

Director of the Health and Care Research Wales Faculty

CALL FOR APPLICATIONS AND GUIDANCE ON HOW TO APPLY

1. Introduction

Health and Care Research Wales is setting up a Faculty, in 2022, to bring together the development and coordination of training and career development for people working in the health and social care research community in Wales. This is a hugely exciting opportunity to improve and enhance research career pathways in Wales.

This document provides information for applicants for the position of **Director of the Faculty** which we anticipate will be filled through the secondment of the successful candidate from their current employing organisation on a part-time basis.

Please note: the deadline for applications is 17:00 on 25 February 2022.

2. Background

Health and Care Research Wales is a networked organisation, supported by Welsh Government, which brings together a wide range of partners across the NHS in Wales, universities and research institutions, local authorities, and others. We work in close partnership with other government agencies and research funders (both in Wales and across the UK); industry partners; patients; public and other stakeholders. We work together to promote research into diseases, treatments, services and outcomes that can lead to discoveries and innovations which can improve and even save people's lives.

Health and Care Research Wales' mission is to promote, support and provide collective oversight of health and social care research in Wales to ensure it is of the highest international scientific quality, is relevant to the needs and challenges of health and care in Wales, and makes a difference to policy and practice in ways that improve the lives of patients, people and communities in Wales. Involving patients, service users, carers and the public is key to our work in order to ensure the research we support is relevant and effectively delivered. Health and Care Research Wales is directed by Professor Kieran Walshe.

In 2021, Health and Care Research Wales undertook the Research Career Pathways Project- a collaborative project between Health and Care Research Wales and Health Education Improvement Wales (HEIW), working closely with Social Care Wales. The project reviewed the research training and career development pathways for the health

and social care research community in Wales, examining whether they are fit for purpose and considering what improvements could be made.

The project proposed 17 recommendations to improve opportunities for research career pathways for health and social care researchers in Wales across several areas. One of the recommendations was that Health and Care Research Wales should invest in a high-level leadership role to lead this area of work, raising the profile of research careers, co-ordinating national developments, Wales wide collaborations with key partners and facilitating UK wide collaboration.

3. The Health and Care Research Wales Faculty

The high level aims and objectives of the Health and Care Research Wales Faculty will be to:

- bring together the development and coordination of training and career development for people working in the health and social care community in Wales
- play a pivotal role in attracting, training and supporting the best health and care researchers so we can develop a highly-skilled academic research workforce
- take a lead role in the implementation of the recommendations from the review of research career pathways in Wales.

The Faculty provides an opportunity to bring the Health and Care Research Wales personal award schemes and other future related initiatives under the banner of the Faculty. The Director of the Health and Care Research Wales Faculty will be supported by a team hosted by Powys Teaching Health Board through the existing Support & Delivery Centre.

The Director of Faculty will provide overall strategic direction for the Faculty and this area of work and will be given the opportunity to shape the initiative with guidance from RDD, Welsh Government and an advisory/ implementation group.

4. The role of Director of the Faculty

Health and Care Research Wales is looking for a motivated, dynamic individual to take lead responsibility for the Health and Care Research Wales Faculty as its director.

The successful candidate will have experience working at a senior level in and with both academia and government/the NHS/ local authorities – and the ability to establish credibility with both the research community and policymakers and senior leaders in health and social care.

They will be currently working in a senior role in a university, research institute or health/ social care organisation or equivalent (either in Wales or elsewhere). We anticipate arranging a secondment from their current employer to take up the role, and the terms for this will be agreed with the successful candidate and their organisation.

They will have a track record and expertise in research, and an understanding of the enablers and barriers in pursuing research careers across the fields of health and

social care research. They will be expected to work strategically and collaboratively, providing strategic leadership for a programme of work that will involve the needs and expectations of a wide range of stakeholders and specifically in close liaison with Health and Care Research Wales senior management responsible for the Faculty, by providing strategic direction for the programme and key input into related communications.

The director must have excellent communications skills, with the ability to present complex information to specialist and non-specialist audiences. They must have demonstrable experience and skills in building positive and productive relationships with colleagues and other stakeholders.

The post will be part-time (anticipated to be up to 0.5 WTE, to be negotiated by the successful applicant with the Director of Health and Care Research Wales).

5. Director – key responsibilities

The director will be accountable to the Director of Health and Care Research Wales and will:

- Lead the overall strategy to improve research career pathways in Wales raising the profile of research careers, co-ordinating national developments, Wales wide collaborations with key partners and facilitating UK wide collaboration;
- Provide strategic leadership for the implementation of the recommendations from the review of research career pathways relating to strategy, infrastructure, culture and communications;
- Direct, lead and oversee current and future fellowship and personal award schemes operated by Health and Care Research Wales;
- Develop a strategy and implementation plan for enhancing research careers in Wales which is overseen by an implementation group, including a vision for developing research capacity and capability among health and social care professionals;
- Work collaboratively with Health and Care Research Wales, HEIW and Social Care Wales to support the enhancement of research careers in Wales through a collaborative leadership approach;
- Work collaboratively with UK wide funding partners, including government funding partners, research councils and charities to ensure training and development opportunities for Welsh researchers, enabling cross funder investment where appropriate;
- Report progress to and take advice from the Health and Care Research Wales Senior Management Team and other groups as appropriate;
- Present developments, progress updates and other related activity at a range of public meetings and forums;
- Act as visible, accessible figurehead for research careers in health and social care in Wales;

- Provide strategic direction for the development, implementation and management of the Health and Care Research Wales Faculty;
- Work collaboratively with key stakeholders in Wales to ensure the Faculty meets the needs of the Health and Care Research Wales personal award holders;
- Establish the implementation group to guide the overall programme of work to improve research career pathways in Wales, including setting out the priorities.

The Health and Care Research Wales Support & Delivery Centre will have responsibility for the operational programme of work relating to the Faculty objectives. The Support & Delivery Centre Faculty Administration Team will be hosted by Powys Teaching Health Board through the Support & Delivery Centre which is contract managed by Welsh Government.

6. Application process

Application for the role of Director will be by the submission of a full curriculum vitae and a letter of application (maximum length 4 pages) setting out your vision for enhancing research careers in Wales, your vision for the Faculty and your suitability for the role.

Applications should be submitted by email to Nick Thomas, Project Manager, Research and Development Division, Welsh Government (nick.thomas@gov.wales) by **17:00 on 25 February 2022**. Receipt of your application will be acknowledged. Any requests for further information or queries about the role or any aspects of the application process should be directed to Nick Thomas in the first instance.

Applications will be considered by a panel convened by Health and Care Research Wales, and we anticipate interviewing shortlisted applicants on **18 March 2022**. Feedback will be provided to unsuccessful applicants on request. We will seek to then agree secondment arrangements with the successful candidate to start as soon as possible.