

Health and Social Care Professions

National Fellowship in Innovation



Introduction

The HSE's Spark Innovation Programme was established in 2017 as a national programme to encourage, support and recognise innovation among frontline healthcare staff in Ireland. The programme is funded and supported by National Doctors Training and Planning (NDTP), the Office of the Nursing and Midwifery Services Director (ONMSD), National Health and Social Care Professions Office (NHSCPO) and the National Quality Improvement Team (QIT) with the goal of encouraging innovation across our health service. The Spark Innovation Programme encourages frontline healthcare workers to develop and implement their ideas so that the care for patients and the Irish health service can continuously improve.

The role of the Innovation Fellow is critical in leading and shaping the Spark Programme. The fellow plays a key part in supporting ideas, design, innovation, collaboration and initial implementation of initiatives led by frontline staff. We hope that as the Spark Programme grows so will our team, recently the programme added administration support and it is hoped that in the future there will also be a nursing/midwifery innovation fellow as well as a fellow from the health and social care professionals so as that all groups are represented in the decision-making processes and in implementation of projects.

The Award

The successful candidate will be awarded an Innovation Fellowship (0.6 WTE/ 3 days a week) for a 12 month period and will receive a salary equivalent to their current rate of remuneration for the duration of the Fellowship. This would allow the Fellow to remain in clinical practice or work less than fulltime. We would also be open to the Fellow working from other locations / remote working with agreed days in the Spark / NDTP Office / Dr Steevens' Hospitals as required.

The Innovation Fellowship presents an exciting opportunity for a HSCP to develop their leadership and management skills. The purpose of the Innovation Fellowship is to give an HSCP the opportunity to be part of the leadership team and shape the Spark Programme. This will be done in collaboration with the National QI Team, NDTP, NHSCPO, OMNSD and other stakeholders.

Remit of the HSCP National Innovation Fellow

The remit of the Fellow will include:

General Duties:

- Leading and continuing to develop the Spark Programme in collaboration with the National Quality Improvement Team, NDTP, ONMSD, NHSCPO, healthcare providers including NCHDs, hospitals and other relevant stakeholders
- Act as a resource for healthcare providers to help drive innovation, change and collaboration in the health services
- Encourage engagement with the Spark Programme via site visits to hospitals/community, attend training days and conferences.
- Develop a series of Key Performance Indicators (KPIs) to report the impact of the role and projects supported by Spark

- Assist with scaling up and/or transferring successful initiatives and projects that have been undertaken in one clinical site to other sites
- Develop and lead initiatives to support innovation, collaboration and change within the HSE
- Prepare reports, articles and or updates for a variety of purposes including the Spark Programme Updates, Annual Reports, HR updates, media press releases, social media, etc.
- Promote interdisciplinary and interprofessional collaborations
- Attend meetings as required both internally and externally
- To join numerous boards/working groups where the innovation fellow has a presence. These will be discussed and agreed with the Fellow.
- Communication with HSCPs via various platforms e.g. social media, email, website etc.
- Input on various projects/initiatives with stakeholders for example, the NDTP Strategy, HSE People Strategy, etc. as requested
- Further duties as required.

Helping Lead and Develop the SPARK Programme:

The Spark Programme encompasses a wide range of initiatives designed to support and encourage innovation amongst healthcare staff. The Innovation Fellow will be expected to be part of the leadership team to shape the programme over their year in the role. Each year the role has changed and grown, it has had to adapt to providing much of what we offer digitally and it is expected that the incoming fellow will transition back into face to face offerings once again.

The Spark Programme offers a range of funding opportunities to support the implementation of innovation projects led by frontline staff. Some of the initiatives the fellow will be involved in include:

1. Spark Seed Funding

This is a micro-funding opportunity currently open to HSCPs, NCHDs, Nurses, Midwives and Multidisciplinary groups. Applicants benefit from mentorship and educational support at our Seed Funding workshops. The Fellow will be required to promote the initiative, assist and advise applicants, review applications, organise allocation of funding, and assess the progress of approved projects. The funding has three calls per year (January, July and September).

