

Health  
Innovation  
South West

# Transforming lives through **innovation in health and care**

## Evaluation Researcher

Full / part time (minimum 30 hours per week)

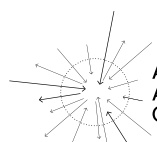
1 x permanent

1 x fixed term for 12 months

April 2024



Part of the  
**Health  
Innovation  
Network**



Accelerated  
Access  
Collaborative



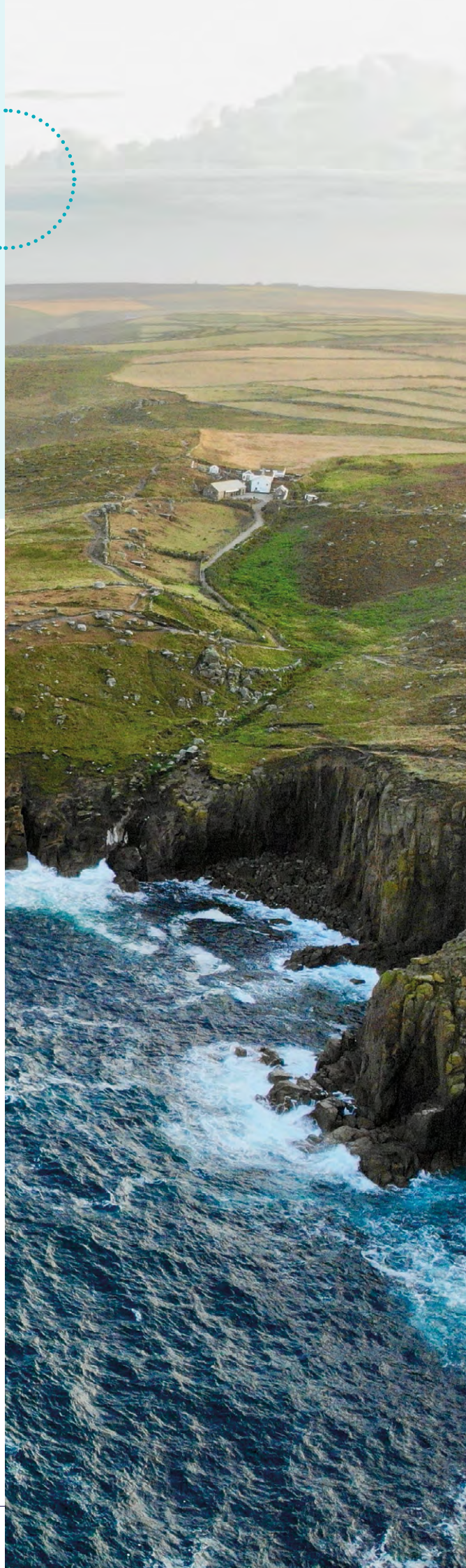
Office for Life Sciences

**NHS**



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# The opportunity

## Evaluation Researcher

Up to Full time (minimum 30 hours per week)  
1 x permanent, 1 x fixed term for 12 months

**Within the Health Innovation South West, we have a dedicated team of Evaluation and Learning specialists who undertake a range of bespoke evaluation and learning projects. The evaluation work we undertake varies in size, scope and complexity, with a range of local, regional and national projects.**

Working as a mixed-method Evaluation Researcher within our organisation, you will have the opportunity to work in a fast-paced and applied context where you can test and understand innovative approaches in real-world settings. You will get to work alongside cutting-edge innovators in health and care systems, to understand impact.

You will work across a range of projects committed to developing, testing and evaluating new innovations, interventions or approaches using quantitative and qualitative approaches. This provides the exciting challenge of developing evaluation approaches to suit the context and to see the impact of your work being used to inform and improve delivery. Often the findings of our evaluations are used to understand and advise on the potential for scaling and rolling out promising new solutions and approaches more widely.

**Working in collaboration with regional partners and Health Innovation Networks across England, our work transforms lives through innovation.**

All our work is grounded in the context of our region – supporting our partners to identify and spread innovation that tackles the shared challenges we face improving health across a complex mix of rural, coastal and urban communities.

The challenges facing the NHS will not be addressed by doing more of the same. They will only be met by widespread adoption of innovation including digital and diagnostic technology, and data to transform clinical pathways and empower patients.

In this, our tenth year of operation, we are launching ambitious plans to address the key problems facing people across our peninsula.

This coincides with the relicensing of Health Innovation Networks for a further five years by NHS England. Never has it been a more important time for innovation in health and care.

