**JOB DESCRIPTION**

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| **Post Title:** | Clinical Academic Partnership Joint DirectorKHP Diabetes, Endocrinology and Obesity (DEO) |
| **Department/ Division/Directorate:** | King’s Health Partners (KHP)  (NOTE: KHP is not an employing organisation. Appointees will remain employed by their substantive employer, as one of the partner organisations or be issued an employment contract by one of the partner organisations and hold honorary status with KHP).  Clinical Academic Partnership Directors remain accountable under the statutory frameworks within which the four Partner organisations operate in order to comply with their terms of authorisation. A KHP Honorary Passport will be awarded to enable them to fulfil the role. |
| **Grade and establishment:** | Consultant or equivalent if other health professional, or Senior Academic if a King’s College London employee.  Inter-disciplinary job share arrangements are encouraged for this role. Typically, this will be in the form of a shared application between clinicians from three Trusts and an academic.  Applicants must satisfy the full range of essential criteria within their joint application. |
| **Tenure** | 3 years (postholders will be required to undertake the KHP 360 appraisal and coaching as part of their role) |
| **Responsible to:** | Executive Director, King’s Health Partners (KHP) |
| **Accountable to:** | KHP DEO Clinical Academic Programme Board |

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| **TERMS** |
| The time commitment to this appointment will vary according to the complexity and size of the Clinical Academic Programme and will be agreed by negotiation with the KHP leadership and employing Partner, but is anticipated to be [2 PAs/ 0.2 wte per individual].  Clinical Academic Partnership Director performance will be supported by the KHP 360° review, which allows for measurement of success of joint working arrangements, individual contributions to development of the Clinical Academic Partnership, and helps to support evaluation of collaborative work styles. This process is designed to support, not duplicate, individual performance appraisal within substantive, clinical, academic or general management roles. |

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| **King’s Health Partners:**  King’s Health Partners was established by its founding partners in 2009; an Academic Health Sciences Centre where world-class research, education and clinical practice are brought together for the benefit of patients.  The collective weight of the partners has been applied to this challenge; comprising a leading university, King’s College London, two large NHS acute Foundation Trusts, Guy’s and St Thomas’ (which now comprises Royal Brompton and Harefield), King’s College Hospital, and South London and Maudsley, our NHS Foundation Trust for mental health services.  Together we represent a £3.8 billion partnership, with over 46,000 staff and 31,000 students and 4.3 million patient contacts annually. Our mission is delivered through 21 Clinical Academic Groups which bring together clinical and academic experts across specialties, five of which matured into what is now called Clinical Academic Partnerships (Haematology; Cardiovascular; Women’s and Children’s Health; Neurosciences; Diabetes, Endocrinology and Obesity), major cross cutting-programmes (Mind & Body, Value-Based Healthcare) and an award-winning Education Academy.  Our Strategy  Our five-year plan 2020 - 2025 ***– Delivering better health for all through high impact innovation* –** builds on the maturity of our partnership, and anticipates extending our reach towards an Academic Health Sciences *System* across a wider geography of care, through four key themes:  **1. Novel technologies, therapeutics and diagnostics** – building on exceptional infrastructure; developing new cell and gene therapies, AI algorithms and engineering technologies to improve patient outcomes  **2. Transforming system-wide quality improvement and outcomes** – using the power of our AHSC research and implementation science to transform patient experience and health outcomes  **3. Leading urban population health** – reducing health inequalities and improving health  **4. Workforce innovation and sustainability** – developing a workforce equipped for the future of modern healthcare  Over this period 2020-2025, we will continue to work with these themes to intensify our pursuit of earlier detection, intervention and targeted prevention of disease though the use of new approaches derived from discovery science, moving over time to improved population health.  [www.kingshealthpartners.org](http://www.kingshealthpartners.org/) |
| **KHP Diabetes, Endocrinology and Obesity:** King’s Health Partners Diabetes, Endocrinology & Obesity (KHP DEO) brings together clinical, operational and academic teams from across three leading NHS Foundation Trusts, Guy’s and St Thomas’, King’s College Hospital and South London and Maudsley, and one of the world’s top research-led universities, King’s College London. Collectively, we are the largest provider of diabetes and endocrinology services in Europe, and uniquely positioned to improve the lives of a culturally diverse population facing significant deprivation, multi-morbidity and worsening health inequality.  As a clinical academic partnership, we connect basic scientists, who primarily focus on determining the cellular mechanisms underlying diabetes, obesity and endocrine disorders to identify novel therapeutics targets, with clinical academics and clinicians, to improve the translation of new discoveries into patient care.  We lead system-wide collaborations, working closely with service users, families and carers, local voluntary and community groups, and colleagues within primary and community care. We focus on improving pathways of care by reducing variation and increasing access, and we ensure patients are treated holistically, recognising both their mental and physical health needs.  None of what we do would be possible without our staff and students and we provide excellent education and training to support them in their current and future roles. We also develop training opportunities in collaboration with those working in diabetes, endocrinology and obesity across the UK and globally.  Acting as a vehicle for innovative and integrated ways of working across research, education and clinical practice, KHP DEO seeks to help address population health inequalities within diabetes, endocrinology and obesity that are likely to be relevant in current and next generations, and also have global reach and relevance.  Our key priorities   * Driving system-wide collaboration across primary, community and secondary care and from prevention though to specialist care; underpinned by a population health approach. * Strengthening integrated ways of working across our current organisational boundaries through ‘One Team’ working; leading to improved holistic care and outcomes for patients and populations. * Improving the mental and physical health of our patients – taking a Mind & Body approach that encompasses psychiatry, immunology, beta-cell biology, education and therapies. * Accelerating translation of research and innovation into practice to improve health outcomes, with research evidence and outcomes applicable to other UK geographies and internationally. * Enhancing multi-disciplinary education and learning opportunities across our workforce, which are also available nationally and globally.   Diagram  Description automatically generated |

