

## *Job description*

<b>Job title:</b>	Assistant Director of the REAL Centre (job share partner)
<b>Accountable to:</b>	Director of the REAL Centre
<b>Contract type:</b>	Permanent
<b>Salary:</b>	£84,098, pro-rata plus excellent benefits
<b>Hours per week:</b>	<p>Part-time: 3 days per week job share with current AD of the REAL Centre. Tuesday is our team corporate day; the post holder would be expected to work that day.</p> <p>Part-time team members work 22.5 hours per week, and with hybrid working those hours can be done any time between 7am – 7pm. Core working hours are 10am – 3pm. For this role we would need a minimum of 1 day per week in the office, in line with our hybrid working framework.</p>
<b>Direct Reports:</b>	3 lead economists and the senior programmes, strategy & governance manager.

### **The Health Foundation**

The Health Foundation is an independent, endowed charity that works to achieve a healthier population, supported by high quality health and care services that can be equitably accessed. The charity conducts and funds research with around 200 staff. The Health Foundation combines in-house expertise in policy, economic analysis, analytics and data science with research, grant and change making, and communications in pursuit of our mission.

We have 3 strategic priorities for 2023-2025:

- improving health and reducing inequalities
- radical innovation and improvement in health and care
- evidence and analysis to improve health and care policy.

### **The REAL Centre Objectives**

As part of our work on evidence and analysis to improve health and care policy, the Health Foundation has an objective to produce projections of future health and social care demand, workforce, and funding. The aim is to support informed public debate and ensure policy decisions take account of long-term trends and implications. The REAL Centre works predominately on this objective.

[The REAL Centre](#) was set up in 2019 with an initial allocation of £17m of dedicated funding. The REAL Centre aims to improve evidence and understanding of the long-term demand and supply drivers for health and social care, using this evidence and understanding to

support better policy making and public debate. It is supported by an [Oversight Board](#) chaired by Sir Andrew Dilnot that helps guide its work.

## **REAL Centre outputs and organisation**

The REAL Centre consists of a team of around 15 people within the Health Foundation and 2 university-based research units with 7-year funding; one focused on demand and one focused on supply. The research units are in establishment phase. Over the next 3 years the REAL Centre will also develop a fellowship programme to support other academics and researchers to undertake work on the demand and supply of health and care to complement the work of the in-house team and research units.

The in-house team are responsible for a series of core outputs and activities:

- Annual projections reports alternating between [funding](#) and [workforce](#)
- [Insight reports](#) which explore issues which are critical to long-term demand and supply in depth
- An annual lecture by a key thought leader [2020](#), [2021](#) and [2022](#)

Over the coming three years we are looking to expand our programme of work in social care and efficiency / productivity, with the aim of developing projections in these areas.

The REAL Centre's work is part of the Health Foundation's programme on evidence and analysis to improve health and care policy. The team works closely with colleagues in policy and data analytics on this wider programme. The team's work on demand also contributes to the Health Foundation's strategic priority of improving health and reducing inequalities where we work closely with our colleagues in the Healthy Lives team.

The REAL Centre is headed by a director (Anita Charlesworth). The in-house team is led by Dr Elaine Kelly as Assistant Director.

## **The role**

The assistant director of the REAL Centre is a senior role at the centre of the team. The postholder will work in a job share partnership with the existing AD (Dr Elaine Kelly).

Together the AD job share partnership role is to:

- Lead the in-house team of economists who deliver the core analysis and outputs of the REAL Centre, ensuring that the programme of work is aligned with the strategy, is of high quality and achieves impact;
- Lead the in-house team to ensure that there is positive, supportive and developmental culture where people can thrive, and the team works effectively as a group.
- Oversee day to day operations of the REAL Centre (including project & data management, corporate reporting, team administration) working with the senior programmes, strategy & governance manager to ensure the team can operate at a high standard and be responsive to changes and challenges.
- Line manage staff to support their development.

