

Position Specification

NHS Blood and Transplant

Medical and Research Director

NHS Blood and Transplant

Summary

The work of NHSBT is crucial to the NHS. Employing 5,500 staff across the UK, with an income of nearly £450 million, it is responsible for delivering blood, and blood based therapies across England and north Wales; and organ donation and supply services for the whole of the UK.

The organisation collects over 6,000 units of blood from donors each working day and tests and processes almost 1.6 million blood donations every year to ensure a constant supply of blood to hospitals. The organisation also makes possible some 4,400 organ transplants possible every year. In addition, it retrieves and stores other tissues like skin and bone, ready for patient use. NHSBT is also responsible for the NHS Organ Donor Register (which currently has almost 22 million names), employs specialist nurses who contact donor families, and commissions organ retrieval teams. NHSBT also provides half the stem cell transplants in England, maintains the NHS Cord Blood Bank, and, with the Anthony Nolan charity, runs the British Bone Marrow Registry.

Transfusion and transplantation activities are supported by a network of laboratories providing red cell immunohaematology reference services (including the International Red Cell Reference Laboratory and Frozen Blood Bank), and histocompatibility and immunogenetic testing. Finally, Therapeutic Apheresis services are provided directly to patients at eight locations.

Service activity is under pinned by a significant research and development programme operated in partnership with a number of the UK's leading universities. The National Institute for Health Research has recently funded four 5-year Blood and Transplant Research Units on strategic topics. Research facilities include GMP clean rooms, the Clinical Biotechnology Centre manufacturing clinical grade plasmids, a Systematic Reviews Initiative, and a registered Clinical Trials Unit.

NHSBT's roles also include:

- Leading public campaigns to encourage people to donate organs, blood and tissues.
- Providing expert advice to other NHS organisations, the Department of Health, Ministers and devolved administrations.
- Influencing relevant EU statutory frameworks and national guidance.
- Liaising with other providers of blood and organs across the world, notably the other UK Blood Services. NHSBT is a member of the European Blood Alliance and the Alliance of Blood Operators.

Background and achievements

NHSBT was formed in 2005 as a merger of the National Blood Service and the UK Transplant organisation. Significant LEAN systems based improvement work has taken place and now NHSBT benchmarks as one of the most efficient blood production operations in the world.

NHSBT's reputation with hospitals is strong both in terms of responsiveness and quality. The price of blood per unit had remained the same for the last few years and in 2015 has been reduced to 2005 levels. This price control, set alongside NHSBT, led efforts to reduce usage, and means that hospitals have seen a year on year decrease in the amount they pay for blood.

Advances in areas such as regenerative medicine mean that we are increasingly involved in supporting early phase clinical trials of products developed by academia/industry. Our own research programme has seen establishment of a 50,000 blood donor trial of inter-donation interval, and establishment of an organ transplant biobank to support future studies of organ quality. Clinical trials of blood components have been published in the New England Journal and Lancet. Tissues Development has refined decellularisation processes and now offers a d-Cell dermis product.

Over the next five years, we will be undertaking replacement of our major IT systems under-pinning the blood supply, organ transplant activities and desktop services in order to further increase efficiency in our process and enhance our digital service offering to donors, customers and patients.

The Clinical Directorate

Headed by the Medical and Research Director, the Clinical Directorate comprises:

- A medical workforce of more than 50 consultants, specialty doctors and clinical research fellows, supported in donor work by specialist nurses. Doctors are organised in teams under one of three Associate Medical Directors, and work embedded in the operational directorates. Many consultants have joint posts with either a major hospital, a university or Public Health England, ensuring a collaborative approach to infectious risks.
- The governance team, including clinical audit, medico-legal claims, risk management and information governance.
- The Statistics and Clinical Studies team, who run all clinical trials and provide service support across the organisation, notably to organ donation and transplantation.

The budget for all of the above is close to £13m per annum.

