides direct access to London by train in less than three hours and Edinburgh in just over an hour, with trains running approximately every 30 minutes. The A1(M) motorway links the area to London, Edinburgh and other major UK cities.

Getting around Newcastle on foot or by public transport is much easier than in many other urban centres. The modern, integrated transport system includes an extensive network of local buses and the

Qualifications (essential)

- Qualified to Degree level and / or with significant relevant management and leadership experience, and proven success in developing and contributing to the development of strategy
Metro which connects the airport, city centre, coast and Sunderland. Services are reliable and good value and make commuting extremely easy.

Our region is one of the best value places to live in the UK based on the average cost of living, and property is significantly more affordable than in many other parts of the country. From carefully restored Victorian terraces to contemporary city-centre apartments, semi-rural locations to a seafront home, the region offers a wealth of choice in accommodation.

Newcastle’s hospitals have an international reputation for excellence in health care, and the University works in close partnership with the Newcastle Hospitals NHS Foundation Trust. Our National Health services are some of the best in the country, and our hospitals – including the Royal Victoria Infirmary and the Freeman and Queen Elizabeth hospitals – are also significant employers.

Education here also has a strong reputation, with a choice of excellent state and private schools, several FE colleges and of course world-class higher education provision.

**Equality, Diversity & Inclusion**

We are committed to academic excellence, equality of opportunity, valuing individual differences and the diversity this brings. We aim to develop a fully inclusive University community which recruits and retains colleagues and students from all sectors of society, so that they can be developed within a positive and supportive culture and encouraged to flourish and reach their potential. Our ED&I strategy can be found [here](#).

These fundamental values are central to ensuring that all individuals are treated with dignity, fairness and respect. The fostering and promotion of good relations and understanding between and among colleagues and students, irrespective of identity or background, is expected of everyone that works or studies at the University. By fully embracing equality and diversity, the University is better able to engage with its customers, respond to new and evolving business challenges and create better working environments for colleagues.

**Athena SWAN**

We are the proud recipients of an institutional silver Athena Swan award demonstrating our achievements and ongoing commitment to achieving gender equality. We have held a Silver award since 2016.

**Race Equality Charter**

Newcastle University has become a member of the Race Equality Charter (REC) to help to improve the representation, progression and success of minority ethnic colleagues and students within higher education.

REC provides a framework through which institutions work to identify and self-reflect on institutional and cultural barriers standing in the way of minority ethnic colleagues and students. We are aiming for a full accreditation submission by 2022 and have a self-assessment team, chaired by the Deputy Vice-Chancellor, with membership of colleagues and students from across the organisation working on several key workstreams that have huge relevance in the Education portfolio.

We value diversity at Newcastle University and welcome applications from all sections of the community.
Colleague Benefits
Newcastle University is committed to providing a great range of benefits and discounts for our staff and includes:

Excellent pension schemes (e.g. USS, NHS).

Excellent salary sacrifice schemes, cycle to work scheme and pensions.

Generous annual leave of up to six weeks per year in addition to a Christmas closure period. You also have the opportunity to purchase a further two weeks additional leave per year.

Family friendly leave policies, a staff volunteering scheme and career break scheme.

NCL Rewards which offers nearly 6,000 discounts at national retailers, holiday providers, cinemas, leisure attractions and much more.

Webstore – offering discounts on local sports tickets, theatre shows and other attractions.

Discounted regional travel scheme including bus, metro and rail.

On-site Sports Centre and Library.

More detailed information at https://www.ncl.ac.uk/vacancies/benefits/

Key Terms & Conditions
This is a full-time post, tenable to 31 March 2025 in the first instance, subject to probationary review after 1 year. You will be employed by Newcastle University. Salary will be on the Newcastle University pay scale and will be competitive and appropriate to the experience of the post-holder.

How to Apply
We now invite applications for the position of NHIP Operations Manager, applications should consist of a full CV and a covering letter, of up to two sides of A4 paper, addressing the essential requirements for the position.

Informal enquiries can be made to:

DxNE: Dr Michael Wright at Michael.Wright19@nhs.net, or Professor Nick Reynolds at Nick.Reynolds@newcastle.ac.uk.

TxE: Professor John Isaacs at John.Isaacs@newcastle.ac.uk.