The Fellow will also be expected to advise staff on other funding streams, e.g. Public Service Innovation Fund, NDTP Development Funding, Slaintecare Funding etc.

The Spark Programme believes that frontline workers are ideally placed to recognize the problems faced by their patients and colleagues. We offer different initiatives to help in turning these ideas into solutions with the input of stakeholders in other industries.

2. HSE/HIHI Spark Ignite

This initiative is a health innovation call run in collaboration with Health Innovation Hub Ireland. This call for innovative ideas is open to all HSE staff. Successful applicants benefit from a series of regional workshops culminating in a Dragon's Den style pitch event where the Innovation

Fellow sits on the judging panel. This mini-accelerator programme is offered in each of HHI's hubs – Cork, Dublin and Galway.

3. Spark Design Challenges

The Spark Programme supports a range of Design challenges including Design Week in the Mater Hospital and St James' Hospital. Healthcare staff are invited to submit a problem or pain point which is then tackled by a group of Design Students. The Fellow sits on the judging panel for these initiatives and helps to decide who receives the NDTP Design Bursary.

4. Design on the Frontline

The Covid-Call was set up to seek problems affecting all healthcare workers and present these problems to the finest minds in innovation and design in Ireland. We went to frontline workers and asked them to highlight problems that have arisen or have been heightened as a result of the pandemic. The response was overwhelming, we identified several common themes whereby developing innovative solutions it will be possible to help some of the most deserving in our health system. Dozens of healthcare workers were selected based on their submissions (both individual and group) to attend a design and innovation workshop led by Trevor Vaugh. The next week they submitted a pitch for their problem using what they had learned at the workshop. It was clear that several themes permeated the responses and the judging panel selected three general themes that broadly covered as many areas discussed as possible. We are very excited by the involvement of designers and creative minds in helping to solve such problems as in our experience the insights and solutions that such minds develop can make a huge positive impact. More information at www.designonthefrontline.com

The Fellow will be expected to establish and maintain positive relationships with relevant academic institutions, industries, and international organisations. The Fellow will contribute to NDTP and wider HSE policy and planning, including discussion papers and strategies. The Spark programme requires multidisciplinary/ interdisciplinary collaboration and involvement of patients/service users where possible so the Innovation Fellow must be able to work with stakeholders from all disciplines.

As the Spark Programme continues to grow, sharing the work supported by the programme becomes more important. The Innovation Fellow, together with their co-fellows, is responsible for managing the portfolio of projects supported and disseminating this information through case studies, presentations and other publications.

Other Duties:

The National Innovation Fellow will be expected to encourage and support planned and unplanned innovation whilst developing novel approaches to support innovation. Indicative examples of what developing the Spark Initiative could involve:

- Developing initiatives/mechanisms to support innovation at clinical site

- Cultivate and develop relationships internal and external to the HSE. Examples include National Lead NCHD /NDTP Fellow, E Health Ireland and Office of the Clinical Information Office, Trainee Committee of the Forum of Postgraduate Training Bodies
- Shaping innovation events for healthcare staff
- Create, disseminate, and assess applications for funding and support
- Oversee the Spark Innovation Programme budget under the supervision of the Spark Programme Lead / HSE Business Manager
- Develop opportunities for shared learning across various sites and assist with transferring successful projects in one clinical site to other sites.
- At interview applicants will be expected to discuss their strategy for the year in terms of: Communication and engagement, new ideas and a brief outline of their goals / targets for the year.