Researchers across the organisation sit in the Directorate, as does the team responsible for development of blood components. Including the NIHR funding, the research budget is approximately £8m annually.

The Directorate also hosts certain UK activities, notably the haemovigilance scheme, Serious Hazards of Transfusion (SHOT), and the Joint Professional Advisory Committee, which sets policies for the four UK Blood Services.

Further information

General:

www.nhsbt.nhs.uk

Five year organisational strategy:

<http://www.nhsbt.nhs.uk/who-we-are/strategy/>

Research and Development Strategy:

<http://www.nhsbt.nhs.uk/research-and-development/research-and-development-strategy/>

The Role

This post has responsibility for:

- Corporate decision making as a member of the Board and Executive team.
- Management of the Clinical Directorate, including staff and finances.
- Ensuring professional direction, performance management and supervision to the senior members of medical staff in each NHSBT operating division.
- Compliance with legislation regarding medical licencing and revalidation as defined by the General Medical Council, along with advice to the Board on medical workforce development.
- The NHSBT Governance framework and clinical governance systems across NHSBT.
- Advice to the Board on changes and innovations in clinical practice or policy in relation to Transfusion and Transplantation.
- Making an active contribution to the development of national, European Union and international health care policy in respect of transfusion and transplantation medicine and science.
- Overseeing research and development across NHSBT, and acting as the interface with research bodies, including universities and Public Health England.
- Representing NHSBT with key transfusion medicine and transplantation stakeholders, both nationally and internationally.
- Liaising with Ministers and senior government officials as a representative of NHSBT.
- Communications with the media, as required.

Candidate Profile

The successful candidate will be a qualified medical practitioner, with full GMC registration (or the ability to obtain this quickly), and preferably a specialist in haematology, transfusion medicine or a related field with linked postgraduate qualifications such as MRCP, MRCPATH or equivalents. They should have knowledge of transfusion medicine and of organ transplantation and, ideally, a track record within medical research. They will bring senior medical management experience, preferably at Board or equivalent level.

Candidates should also be able to demonstrate:

- Outstanding leadership in clinical risk assessment and management.
- The ability to work with and motivate staff at all levels in the organisation, and command the respect of the clinical and research workforce.
- The capacity to drive the translation of innovative research into development of viable products and services for patients.
- A commercial mindset and the skill to work with the wider executive team to capitalise on income generation opportunities.
- The ability to quickly build a network.
- The stature to be an effective ambassador for NHSBT nationally and internationally, and a compelling speaker and presenter, used to distilling complexity into terms understandable to myriad stakeholders.
- A willingness to lead NHSBT's ability to influence policy.
- Intellectual agility to quickly extrapolate the impact of current market events on healthcare and establish how NHSBT can play a role.
- Resilience and ability to manage a large workload with changing priorities.

Knowledge of regenerative medicine would also be an advantage.

The Medical and Research Director must be visibly committed to NHSBT's values and the behaviours that support them including a commitment to best practice in equality and diversity.

Remuneration and Benefits

Attractive package including access to the NHS superannuation scheme.

Location

Some flexibility, with at least two days a week in London/the South East, with national travel.

The Selection and Recruitment Process

Russell Reynolds Associates has been appointed to assist in the recruitment of this post.

Timetable

Indicative, subject to change

Closing date for applications	14 th January
Assessment Interviews	February

Application Instructions

Closing date for applications is noon on 14th January 2016.