We believe that we have a unique offer for someone who is passionate about driving the uptake of health innovation and economic growth, enabling patients to benefit from earlier diagnosis, more effective treatments, and faster recovery.

We have an ambitious board, a chief executive with a clear vision, and a team that is highly committed to putting the South West on the map in rural and coastal health. And we are based in a really great place to live and work.

If you would like to join our impact-led, improvement-focused and collaborative organisation, we would love to hear from you.

# Role profile

The Evaluation and Learning team bring together a range of specialists with varied and complimentary skillsets.

We are open minded about the evaluation skills that any one candidate might bring to our team. We are seeking additional capacity in both quantitative and qualitative skillsets and are particularly interested for this round of recruitment where candidates can demonstrate a range of mixed methods experience.

**We recognise that candidates are likely to have varied strengths across the full range of quantitative and qualitative approaches, and may not meet every criteria listed below.**

## Key success factors

- Excellent mixed methods experience,
- Experience of undertaking applied evaluations within real world settings,
- Ability to work in a fast-paced environment across multiple projects/ teams



## Responsibilities

The main purpose of the role is to provide resource and expertise in evaluation design, fieldwork, analysis and reporting. Supervised by an Evaluation Lead, this role will be working as part of matrix-based teams, supporting a wide range of projects across different areas of our organisation. The main duties for the role will include, but are not limited to:

- Supporting evaluation project planning and design.
- Carrying out desk research and literature reviews.
- Undertaking evaluation fieldwork, including:
  - Undertaking secondary data analysis.
  - Developing and running surveys/questionnaires.
  - Facilitating rapid evaluation methods such as online data collection.
  - Undertaking depth interviews.
  - Facilitating focus group sessions.
- Collating, analysing and reporting on health economics data.



# Role profile (cont.)

- Carrying out qualitative and quantitative data analysis. This could involve:
  - Undertaking qualitative data analysis organising, coding and theming the data as relevant.
  - Organising, cleaning, data matching and running statistical analyses as appropriate to the dataset under investigation.
  - Undertaking analysis and reporting on health economic data.
  - Analysing benefits realisation and outcomes data.
  - Use of data visualisation tools such as Power BI, Tableau etc.
- Undertaking dissemination activities which include activities such as writing evaluation reports, learning pieces, and delivering presentations for clients, stakeholders and for the Health Innovation South West.
- Helping our partners to understand complex problems, utilise relevant data and insights to define opportunities for innovation and improvement aligned to defined regional priorities.
- Working with partners from across the health and care system, academic, commercial and VCSE sectors to test and evaluate innovation in the real world.
- Supporting the organisation and partners to plan and deliver evaluation projects across the region.
- Finding and using opportunities to share learning inside and outside of the Health Innovation South West.
- Assisting with bids and tender processes for evaluation projects to support income generation.
- Other appropriate responsibilities as, from time to time, instructed by the line manager.
- Able to demonstrate the values of the organisation in all your work as impact led, improvement focused and collaborative.



# Person specification

## Experience we are looking for

- Excellent knowledge and understanding of evaluation methodologies.
- Experience of planning and delivering evaluation projects within an applied/real world context.
- Excellent mixed method research skills.
- Qualitative research skills: developing topic guides, undertaking semi-structured interviews, coding interviews using approaches such as thematic analysis and inductive/deductive techniques, knowledge of qualitative research theory including realist evaluation, grounded theory and thematic analysis.
- Quantitative research skills: broad knowledge of basic statistical techniques - parametric statistics such as t-test, ANOVA, chi-squared, regression, and possibly more advanced statistical techniques that will be useful in real-world evaluation.
- Experience of contributing to the design of evaluation projects drawing on the above qualitative and quantitative techniques, to combine and triangulate analysis from a range of techniques, deliver evaluations using this analysis, write clear and compelling evaluation reports and communicate these to commissioners.
- Experience of working with stakeholders to develop a logic model and/or theory of change.
- Experience or a willingness to develop skills in the areas of health economics (e.g. cost benefit analysis, cost effectiveness, budget impact models).

## Experience and capabilities you will develop in the role

- An interest in innovative approaches to health and social care.
- Application of evaluation methods in the health and care sector with a particular focus on innovation.
- Experience of designing and delivering evaluation projects within an organisation with strong social purpose, combined with a consultancy/commercial focus.
- An understanding and/or interest in approaches to help innovators generate the evidence required to be adopted, where appropriate, into the NHS and social care system.
- Good understanding of the health and social care sector and current policy direction.
- Excellent project management skills and experience.