Competencies:

Professional Knowledge & Experience

Demonstrate:

- Familiarity and demonstrable track record in Innovation
- Knowledge of clinical workforce structures
- Knowledge of Irish Health Service structures and strategic direction (Slaintecare)
- Excellent ICT skills

Planning, Organising and Delivery of Results

Demonstrate:

- Excellent organisational and time management skills to meet objectives within agreed timeframes and achieve quality results
- Evidence of effective planning and organisational skills including an awareness of resource management and the importance of value for money
- The ability to improve efficiency within the working environment and the ability to evolve and adapt to a rapidly changing environment
- A capacity to operate successfully in a challenging operational environment while adhering to quality standards
- Results focused, motivated and enthusiastic with a 'can do' attitude
- The ability to successfully manage a range of different projects and work activities concurrently
- A proven ability to prioritise, organise and schedule a wide variety of tasks and to manage competing demands while consistently maintaining high standards and positive working relationships.

Communication & Interpersonal Skills

Demonstrate:

- Excellent oral and written communication skills including the ability to produce professional reports.
- A track record of building positive working relationships with people who work in a challenging and at times stressful work environment
- Excellent people skills and the ability to achieve “buy-in” from major stakeholders
- Negotiation/influencing skills

Leadership & Teamwork

Demonstrate:

- The capacity for management responsibility and demonstration of initiative
- The ability to achieve results through collaborative working
- The ability to build and maintain relationships with colleagues and other stakeholders and to achieve results through collaborative working
- The ability to work both independently and collaboratively within a dynamic team and multi-stakeholder environment
- Flexibility, adaptability and openness to working effectively in a changing environment.

Commitment to a Quality Service

Demonstrate:

- An ability to pay close and accurate attention to detail in personal work and to create a culture where high standards are valued and respected
- Evidence of practicing and promoting a strong focus on delivering high quality customer service for internal and external customers
- Commitment to developing own knowledge and expertise.

Employment and Contractual Arrangements

The following employment and contractual arrangements will apply to the Fellowship:

- The National Fellowship in Innovation is co-funded by NHSCPO and NDTP and the Fellow will be employed directly as a member of the NDTP team for the duration of the Fellowship
- The role is a 0.6 FTE / 3 day week position so there is flexibility in relation to accommodating those that wish to maintain clinical practice during the fellowship or to work less than fulltime.
- The Fellowship is a fixed term position (0.6 FTE) for a period of one year.
- Governance with the Spark Programme Director, reporting relationship with the Spark Programme Manager.

Who Should Apply

To apply applicants must possess the following:

- A recognised qualification for entry to practice in one of the 26 Health and Social Care Professions.
- Be practising in a HSCP discipline at staff or senior grade.
- Minimum of 2 years clinical experience post qualification.
- Applicants should be registered with CORU as appropriate and on appointment, practitioners must maintain their annual CORU registration.
- Demonstrate a successful track record in engaging and contributing positively to change programmes
- Experience of engaging with and working with a range of stakeholders including HSCP colleagues
- Possess the requisite knowledge, skills and attributes to make a contribution to the health service through the Fellowship.

How to Apply

To apply please submit the following:

- A comprehensive Curriculum Vitae clearly showing relevant achievements and experience from your career to date
- A cover letter/personal statement (maximum 2 pages) outlining why you wish to be considered for this Fellowship and where you believe your skills and experience meet the requirements for the Innovation Fellowship;

Applications

Applications must be submitted by email to Neilan Govender at neilan.govender@hse.ie, no later than **5pm on Friday the 31st December 2021**. It is intended that interviews will take place week commencing 10th January 2022.

Applications must be submitted by email to Neilan Govender at neilan.govender@hse.ie

Informal enquiries to Neilan Govender or to Jared Gormly at jared.gormly@hse.ie

The Selection Process

The HSE will consider the applications submitted to it and shortlist the applications. Consideration will include:

- The candidate's experience
- The candidate's experience of:
 - i. Contributing to change programmes
 - ii. Engaging with stakeholders in the health service
- The candidate's possession of the following knowledge, skills and attributes:
 - i. Professional Knowledge & Experience
 - ii. Planning, Organising and Delivery of Results

- iii. Communication & Interpersonal Skills
 - iv. Leadership & Teamwork
 - v. Commitment to a Quality Service
- Shortlisted applicants will be invited to attend an interview with a panel formed by the HSE. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.