

Position Specification

Royal Brompton and Harefield NHS Foundation Trust

Research Director

Summary

The role of Research Director at the Royal Brompton & Harefield NHS Foundation Trust (RBH) is arguably one of the most influential roles in heart and lung research in the UK, leading an R&D portfolio in an internationally renowned centre for heart and lung services, with a focus on excellent and innovative research and securing income from a wide variety of sources.

Royal Brompton and Harefield NHS Foundation Trust: An Institution

Royal Brompton & Harefield NHS Foundation Trust is an internationally renowned centre for heart and lung services. Our brand identity is strong and clear: delivering the best clinical care and the best research for patients with heart and lung disease. Heart and Lung diseases are the world's biggest killers and our experts care for patients who come from across the UK and overseas, not only from our local areas. Our integrated approach to caring for patients from the womb, through childhood, adolescence and into adulthood and old age has been replicated around the world and has gained the Trust an international reputation as a leader in heart and lung diagnosis, treatment, and research.

Research programmes play a vital role at both our hospitals. This is because the most talented medical experts are rarely content with using tried and tested methods to treat their patients. The opportunity to influence the course of modern medicine by developing new treatments is a prospect that attracts them to specialist centres, where research opportunities are a fundamental part of delivering patient care. As well as travelling internationally to lecture and share their knowledge, our clinicians hold prominent positions on influential boards, committees, institutions and professional associations.

Our closest academic partners are the National Heart and Lung Institute in the Faculty of Medicine Imperial College London and the Harefield Heart Science Centre. Through our clinical research studies we also have active collaborations with hospital and universities across the UK, most notably with Liverpool Heart and Chest Hospital in the Joint Institute for Cardiovascular Medicine and Science. This partnership also reflects the Trust's desire to develop partnerships outside its usual geographical boundaries.

Over the years our experts have been responsible for several major medical breakthroughs – discovering the genetic mutations responsible for the heart condition dilated cardiomyopathy, founding the largest centre for the development of new treatments for cystic fibrosis in Europe and pioneering heart surgery for newborn infants.

Our hospitals do not operate in a vacuum; fully integrated networks of care exist with partner organisations and many of our clinicians have joint appointments with neighbouring trusts.

Our experts promote the principle of 'shared care' through an expanding system of consultant-delivered outreach clinics, at which they see patients at over 30 hospitals across the South East, covering Essex, Sussex, Surrey, Hertfordshire, and Middlesex. This system allows patients to benefit from specialist expertise in their local environment, with inpatient care at our hospitals as needed.

Further information about the Trust is included in Appendix 1.

Research strategy

The Trust's research mission is driven by the need to address clinically important issues: *"Undertaking pioneering and world-class research into heart and lung disease in order to develop new forms of treatment which can be applied across the NHS and beyond"*.

Research activities in the Trust are overseen by a Research Management Committee (RMC), which reports to the main Trust Board. Research activities are guided by a Board-approved Research Strategy which has four inter-related goals:

- Supporting and developing research-active staff
- Exploiting opportunities to attract and retain research funding
- Promoting and increasing engagement in Trust research
- Provision of research facilities, effective research resource and administrative support.

Further information

Research:

<http://rbht.nhs.uk/research/>

Research and Development Strategy:

<http://rbht.nhs.uk/research/our-research/research-strategy-partners-and-performance-management-activities/#Research-strategy>

Research Directorate: shape, facilities, funding and partnerships

The Trust hosts state-of-the-art dedicated research facilities for its heart and lung disease research programmes. These facilities are available to Trust researchers and their academic and industrial collaborators and comprise:

- Clinical Research Facility
- Interventional Cardiology Laboratory
- Genetics
- Imaging
- Biobank
- Histopathology
- Sample Processing

Further details of the research facilities can be found at:

<http://rbht.nhs.uk/research/our-research/facilities/>

The Trust's research is funded from a wide range of sources including the National Institute for Health Research (NIHR), UK research councils, medical charities and the European Union. We also work closely with industry partners from the pharmaceutical, medical device, diagnostic and biotechnology sectors.

