



OPPORTUNITY

Where change
gets real.



Reference: 1600-25

Salary: £37,000 per annum with additional £6,000 for duration of the project for professional and personal development.

Contract Type: Fixed Term (36 months)

Basis: Full Time

Job description

Job Purpose:

This 36-month project takes the form of a management [Knowledge Transfer Partnership](#) (mKTP), which provides practical and formal training and the availability of support from experienced mentors from [Birmingham Community Healthcare NHS Foundation Trust \(BCHC\)](#), [Aston University](#) and [Innovate UK Business Connect](#).

Job Purpose:

This mKTP aims to develop, test, and embed a new, rigorous evaluation framework to assess the effectiveness of the Community Care Collaborative (CCC) model, which is being implemented by Birmingham Community Healthcare NHS Foundation Trust (BCHC). The project will develop and implement an evaluation framework based on rigorous scientific methodology to support an integrated, “data-first” approach to strategy and decision-making in the design and delivery of integrated care and associated workforce planning at BCHC.

This mKTP will deliver a strategic shift in BCHC’s operational model by embedding data-driven decision-making and rigorous service evaluation. The aim is to enable evidence-based service design that improves clinical outcomes and reduces health inequalities, directly supporting the NHS 10-Year Plan.

The objectives are to:

- ▶ Embed an organisational culture of integrated working
- ▶ Adopt a “data-first” approach
- ▶ Optimise resource use
- ▶ Adopt the Plan–Do–Check–Act (PDCA) methodology
- ▶ Enable the Community Care Collaborative to demonstrate how NHS 10-Year Plan priorities translate into measurable improvements in healthcare delivery

Candidate Profile:

A minimum of an MSc degree in Organisational Psychology, Health Psychology, Public Health, Healthcare Management, or a related discipline (or equivalent qualification). Experience of complex project management and mixed-methods analysis is required, ideally with experience in activities related to community, health, and social development.

Essential skills and experience required:

- ▶ Experience of collecting and analysing quantitative and qualitative data
- ▶ Understanding of GDPR and data collection policies
- ▶ Excellent numerical and analytical skills
- ▶ Understanding of ethical issues and approvals
- ▶ Excellent communication and interpersonal skills

Desirable skills and experience:

- ▶ Experience in health-service operations management
- ▶ Experience of systems evaluation
- ▶ Experience/knowledge of change management

Main responsibilities:

- ▶ Develop a rigorous Plan–Do–Check–Act (PDCA) evaluation framework for the Community Care Collaborative (CCC) and embed a culture change towards a data-driven, integrated approach to implementation and evaluation
- ▶ Complete an audit of implementation activities across the CCC in three localities (one retrospective, one prospective, and one control)
- ▶ Evaluate integrated care across diverse services where fragmented data systems and inconsistent metrics hinder analysis
- ▶ Introduce different methods of collecting qualitative data related to staff and patient experience, including data related to systems mapping and modelling
- ▶ Develop acceptable and feasible strategies for measuring equity of access to healthcare services delivered within the CCC, ensuring adjustments are made to maximise patient access and streamline staff resources

Personal attributes required for the role:

- ▶ Strong interpersonal skills to work successfully with a variety of stakeholders, including senior NHS management, clinicians, and patients
- ▶ Strong communication and presentation skills appropriate for a range of audiences
- ▶ Ability to work within an interdisciplinary project team
- ▶ Leadership qualities, maturity, good self-organisation, and time management skills to deliver agreed milestones and objectives
- ▶ Highly motivated and adaptable, with the ability to judge when taking initiative is beneficial
- ▶ Ability to work independently while maintaining productive and professional team relationships
- ▶ Strong desire to pursue innovative approaches and adopt new technologies and data processing methods

Additional responsibilities

- ▶ Engage in continuous personal and professional development in line with the demands of the role, including undertaking relevant training and development activities.
- ▶ Ensure and promote the personal health, safety and wellbeing of staff and students.
- ▶ Carry out duties in a way which promotes fairness in all matters and which engenders trust.
- ▶ Promote equality of opportunity and support diversity and inclusion as well as working to support the University's environmental sustainability agenda and practices.

Person specification

	Essential	Method of assessment
Education and qualifications	A minimum MSc Organisational Psychology, Health Psychology, Public Health, Healthcare Management or related discipline (or equivalent experience).	Application form
Experience	<p>Experience of complex project management, ideally with experience in activities related to community, health and social development.</p> <p>Experience of collecting and analysing quantitative and qualitative data.</p> <p>Understanding of ethical issues and approvals.</p> <p>Experience of using statistical analysis software.</p>	Application form and interview
Aptitude and skills	<p>Excellent numerical and analytical skills.</p> <p>Understanding of GDPR and Data Collection policies.</p> <p>Excellent communication/interpersonal skills.</p>	Application form and interview

	Desirable	Method of assessment
Education and qualifications	PhD in a relevant discipline or an equivalent project management experience.	Application form
Experience	<p>Experience in health-service operations management.</p> <p>Experience of systems evaluation.</p>	Application form and interview

	Desirable	Method of assessment
	Experience/knowledge of change management.	

University values

All staff are expected to demonstrate/promote the University's values and expectations, which are an integral part of our strategy and underpin the culture of the University. In addition, our leaders are expected to be accountable, help to execute strategic visions of the University and share and set clear expectations that inspire those around them.