- Personally lead the long-term programme of work on funding projections and finances, bringing together our wider work on demand & supply to ensure analytical coherence and communicate a clear message to external stakeholders.
- Work as part of the senior leadership team (consisting of the Directors and Assistant Directors of policy, REAL, data analytics, research and communications) for the Health Foundation's strategic priority, 'evidence and analysis to improve health and care policy'.
- Work with colleagues in the Healthy Lives team to identify opportunities for REAL Centre analysis to contribute to work on improving health and reducing inequalities.
- Work with the Director and Oversight Board to evolve the strategy for the REAL Centre. Specifically, develop and own a modelling strategy for the in-house team that covers all areas of our modelling work.
- Initiate and oversee 'reactive work' identifying opportunities to use REAL Centre skills and insights to contribute to improved understanding of the long-term implications of policy decisions and options in relation to funding, workforce, demand and supply for the NHS and social care.
- Work with the Director and senior research programmes manager, to build an effective working relationship between the in-house economics team and the 2 university-based research units being established with 7-year funding for demand and supply.
- Work with the Director and senior research programmes manager, to build an effective fellowship programme which complements the work of the inhouse team and research units.
- Act as a senior representative of the REAL Centre and wider Foundation, including on external working groups, panels and roundtables, and at conferences.
- Build and maintain stakeholder relationships with key figures in government departments, national arm's length bodies and agencies, academia, and across civil society.
- Act as a spokesperson for the REAL Centre, including in print and broadcast.
- Be an effective and engaged member of the Health Foundation senior leadership community of assistant directors across the organisation as a whole, contributing to corporate change, leadership programmes and initiatives.

The post holder will at all times aim to embed our key behaviours – **Working together, Achieving impact, Discovering and learning** – in all aspects of their day to day delivery in the role.

**We value equality, diversity and inclusion, and welcome applications from different backgrounds. We are also committed to making reasonable adjustments for candidates who have accessibility requirements.**

**Candidates should have the right to work in the UK at the time of appointment.**

## *Person specification*

	<b>Criteria</b>	<b>Essential (E) / Desirable (D)</b>
<b>Behaviour</b>	<p><b>Commitment to diversity and inclusion</b> - An understanding of, and commitment to, equal opportunities and diversity.</p> <p>Flexible, respectful of colleagues, and adaptable.</p>	E
<b>Behaviour</b>	<p><b>Working together</b> - Open, communicative, and approachable to all staff across the organisation irrespective of role or seniority.</p>	E
<b>Behaviour</b>	<p><b>Achieving impact</b> - Collegiate with proven ability to work across teams successfully.</p>	E
<b>Behaviour</b>	<p><b>Discovering and learning</b> - Takes a corporate approach with a willingness to contribute to further the objectives of the Foundation</p>	E
<b>Knowledge and Experience:</b>	<p>Experience of leading a team of economists or analytical staff, with experience running a complex programme of work.</p>	E
<b>Knowledge and Experience:</b>	<p>Experience of applying economics and analysis to major national public policy challenges</p> <p>Health and social care experience would be desirable but not essential</p>	E D
<b>Knowledge and Experience:</b>	<p>Experience and understanding of how to use economic and analytical insights to influence strategic decisions in public policy.</p>	E
<b>Knowledge and Experience:</b>	<p>Experience of presenting and communicating complex issues in public policy to a variety of audiences including to the most senior policymakers.</p>	E
<b>Knowledge and Experience:</b>	<p>Experience of leading the delivery of analytical work to influence policy and practice in the health and social care system.</p>	E

<b>Knowledge and Experience:</b>	Experience in scoping and establishing new areas of work, working with senior stakeholders and colleagues across academia and policy to understand their needs and delivering upon these.	E
<b>Knowledge and Experience:</b>	Experience of working in partnership with colleagues from other professions (policy, grant making, communications for example).	E
<b>Skills and abilities:</b>	Excellent economics and analytical skills: a very good understanding of economic theory and the research and analytical methods used across a wide range of micro-economics (industrial organisation, theory of the firm, labour markets, demand, health economics).	E
<b>Skills and abilities:</b>	Ability to apply economics to the long-term drivers of demand and supply in health and social care and draw out the potential implications for policy.	E
<b>Skills and abilities:</b>	The core of the REAL Centre's work is projections modelling in health and care. Experience of the development and / or use of projections models for public policy would be an asset but not essential.  An interest in using projection modelling to inform health and care policy is essential.	D  E
<b>Skills and abilities:</b>	Ability to develop strategic plans of work and that achieve impact.	E
<b>Skills and abilities:</b>	Excellent communications skills, including writing (under pressure), public speaking, media work and presentation skills. Previous experience of media work is not essential but a willingness and interest in doing this, after training, is essential.	E
<b>Skills and abilities:</b>	Good facilitation, networking and programme management skills.	E
<b>Skills and abilities:</b>	Ability to work collaboratively with director and assistant director colleagues across the Health Foundation to determine the priorities for the team and deliver against these.	E
<b>Skills and abilities:</b>	Ability to engage with senior stakeholders across the health and care sector and develop and maintain a network of collaborators and strategic partners.	E