

Role Descriptor

Role Title:	Lead Healthcare Scientist
Tenure:	Fixed term, for 12 months in the first instance
Salary Additions:	Local arrangements to be agreed
Location:	HCS Scientist (full list of specialisms can be found in the annex) Specialism in Employing Organisation
Responsible To:	Medical Director
Band:	Post holder will operate on existing pay band
Hours:	Flexible - To be agreed with post holder and could be shared

Job Summary:

Leadership is a key theme in the Five Year Forward View and is a key NHS priority. To deliver the transformational changes the NHS seeks we will now need to focus, with our partners, on making better use of technology, further developing leadership and supporting scientific research and innovation.

We are keen to support the cross system work to deliver national leadership, support the learning and sharing and aligning scientific and diagnostic service leadership to the other professional groups.

Our aim is to through our diverse workforce to drive coherence, consistency and develop the professional capacity and capability to deliver whole system change through local healthcare science leadership & advice.

To drive the improvement of the delivery of high quality care by:

- Providing scientific leadership and advice to the employing organisation and healthcare scientists within it
- Provide strong leadership, strategic direction and influence for healthcare science services across the employing organisation and to local, regional and national networks.
- Champion of 7 day services and Accreditation of Healthcare Science services across the organisation
- Highlighting HCS in their organisation that are leading the way with innovative services / spotting talent / emerging leaders

The appointee will be a senior healthcare scientist, with wide experience and knowledge of all healthcare science specialisms. They will currently be, or recently have been, employed at the most senior levels. They will be an ambassador for the profession and currently leading across healthcare science specialisms and organisations they will have knowledge of national policy driving the priorities of NHS

England and Health Education England.

Specific Responsibilities:

To improve the delivery of high quality services

To promote quality improvement, innovation and efficiency of clinical services. To actively support, and where appropriate to do so, participate in workforce and service transformation initiatives where healthcare science expertise is essential and supporting the vision and work programme of the Chief Scientific Officer's team at NHS England.

To provide strong Leadership

To lead the development of a highly skilled healthcare science workforce within own organisation and support local, regional and national networks to ensure the effective contribution of healthcare scientists to high quality clinical services and the delivery of strategic programmes and transformational change. To demonstrate commitment to personal leadership development and to participate in and contribute to leadership development opportunities made available through the Chief Scientific Officer's programme or others. To lead by example and demonstrate commitment to NHS supported education and training programmes for healthcare scientists. To support leadership best practice and, in particular, commit to identifying opportunities for those around them to develop their leadership qualities to ensure a succession plan is operational and leaders of the future are being appropriately prepared.

To provide strategic direction and influence for HCS services

To contribute to strategic direction setting and support Healthcare Scientists (HCS) within their organisation, across networks, provider organisations and sectors. To improve relationships across the healthcare workforce including commissioners, primary, community, social care and public health colleagues and private, independent and voluntary organisations. . To be aware of wider policy drivers and to translate nationally set policy into locally delivered actions.

To build and contribute to networks

To actively contribute to the local, regional and national agenda for healthcare scientists by ensuring good communication with the trust board and across their own organisation on regional and national issues through developing and participating in networks and communicating with the Chief Scientific Officer (NHS England), as appropriate. Actively contribute to the Clinical Senates, Strategic Clinical Networks and Clinical Commissioning Groups.

The above will be assured via a biannual report to the trust Medical Director and the Chief Scientific Officer team.

Signature of Post Holder

Date

Signature of Line Manager

Date.....

Person Specification
Organisational Lead Scientist

Area	Essential	Desirable
Qualifications:		
Healthcare Scientist (full list of specialisms can be found in the annex)	✓	
Educated to doctoral level		x
Mandatory CPD to maintain fitness to practice	✓	
Relevant advanced knowledge in management and leadership	✓	
Skills and Abilities:		
Excellent Leadership Skills	✓	
Able to work independently	✓	
Able to negotiate effectively with individuals and organisations to achieve appropriate outcomes for the service	✓	
Able to work effectively with commissioners update language	✓	
Able to communicate clearly and effectively verbally and in writing with a wide range of healthcare professionals across multidisciplinary teams and external organisations	✓	
Able to demonstrate a high standard of personal specialism and professional behaviour and act as a role model for other healthcare scientists	✓	
Able to chair meetings effectively and facilitate discussions	✓	
Able to establish successful team working	✓	
Knowledge & Experience:		
In-depth knowledge and experience of work within wider healthcare setting	✓	
A significant understanding of the issues around HCS training	✓	
Research, evaluation and data management	✓	
	✓	
Promoting Innovation		✓
Understanding of the NHS financial regime, especially in relation to training		✓
Experience of working with R&D in NHS or business environment		✓
Evidence of leading large scale organisational change		✓
Personal Attributes:		
Ability to work under own initiative	✓	

Team Worker	✓	
Circumstances / Special demands of the post:		
High level leadership skills	✓	
Influencing/negotiating with diverse and senior stakeholders.	✓	
Well developed analytical and problem solving skills	✓	
Commands the respect of professional colleagues	✓	
Able to travel to regional and national meetings and conferences where necessary	✓	
Flexible working hours and location		✓

HCS Specialisms

Lab/Pathology Sciences

- Analytical Toxicology
- Anatomical pathology
- Blood transfusion science/transplantation
- Clinical biochemistry including paediatric metabolic biochemistry
- Clinical genetics/Genetic Science
- Clinical embryology & Reproductive Science
- Clinical immunology
- Cytopathology including cervical cytology
- Electron microscopy
- External quality assurance
- Haematology
- Haemostasis and thrombosis
- Clinical Immunology
- Histocompatibility & immunogenetics
- Histopathology
- Microbiology
- Molecular pathology of acquired disease
- Phlebotomy
- Tissue banking

Physiological Sciences

- Audiology
- Autonomic neurovascular function
- Cardiac physiology
- Clinical perfusion science
- Critical care science
- Gastrointestinal physiology
- Neurophysiology
- Ophthalmic and vision science
- Respiratory physiology
- Urodynamic science

- Vascular science

Bioinformatics including

- Clinical Bioinformatics and Genomics
- Computer science and modelling
- Specialist Health Informatics & analysis

Physical Sciences and Biomedical Engineering

- Biomechanical engineering
- Clinical measurement & Development
- Clinical Pharmaceutical Science
- Diagnostic radiology & MR physics
- Equipment management & clinical engineering
- Medical electronics & instrumentation
- Medical engineering design
- Clinical photography
- Nuclear medicine
- Radiation protection & monitoring
- Radiotherapy physics
- Reconstructive Science
- Rehabilitation engineering
- Renal dialysis technology
- Ultrasound & non-ionising radiation