## Abilities and attributes

- Comfortable working in a dynamic and changing environment.
- Excellent interpersonal and negotiation skills with the ability to build mutually beneficial relationships.
- Able to deliver consistent and high quality standards.
- Excellent skills across all Microsoft applications (Excel, Word, PowerPoint, Outlook, MS Teams, Office 365).
- Experience of using software such as SPSS, Power BI, NVivo, Smart Survey/MS Forms or similar.
- Ability to work independently but also as part of a team.
- Willingness to travel (across the South West).

### Reporting to

Evaluation Lead



# What we do



## Our purpose is to transform lives through health and care innovation.

**Our purpose and strategic approach are grounded in the context of the place in which we work. Our coastal and rural geography and the varied demographic across our region impacts on people's experiences of health.**

Our work is funded by NHS England and Office for Life Sciences nationally commissioned programmes, and contributions from our members, as well as income generated through other activities aligned to our core mission and purpose.

Health Innovation South West is an independent company limited by guarantee, governed by a board of directors made up of senior leaders from across our Integrated Care Systems, partner universities as well as independent non-executive directors. Based in our award-winning office on the outskirts of Exeter, we work across the counties of Somerset, Devon, and Cornwall and the Isles of Scilly.

**Our work is built on our four core capabilities developed with our members and partners:**

- [Finding and connecting innovators to health and care systems](#)
- [Developing, testing and evaluating innovation in the real world](#)
- [Adopting and spreading proven innovations at scale](#)
- [Creating the conditions to innovate](#)

### Background reading

[Health Innovation South West website](#)

[Health Innovation South West Annual Review 2022-23](#)

[Health Innovation Network impact report 2022-23](#)



# Working here

## Our Values

- **We are impact-led** – we are solutions focused, action orientated and adapt plans to achieve desired end goals.
- **We are improvement focused** – we seek to understand problems, look at things from different angles, test ideas and learn from our experiences.
- **We are collaborative** – we value diversity of perspectives, commit to and place trust in others to contribute towards collective goals.

## Work environment

Health Innovation South West is based in Exeter, Devon, in an **award-winning office** – an ideal setting for collaborating, convening and growing our internal and external relationships.

Close to the M5, accessible by train and taxi, it hosts teams gathering across the region as they develop and innovate and run improvement projects. Many use it as the base to build their capabilities, through their own training or leadership programmes, or in partnership with our team at Health Innovation South West. Our space is purpose-designed to accommodate events, with a variety of options, spaces and configurations that guests can use, as well as hot desks.

## Training and development

We are committed to supporting learning and development through generous individual development budgets, organisation-wide training, and peer-to-peer learning and coaching opportunities.

## Benefits

We provide a generous benefits package including employer pension contributions up to 10% and an employee assistance programme.

## Wellbeing

Staff wellbeing is a priority for us. We are continuously working with colleagues to provide initiatives that will enhance our team's health, happiness and general wellbeing.

We provide free fresh fruit in the office, showers and lockers, and there are a number of employee-led activities.

## Diversity and Inclusion

We encourage inclusivity and value diversity, actively seeking to work with individuals, partners and organisations from a broad range of backgrounds. We support flexible working, part-time roles and job shares, and are open to applications from people with wide-ranging experiences.

We believe that an inclusive and diverse environment can help us achieve greater impact in our work. We are committed to the **Health Innovation Network diversity pledges** and are developing a progressive and ambitious five-year action plan led by our Diversity and Inclusion Working Group. Through this work, we are seeking to further develop a culture of inclusivity and increase diversity as part of our work.



# Our team

## Our board

**Our board** is led by an independent chair and composed of a mixture of both executive and non-executive directors, including representatives from our three Integrated Care Systems, our university partners and independent non-executive directors with expertise in commercial, clinical and digital sectors.



### Jon Siddall

Chief Executive Officer,  
Board member

Jon joined Health Innovation South West in April 2020 to continue his work across the health and care system leading innovation, strategy and building partnerships to improve population health.

Before joining Health Innovation South West, Jon spent three years as an Executive Director at Guy's and St Thomas' Foundation, leading the design and development of the foundation's £150 million portfolio of urban health programmes focused on some of the biggest health challenges facing cities around the world.

Prior to his position at Guy's and St Thomas' Foundation, Jon worked across a range of health and social issues working with funders, investors and government agencies in the UK, Ireland and New Zealand. Jon's work included four years at Health Innovation South West, helping to launch the organisation and developing a range of successful innovation programmes.