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| **JOB SUMMARY** |
| The Clinical Academic Partnership Joint Director(s) are accountable for leading the strategic vision and clinical-academic strategy to ensure that we deliver internationally competitive outcomes for the Clinical Academic Partnership and the offer to patients, staff and students:   * Providing visible and compelling clinical/ academic leadership for the Clinical Academic Partnership. * Promoting and ethos of excellence in diabetes, endocrinology and obesity health within KHP, nationally and internationally. * Building shared vision of the life course of health and disease and promoting active engagement with the Clinical Academic Partnership across the KHP partners. * Working with, and influencing, key stakeholders to gain their support and secure the resources needed to establish the Clinical Academic Partnership. * Creating and facilitating a vibrant research community that inspires and supports academics and clinicians in diabetes, endocrinology and obesity health to achieve their potential. * Building a world-class offer across research, innovation, education and training, which informs and benefits clinical practice in diabetes, endocrinology and obesity. * Leading the design, development and implementation of new operating models for shared clinical and academic activity across the KHP partners, including clinical data processes. * Driving delivery of new Clinical Academic Partnership research, innovation and education activities that add demonstrable value to the KHP Partners. * Ensuring development of metrics / KPIs that capture the value-added to the KHP partners by the Clinical Academic Partnership, measuring and communicating performance against these metrics / KPIs to key stakeholders. * Exploring and supporting inward investment opportunities in conjunction with the Programme Director and Programme Team. |

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| **KEY ACCOUNTABILITIES** |
| * To cultivate effective working relationships with key Clinical Academic Partnership stakeholders from KHP and its partners. * To develop, lead and manage a programme of activity that will deliver world-class in KHP Diabetes, Endocrinology and Obesity. * To ensure that the resources required to establish the Clinical Academic Partnership (including space, staff and funding) are secured through appropriate internal and external channels and used effectively. * To work with colleagues from professional services and management to ensure that effective governance and management structures are established for the Clinical Academic Partnership. * To ensure development and delivery of Clinical Academic Partnership research and innovation, and education and training strategies that reflect the expertise, needs and priorities of the partner organisations. * To ensure development and implementation of a new operational business model where partners agree joint appointments, joint business cases and there are agreed budget processes and approaches to promote financial trust and transparency in all joint endeavours. * To identify and deliver value-adding opportunities for the Clinical Academic Partnership partners and ensure that the benefits of these for the organisations and their patients, staff and students are both demonstrable and realised. * To act as a champion and advocate for clinical and academic researchers in diabetes, endocrinology and obesity across KHP, at all stages of their careers. * To be the advocate ensuring patients and the local population are at the centre of all developments and KHP patients and parents have an on-going, life course relationship with the Clinical Academic Partnership. * To act as an ambassador for the Clinical Academic Partnership, promoting its activities, engagement and value across KHP, nationally and internationally. * To develop and maintain key strategic relationships for example GST Charity, BRC’s, research funders, Government, industry and commercial partners. * Ensure regular reporting of progress and performance through the Clinical Academic Partnership governance chain, to KHP and Partners’ boards. |

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| **KEY COMMUNICATIONS AND WORKING RELATIONSHIPS** | |
| **Internal** | **External**  **(where appropriate as the Institute develops)** |
| * KHP Executive Director * DEO Programme Board * KHP Management Team – in particular the Managing Director, Director of Partnerships and Programmes and, Director of Education and Training * KHP Partner Trust Management Executives * Service and Clinical Directors, Senior Clinical Leaders and / or Deputy Medical Directors for Diabetes, Endocrinology and Obesity within all KHP NHS Partners * Head of the KCL Department of Diabetes, Endocrinology and Obesity * Deans / Heads of relevant KCL Faculties and Schools * Research and education leads within all Partners * Leadership team of GSTT and SLAM BRCs * GST Charity * KHP Fundraising and Supporter Development | * Research grant funding bodies relevant to diabetes, endocrinology and obesity health. * Leads of NHS and other innovation organisations and hubs. * Current and potential academic partners both national and international. * Relevant academic and professional bodies and associations. * Current and potential commercial partners. * Education and Training partners – Royal Colleges, Health Education England, Patient and service users. * Government and policy-making bodies with influence on diabetes, endocrinology and obesity health. * Patient and parent advocacy / engagements groups. * Potential (and current) donors of Clinical Academic Programme funding. * Strategic Clinical Network and Clinical Senate – Chief Executives, Medical Directors, Leads of referring hospitals. |