The Trust also has a number of strategic partnerships enabling the delivery of its research mission. These include Imperial College London, Liverpool Heart & Chest Hospital NHS Foundation Trust,

Imperial College Health Partners & North West London Academic Health Science Network and other NIHR and Clinical Partnerships.

Further details of our strategic partnerships can be found at:
<http://rbht.nhs.uk/research/for-industry/strategic-partners/>

NIHR Biomedical Research Units

In 2008 the National Institute for Health Research (NIHR) established 16 biomedical research units (BRUs) across England to undertake translational clinical research in priority areas of high disease burden and clinical needs that are currently under-represented. Each NIHR BRU is a partnership between an NHS trust and a university.

The Trust, in partnership with Imperial College London, won BRU status for both its respiratory and cardiac research programmes. This status was supported by an initial, four-year NIHR grant worth £9 million. A further five-year grant of almost £20 million was awarded by the NIHR in August 2011. This funding enables its best health researchers and clinicians to continue pioneering research into some of the most complex heart and lung conditions affecting patients around the world.

The BRUs aim to:

- Increase the critical mass of clinicians and scientists working together with its patient groups
- Generate shared core facilities such as biobanks and databanks to increase synergy between the BRUs
- Increase the number of drugs, devices or biomarkers progressing into phase II clinical trials
- Educate the next generation of translational researchers
- Develop public and patient involvement programmes to encourage their involvement in its research

Active research studies

The Trust hosts a variety of research studies covering the breadth of its clinical practice. Current active Cardiovascular studies are being conducted in areas such as heart failure, arrhythmias, structural heart disease includes aortic and valvular disease, coronary heart disease and congenital heart disease. Active Respiratory research is being conducted into asthma/allergy, chronic cough, chronic obstructive pulmonary disease, sleep medicine & ventilation therapy, chronic suppurative lung disease including cystic fibrosis, primary ciliary dyskinesia & bronchiectasis, interstitial lung disease & pulmonary fibrosis and thoracic surgery including surgical oncology. Cross-cutting research themes comprise critical care including acute respiratory failure, pulmonary hypertension, paediatrics and transplantation including cardiac and lung transplant activities

The Trust also hosts the NIHR Respiratory Rare Diseases Translational Research Collaboration (Respiratory RD-TRC). The RD-TRC has been developed to catalyse in-depth phenotyping of patients with rare diseases, linking this to genotyping where appropriate, and leading to national databases accessible both to academia and industry. With investment the aim is to increase research collaborations that will lead to improved diagnosis, treatment and care for people with rare diseases. The Respiratory RD-TRC focusses on research into Alpha-1 Antitrypsin Deficiency (AAT) and Cystic Fibrosis.

Research performance

To achieve its strategic objectives, the Trust actively oversees its research performance through regular reporting to the Research Management Committee (RMC).

Research activity highlights in 2014/15 included:

- 3149 patients recruited into >175 studies, of which 2384 patients were into NIHR portfolio studies.
- 2227 patients consented to donate their tissue for retention within the Trust's Research Biobanks.
- One of the best performing NHS Trusts for meeting national benchmarks for study set-up.
- A research portfolio (excluding NIHR BRU budgets) of >£17m including >£12m of charitable and public sector funding.

Individual study management, especially against national NIHR metrics for study-set-up and delivery, is overseen by the Clinical Research Oversight Committee which reports to the RMC. In Q4 of 2014-15 (data reported for the 12-month period 1 April 2014–31 March 2015):

- 89.3% of studies met the 70-day benchmark (NIHR adjusted figure).
- 56.7% of closed industry clinical trial recruited to time and on target.