All applications must include the following:

- The reference number 1511-033L in the subject line.
- A short covering letter of not more than two A4 sized pages explaining why this appointment interests you and how you meet the appointment criteria and competencies as detailed in the candidate profile.
- A current CV with educational and professional qualifications and full employment history where possible giving details where applicable, of budgets and numbers of people managed, relevant achievements in recent posts, together with reasons for absence within the last two years.
- Names of at least two referees who may be contacted at short list stage, i.e. *before* final interview.
- Confirmation from you that you are happy for Russell Reynolds Associates or its client to undertake any necessary background checks, including career, credit and qualifications, or similar.
- The willingness and ability to confirm that you are a fit and proper person. For further details, please see: <http://www.cqc.org.uk/content/regulation-5-fit-and-proper-persons-directors#guidance>
- Notification of any dates you are unable to accommodate within the indicative timetable set out in the previous section.
- Your mobile number – and any other useful contact telephone numbers – together with your preferred e-mail address, which will be used for all correspondence between us. Please complete **Appendix 1**.

The completed monitoring forms contained in **Appendix 2**.

In response to the advertisement, please submit your full application to:

By email (preferred): Responses@RussellReynolds.com

Or, by post:
Russell Reynolds Associates
c/o Elinor Parry
Reference number 1511-033L
Almack House
28 King Street
London SW1Y 6QW

If you need assistance, please email responses@russellreynolds.com or call +44 (0) 20 7198 1870.

Appendix 1: Personal Details

Surname:	Forename(s):	Title:
Address for correspondence:		
Postcode:		
Contact Telephone Number (including national or international dialing code):		
Mobile Telephone Number:		
E-mail address:		

Appendix 2: Diversity Monitoring Questionnaire

Name (BLOCK CAPITALS)

Our client is committed to pursuing equality of opportunity.

This section of your submission will be detached from your application. The information collected will only be used for monitoring purposes in an anonymised format and will help the organisation analyse the profile and make up of applicants and appointees to jobs in support of their equal opportunities policies. Your answers will be treated confidentially and will not affect your job application in any way. We thank you in advance for your co-operation.

Part A: Gender

- Male
 Female

Part B: Age

- | | | |
|-----------------------------------|--------------------------------|--|
| <input type="checkbox"/> Under 25 | <input type="checkbox"/> 45-49 | <input type="checkbox"/> Do not wish to answer |
| <input type="checkbox"/> 25-29 | <input type="checkbox"/> 50-54 | |
| <input type="checkbox"/> 30-34 | <input type="checkbox"/> 55-59 | |
| <input type="checkbox"/> 35-39 | <input type="checkbox"/> 60-64 | |
| <input type="checkbox"/> 40-44 | <input type="checkbox"/> 65+ | |

Part C: National Identity

What do you consider your nationality to be?

- British
 English
 Irish
 Scottish
 Welsh
 Other (please specify if you wish)
 Do not wish to answer

Part D: Ethnic Background

What is your ethnic background?

Asian

- Bangladeshi
 Indian
 Pakistani
 Other Asian background (specify below if you wish)

Mixed ethnic background

- Asian and White
 Black African and White
 Black Caribbean and White
 Other mixed ethnic background (specify below if you wish)

Black

- African
- Caribbean
- Other Black background (specify below if you wish)

White

- Any White background (specify below if you wish)

Other ethnic background

- Any other ethnic background (specify below if you wish)

Chinese

- Any Chinese background (specify below if you wish)
- Do not wish to answer

Other information you wish to specify

Part E: Disability monitoring

The Disability Discrimination Act 1995 (DDA) defines a disabled person as someone with a physical or mental impairment, which has a substantial and long-term adverse effect of at least one year on a person’s ability to carry out normal day-to-day activities.

Do you consider yourself to be disabled as defined in the Disability Discrimination Act?

- Yes
- No

If you are selected for interview will you require any additional arrangements at interview? If so please specify below:

Part F: Sexual orientation

Which of the following best describes how you think of yourself?

- Bisexual
- A gay man
- A gay woman / lesbian
- Heterosexual
- Other (please specify)
- Do not wish to answer

Part G: Religion

What is your religion?

- No Religion
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Do not wish to answer

- Any other religion (please specify)?

**Please return the completed questionnaire together with your application form.
This form will not be disclosed to anyone involved in assessing your application.**