Jon has also held a range of non-executive roles, including seats on the advisory boards of the NHS Innovation Accelerator, SBRI Healthcare, the Health Innovation Network, the Research and Development Board of Guy's & St Thomas' NHS Foundation Trust and the UK Taskforce on Multiple Conditions.



### Dan Lyus

Executive Director of  
Strategy, Partnerships and  
Performance, Board member

Dan joined Health Innovation South West in August 2019. An executive director with experience across commercial, not-for-profit and public sectors, Dan has business development and commissioning expertise as well as strong and broad networks across the health, care, support and housing sectors.



### Anna Lodge

Executive Director of Corporate  
Operations, Board member

Anna joined Health Innovation South West in March 2021 as Communications Director, and moved to her current role in March 2023. She graduated with a Masters degree from the London School of Economics and Political Science. Since then, she has gathered over 20 years' experience working for multinational companies, charities, and community organisations specialising in organisational development, leadership and strategic communications.





## Pip Peakman

Executive Director of Innovation,  
Board member

Pip joined us from the University of Nottingham, where she was Director of Research and Innovation. Prior to joining the university, Pip was Director of Research Operations and Strategy at Manchester Cancer Research Centre providing specialist support to address unmet health needs and facilitating partnership working between academia, clinicians, industry and small to medium enterprises. Before working in academia, Pip had a career in industry as an International Business Manager with Shell International Chemical Co. Pip is a biochemistry graduate from the University of Birmingham.



## Rebecca Whitting

Executive Director of  
Implementation, Board member

Rebecca initially joined Health Innovation South West in October 2019 as Programme Director and Patient Safety Collaborative Lead.

Previously she worked at Somerset Partnership as the Operational Manager for Musculoskeletal Physiotherapy and Podiatry Services having spent over a decade working with the Armed Forces in both clinical and service management roles. Rebecca was a national lead for wound care programme. Informing all her work, Rebecca is a strong believer in change management through enhancing individual and team leadership.

Our **staff team** comprises approximately 60 passionate and dedicated people who offer wide-ranging professional expertise in finance, healthcare, project management, communications, business development, data analysis, evaluation, HR, knowledge management and events management.

Our team have skills in innovation, population health, life sciences and digital health.

## Our members

**Health Innovation South West is a membership organisation with partners drawn from a range of collaborating organisations across the South West.**

- Devon Partnership NHS Trust
- NHS Devon
- Royal Devon University Healthcare NHS Foundation Trust
- Livewell Southwest
- South Western Ambulance NHS Foundation Trust
- Torbay and South Devon NHS Foundation Trust
- University Hospitals Plymouth NHS Trust
- University of Exeter
- University of Plymouth
- Cornwall Partnership NHS Foundation Trust
- NHS Cornwall and Isles of Scilly
- Royal Cornwall Hospitals NHS Trust
- NHS Somerset
- Somerset NHS Foundation Trust

# How to apply



## Salary and terms of employment

Annual salary range **£30,000 – £40,000** (depending upon experience) plus pension and other benefits.

## Applications

We are working hard to ensure we recruit great people and minimise unconscious bias in our selection process. To support us to do so we use the Applied recruitment platform, which anonymises applicants.

Our process is progressive — alongside submitting a CV, you'll also answer a few work-related questions. Our goal is to assess how you seek to understand problems, test ideas and learn from experiences, ultimately to gain a better understanding of your relevant knowledge and skills.




We will as part of the process ask you to submit an example of your work in the evaluation field, as well as to undertake an assessment as part of the process which relates to evaluation skills.

We appreciate that AI programs are capable of answering these questions, and we can easily find those responses independently. What we would value hearing is your perspective, articulated in your unique voice and expression.

**Please note:** we cannot accept applications from candidates that require sponsorship. This role will require an enhanced DBS check which we will arrange on appointment.

To apply for the role, please [click here](#). The closing date for applications is **9am on 30 April 2024**.

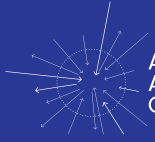
## More information

-  If you would like to know more about the role or selection process, or to arrange an informal conversation with the Evaluation & Learning Director, please contact Sam Horne (HR Advisor) by emailing: [hr@healthinnovationsouthwest.com](mailto:hr@healthinnovationsouthwest.com)
-  You'll find many Health Innovation South West staff on X, as well as regular updates on our main [@HealthInSW](#) account.
-  We're also on LinkedIn at: <https://www.linkedin.com/company/health-innovation-south-west>



## Interviews

Successfully shortlisted applicants will be invited to interview during the week of 6 May 2024, in person at our offices.



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