The Role

This post has responsibility for:

- Management of the Research Directorate, including staff and finances.
- Overseeing research and development (R&D) across RBH, and acting as the interface with research bodies, including universities and Public Health England.
- Horizon scanning new developments and innovations in Cardiovascular and Respiratory medicine and science.
- Creating opportunities for income generation from research conducted at RBH as well as securing funding for research from partners in the public, private and third sectors.
- Representing RBH with key Cardiovascular and Respiratory medicine stakeholders, both nationally and internationally.
- Ensuring professional direction, performance management and supervision to the senior members of research staff.
- Compliance with legislation regarding research conducted by RBH, along with advice to the Board on research workforce development.
- Advice to the Board on changes and innovations in research practice or policy in relation to Cardiovascular and Respiratory medicine and science.
- Making an active contribution to the development of national, European Union and international health care policy in respect of Cardiovascular and Respiratory medicine and science.
- Liaising with Ministers and senior government officials as a representative of RBH.
- Communications with the media, as required.
- Corporate decision making as a member of the Trust's Senior Management Team.

There will also be the opportunity to link academically with Imperial College London in the role.

Candidate Profile

This individual needs to be a research scientist with a business mind, and with the ability to run the R&D portfolio at RBH as an enterprise which serves patients effectively and efficiently, allowing for

innovation. Academic credibility is a must, in an area relating to Cardiovascular or Respiratory science or medicine. Clinical qualification and/or applied research capabilities are not required but both are desirable. The successful candidate will bring senior management experience, preferably at Board or equivalent level.

Candidates should also be able to demonstrate:

- Outstanding leadership in research and development in a relevant field.
- 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.
- Intellectual agility to quickly extrapolate the impact of current market events on healthcare and establish how RBH can play a role
- The ability to work with and motivate staff at all levels in the organisation, and command the respect of the research workforce.
- The ability to quickly build a network.
- The stature to be an effective ambassador for RBH nationally and internationally, and a compelling speaker and presenter, used to distilling complexity into terms understandable to myriad stakeholders.
- A willingness to lead RBH's ability to influence policy.
- Resilience and ability to manage a large workload with changing priorities.

The Research Director must be visibly committed to RBH'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

This role is based in London.

The Selection and Recruitment Process

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

Timetable

| | |
|-------------------------------|---------------------|
| Closing date for applications | 9 th May |
| Assessment Interviews | June |

Application Instructions

Closing date for applications is noon on 9th May 2016.

All applications must include the following:

- The reference number 1603-042L 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.
- 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 2**.

The completed monitoring forms contained in **Appendix 3**.

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 1603-042L
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:

1.0 Trust Mission, Values and Approach.

The Trust's mission is to be the UK's leading specialist centre for heart and lung disease. We will achieve this mission through a strategy of focused growth in aspects of heart and lung treatment, such as congenital heart disease, arrhythmia, heart failure and advanced lung diseases.

Our Approach

- The continual development of leading edge services through clinical refinement and research
- The effective and efficient delivery of core specialist treatment
- The transition of appropriate routine services to other centres to release capacity for new interventions

Remaining an autonomous specialist organisation is central to preserving and building our strong clinical and organisational record. However we are equally convinced of the importance of effective partnerships particularly with major academic bodies to ensure a continuing pipeline of innovations to develop future treatments.

Our Values

At the core of any organisation are its values; belief systems that are reflected in thought and behaviour.

We have three core patient-facing values and four others that support them.

Our three core values are:

- **We Care**
We believe our patients deserve the best possible specialist treatment for their heart and lung condition in a clean, safe place.
- **We respect**
We believe that patients should be treated with respect, dignity and courtesy and they should be well informed and involved in decisions about their care.
- **We are inclusive**
We believe in making sure that our specialist services can be used by everyone who needs them, and we will act on any comments and suggestions that can help us improve the care we offer.