Values + Behaviours



Innovation

We strive for excellence within ourselves and others, providing solutions to new and existing challenges.



Collaboration

We work best when we are collaborative, working together to contribute to the Aston community.



Ambition

We strive together for improvement and innovation looking ahead to see the bigger picture.



Inclusion

We treat everyone in our community equally and how they would like to be treated.



Integrity

We are open, honest and fair. We take ownership of the way we work and how we treat each other.

How to apply

You can apply for this role online via our website <https://www2.aston.ac.uk/staff-public/hr/jobs>.

Applications should be submitted by 23.59pm on the advertised closing date.

All applicants must complete an application form, along with your CV.

Any CV sent direct to the Recruitment Team and Recruiting Manager will not be accepted.

If you require a manual application form, then please contact the Recruitment Team via recruitment@aston.ac.uk.

Contact information

Enquiries about the vacancy:

Name: Professor Rachel Shaw, Professor of Psychology and Associate Dean Research and Enterprise in Psychology - Institute of Health & Neurodevelopment.

Email: r.l.shaw@aston.ac.uk

Enquiries about the application process, shortlisting or interviews:

Recruitment Team via recruitment@aston.ac.uk or 0121 204 4500.

Additional information

Visit our website <https://www2.aston.ac.uk/staff-public/hr> for full details of our salary scales and benefits Aston University staff enjoy.

Salary scales: <https://www2.aston.ac.uk/staff-public/hr/payroll-and-pensions/salary-scales/index>

Benefits: [Benefits and Rewards | Aston University](#)

Working in Birmingham: <https://www2.aston.ac.uk/birmingham>

Employment of Ex-Offenders: Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the positions they applying for is listed an exception under the act.

Eligibility to work in the UK: You should ensure that you meet the eligibility requirements, including meeting the [English language standards](#). If you do not meet the eligibility criteria, any application for a work visa would be unsuccessful. Please see UKVI guidance for further information on eligibility, knowledge of English requirements and approved test centres <https://www.gov.uk/tier-2-general>

With the end of free movement for EU/EEA/Swiss nationals from 1 January 2021, the UK's new immigration system applies to all non-UK/Irish nationals who require a visa.

Where an individual is subject to UK immigration control, they will require a visa to work in the UK.

The following individuals do not need a visa for the UK, but do still have to prove their right to work before employment can commence:

- **British Citizens or Irish Nationals**
- **EU/EEA/Swiss nationals with Settled or Pre-settled status under the EU Settlement Scheme**
- **Non-EEA nationals with Indefinite Leave to Remain/Settlement in the UK**

The main routes available for those who need a visa to work in the UK are **Skilled Worker**, **Global Talent** and the **Graduate Route**.

You can find further information about each of these visa routes on our candidate immigration page.

If you will conduct research in your role, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application. Please see below for further details.

Academic Technology Approval Scheme (ATAS):

If you will conduct research in your role and you apply for a Skilled Worker or Temporary

Worker GAE visa, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application.

This process can take at least 6 weeks to process, and Aston will consider this when confirming your expected start date. Processing times will increase between April and September and can longer to complete.

There is no fast-track option available. ATAS certificates will be processed in order of receipt.

You can find more information about ATAS on our candidate immigration page.

Before you start and Right to Work

90-day entry vignette

If you have applied for your visa outside of the UK, you will receive a vignette in your passport which is usually valid for 90 days. Please make sure to travel to the UK within the 'valid from' and 'valid to' dates on this visa. If you entered the UK before or after these dates, you would not 'activate' the visa and you would need to leave and re-enter the country.

You will also receive a decision letter confirming details about your immigration permission and where to collect your Biometric Residence Permit.

Cost of Living - Estate and Letting Agents

There are numerous Estate and Letting Agents in and around Birmingham that can help you find suitable accommodation. The Midland Landlord Accreditation Scheme provides a list of professional agencies and landlords who have applied with them for accreditation. Whilst accreditation is not a guarantee of quality, it provides some reassurance about the standard of the service they provide.

You can also use property search websites such as Rightmove or Zoopla.

Equal Opportunities

Aston University promotes equality and diversity in all aspects of its work. We aim to ensure, through our admissions policies for students, and our staff recruitment and selection processes that we encourage applications from all groups represented in the wider community at a local, national and international level.

The University will endeavour not to discriminate unfairly or illegally, directly or indirectly, against student or potential students, staff or potential staff. This commitment applies to all functions of the University and to any stage of an individual's career.

An Equal Opportunities Monitoring Form is included within the application form. Data you provide on the Equal Opportunities Monitoring Form will be included in a general database, for statistical monitoring purposes, enabling the University to monitor the effectiveness of its

Policy, Codes of Practice and Guidelines on Equal Opportunities in Employment.
Individuals will not be identified by name.

Data Protection

Your personal data will be processed in compliance with the Data Protection Act 2018 and the General Data Protection Regulation ((EU) 2016/679) ("GDPR"). The University's Data Protection Policy and Privacy Notices, including the Job Applicant Privacy Notice can be found at <https://www2.aston.ac.uk/data-protection>. Your application will only be used to inform the selection process, unless you are successful, in which case it will form the basis of your personal record with the University which will be stored in manual and/or electronic files. Information in statistical form on present and former employees is given to appropriate outside bodies.

Full details of our terms and conditions of service and associated policies and procedures are available online at <https://www2.aston.ac.uk/staff-public/hr/policies>

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