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| **Special Requirements:**  You may be required to work irregular hours in accordance with the needs of the role.  Information of a confidential nature must be kept strictly confidential and should never be disclosed either inside or outside work. It should be noted that breach of confidentiality is a serious offence which may lead to dismissal.  **General:**  All staff are expected to adhere to relevant policies and procedures within KHP and partner organisations.  **Disclosure:**  This vacancy has been defined as a ‘position of trust’ and is therefore exempt from the Rehabilitation of Offenders Act (1974). As such, shortlisted candidates will be required to declare full details of any criminal background, regardless of how old a conviction may be, and the successful candidate will be required to apply for a standard (or enhanced) Disclosure (a criminal records check) from the Criminal Records Bureau. A criminal record will only be taken into account for recruitment purposes, where the conviction is relevant to the position being applied for, and where this is the case, will not necessarily bar candidates from employment. Any decision will depend on the precise nature of the work and the circumstances and background to the offence(s). Further information about the Disclosure scheme can be found at [www.crb.gov.uk](http://www.crb.gov.uk/) Copies of the CRB’s Code of Practice and the College’s Recruitment Policy for posts requiring Disclosure are available on request. Date: October 2017  **Please note:**  This job description reflects the core activities of the role and as King’s Health Partners, the Institutes and the post-holder develop there will inevitably be changes in the emphasis of duties. It is expected that the post-holder recognises this and adopts a flexible approach to work and be willing to participate in training.  If changes to the job become significant, the job description should be reviewed formally by the post-holder and line manager. The HR Department of the post holder’s substantive employer should then be consulted as to the implications of the proposed changes. |

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| **PERSON SPECIFICATION** |

**Joint Programme Director, KHP Diabetes, Endocrinology and Obesity Clinical Academic Partnership**

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| **CRITERIA** | **E S S E N T I A L** | **D E S I R A B L E** | **HOW IDENTIFIED AND ASSESSED**  AP = application  I = interview  P = presentation  R = references |
| **Education/qualification and training** |  |  |  |
| Degree level qualification or equivalent in health-related subject | **x** |  | AP |
| PhD or equivalent or alternate qualification (e.g. MD(Res)) | **x** |  | AP |
| Full Professional Registration[[1]](#footnote-1) | **x** |  | AP |
| **Knowledge/skills** |  |  |  |
| Evidence of leading multi-disciplinary teams, both within and across organisational boundaries | **x** |  | AP, I |
| Evidence of successfully leading creation or operation of an academic Centre, Department or Institute |  | **x** | AP, I |
| Evidence of maintaining an active research profile with a sustained track record of securing external grant funding | **x** |  | AP, I |
| Knowledge of the UK Higher Education sector and operating environment | **x** |  | AP, I |
| Knowledge of the NHS and delivery / development of clinical services in either diabetes, endocrinology or obesity | **x** |  | AP, I |
| Understanding of the concepts and application of clinical governance | **x** |  | AP, I |
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| **Experience** |  |  |  |
| Experience of developing and implementing research, education and / or clinical service strategy | **x** |  | AP, I |
| Track record of strategic leadership of clinical, academic or research services, especially with regard to the integration of research, clinical practice and teaching to drive new models of care | **x** |  | AP, I, R |
| Capability and confidence to manage the research and academic agenda and to establish its credibility as a leader in its field both on a national and international platform | **x** |  | AP, I |
| Experience in supervising PGR students and / or clinical fellows | **x** |  | AP, I |
| Experience in mentoring and developing junior research colleagues | **x** |  | AP, I |
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| **Personal characteristics/other requirements** |  |  |  |
| Ability to work collaboratively with academic, research, clinical and professional services / NHS managerial colleagues | **x** |  | AP, I, R |
| Demonstrate ability to adapt leadership style and approach to work with a range of colleagues and to deliver results | **x** |  | AP, I |
| Demonstrable skills in working creatively with difference and conflict | **x** |  | AP, I |
| Ability to listen to different perspectives, encourage participation, make and execute decisions | **x** |  | AP, I |
| Ability to build shared vision and active engagement | **x** |  | AP, I |
| Ability to review current ways of working, and identify new and innovative solutions to service delivery and partnerships | **x** |  | AP, I |
| Ability to develop a strong, active network of both internal and external contacts / collaborators. | **x** |  | AP, I, R |
| Excellent interpersonal skills with the ability to build and influence senior stakeholders | **x** |  | AP, I |
| Resilience to working in an environment that requires multitasking and deliver against objectives under pressure | **x** |  | AP, I, R |
| The ability to take individual responsibility for planning and undertaking own work, according to clinical and scientific deadlines | **x** |  | AP, I |

1. Applies to clinical applicants only [↑](#footnote-ref-1)