And the following values support us in achieving them:

- **We believe in our staff**
We believe our staff should feel valued and proud of their work and know that we will attract and keep the best people by understanding and supporting them.
- **We are responsible**
We believe in being open about where our money goes, and in making our hospitals environmentally sustainable.
- **We discover**
We believe it is our duty to find and develop new treatments for heart and lung disease, both for today's patients and for future generations.
- **We share our knowledge**
We believe in sharing what we know through teaching, so that what we learn can help patients everywhere.

1.1 Performance and achievements in 2014/2015

Our experts in 2014/15:

| | | |
|---|--|--|
| Carried out more than 174,000 outpatient, diagnostic and imaging appointments and saw 35,706 inpatients | Scored over 98 per cent from patients in the NHS England Friends and Family Test | Achieved a world first by implanting a Tendyne transcatheter mitral valve system to treat mitral regurgitation (a leaking mitral heart valve) |
| Performed 2,899 angiograms and 2,344 coronary angioplasties | Fitted 3,395 pacemakers and implantable cardioverter defibrillators (ICDs) | Pioneered homecare support to shorten the length of time patients need to stay in hospital |
| Recommended by 92 per cent of staff in the NHS England Family & Friends Test | Performed 708 paediatric cardiac procedures and admitted 2,546 children with heart and lung conditions | Conducted 8,473 appointments with paediatric (under 16 years of age) cardiology and respiratory outpatients |
| Carried out 6,169 inpatient and 8,986 outpatient CT scans | Performed 18,445 echocardiograms at Royal Brompton Hospital and 13,191 at Harefield Hospital | Helped nearly 1,000 cystic fibrosis (CF) patients |
| Recruited 3,149 patients into more than 175 research studies | Achieved the 18-week NHS standard referral time for admitted patients every month between April 2014 and March 2015 | Achieved the 18-week NHS standard referral time for non-admitted patients every month between April 2014 and March 2015 |

1.2 Range of Services

The Trust provides first-rate clinical services and exceptional research output.

We have an outstanding Research and Development pedigree; with over 500 active research projects across 10 R&D programmes. Every one of these programmes has been consistently given the top rating by the NHS R&D Directorate. The table below illustrates the inter-relationship between our R&D activity and clinical services.

Several of our clinical services have been formally designated as national services by the Department of Health: Heart and Lung transplantation, Ventricular Assist Devices (LVAD), Pulmonary Hypertension and Primary Ciliary Dyskinesia.

| Research Programmes | | Clinical Services | |
|---|---|--|--|
| Congenital Heart Disease | ↔ | Adult Congenital Heart Disease Pulmonary Hypertension Paediatric Respiratory Paediatric Congenital Heart Disease Foetal medicine Primary Ciliary Dyskinesia | |
| Chronic Coronary Heart Disease and Atheroma | ↔ | Acquired Heart Disease | |
| Failing Heart | ↔ | Heart Failure Heart & Lung Transplant | |
| Critical Care | ↔ | Critical Care relating to Heart and Lung | |
| Chronic Respiratory Failure | ↔ | Chronic Obstructive Pulmonary Disease Sleep Ventilation Pulmonary Rehabilitation Lung Volume Reduction | |
| Lung Cancer | ↔ | Lung and Upper GI cancer services | |
| Severe Respiratory Disease | ↔ | Interstitial Lung Disease Acute Lung Injury Asthma & Allergy | |
| Occupational and Environmental Medicine | ↔ | Occupational Lung Disease | |
| Chronic Suppurative Lung Disease | ↔ | Paediatric and Adult Cystic Fibrosis Non – CF Bronchiectasis Aspergillosis Mycobacterial Infections | |

1.3 Organisation

The Trust Board is constituted as follows:

| Non Executive Members | Executive Members |
|--------------------------|---|
| Chairman, TBC | Chief Executive, Mr Bob Bell |
| Mr Andrew Vallance-Owen | Interim Medical Director and Responsible Officer; Dr Richard Grocott-Mason |
| Ms Lesley-Anne Alexander | Chief Operating Officer, Mr Robert Craig |
| Mr Neil Lerner | Associate Chief Executive - Finance, Mr Richard Paterson |
| Ms Kate Owen | Director of Nursing, & Clinical Governance, Mrs Joy Godden |
| Professor Kim Fox | |
| Mr Richard Jones | |
| Mr Philip Dodd | |
| Mr Luc Bardin | |

The Clinical Divisions are: Heart (RBH incorporating Cardiology Radiology and Cardiac Surgery), Heart (HH incorporating Cardiology, Transplant, Radiology and Cardiac Surgery), Lung (cross-site

incorporating Respiratory Medicine, Radiology and Lung Surgery); and Directorates of Paediatrics, Anaesthesia and Critical Care, Laboratory Medicine, Pharmacy and Rehabilitation and Therapies.

Non-clinical directorates are: Human Resources, Finance, Patient Services, Estates & Facilities, Communications and Public Affairs and Business Development & Commissioning.

1.4 Harefield Hospital Site

Harefield Hospital (HH) is a regional centre for cardiology and cardiothoracic surgery, and an international centre for adult heart and heart-lung transplantation. It is one of a small number of UK cardiac centres assisting in development of implantable mechanical ventricular assist devices in the management of end-stage heart failure. It also provides a primary intervention service for acute coronary syndromes to selected Trusts and the London Ambulance Service, in outer West London and the Home Counties. It has approximately 1,185 staff, 180 beds with 5 operating theatres, and 4 catheter laboratories.

1.5 Royal Brompton Hospital Site

The Royal Brompton Hospital (RBH) is a specialist cardiothoracic centre specialising in diseases of the heart and lung, with services for adults (Cardiology, Cardiothoracic Surgery, Radiology, and Thoracic Medicine) and Paediatrics. It has approximately 2,081 staff, 296 beds, 6 operating theatres, 5 catheter laboratories, a private patients' ward and extensive imaging facilities. The hospital has recently opened the Cardiovascular Biomedical Research Unit (BRU) in partnership with Imperial College London. This facility offers a CMR scanner, catheter lab and echocardiography suite for research purposes, as well as state of the art genetic analysis facilities.

A Respiratory Biomedical Research Unit was opened on the RBH site in 2010 offering extensive research facilities for lung disease. Following public consultation, it was agreed that inpatient paediatric surgery and investigations should consolidate at the Royal Brompton Hospital.

1.6 Clinical Governance and Quality

The Trust has an extensive programme of clinical governance and quality led by Mrs Joy Godden, Director of Clinical Governance and Nursing and Dr Richard Grocott-Mason, Interim Medical Director. The programme is delivered through the organisation's systems and processes for monitoring and improving services, including sections for:

- Clinical audit and information
- Clinical risk management
- Research and development office
- Infection prevention and control
- Patient feedback
- Clinical Quality and Improvement

Consultant appraisals form an integral part of the process with each consultant undertaking annual appraisal with their line manager. There is also a programme of mandatory training undertaken by all staff.

1.7 Regulation

The Trust was assessed by the Care Quality Commission as meeting all of the essential standards of quality and safety, which were inspected during 2012/13.

1.8 Imperial College London

The Royal Brompton Trust has established and maintained close links with Imperial College, which was established in 1907 in London's scientific and cultural heartland in South Kensington, as a merger of the Royal College of Science, the City and Guilds College and the Royal School of Mines. St Mary's Hospital Medical School and the National Heart and Lung Institute merged with the College in 1988 and 1995 respectively. Imperial College embodies and delivers world class scholarship, education and research in Science, Engineering and Medicine, with particular regard to their application in industry, commerce and healthcare. We foster interdisciplinary working internally and collaborate widely externally. Consequently, a significant amount of Medical Staff employed by Imperial College hold honorary contracts with the Royal Brompton Trust.

Appendix 2:
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 3: 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

- Under 25
- 25-29
- 30-34
- 35-39
- 40-44
- 45-49
- 50-54
- 55-59
- 60-64
- 65+
- Do not wish to answer

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.