

Non-Consultant Hospital Doctor (NCHD) National Fellowship in Innovation



Deadline for submission of applications to the Spark Innovation Programme:

5pm on Friday 7th March 2022

Introduction

The Spark Innovation Programme began as a NCHD-led initiative seeking to support, promote and recognise innovation amongst healthcare staff. The initiative was established by National Doctors Training and Planning (NDTP) in July 2017 as a national programme to empower and engage with NCHDs. Now with the support of the Office of the Nursing and Midwifery Service Director (ONMSD) and the National Health and Social Care Professions Office (NHSCPO), Spark is supporting innovation in a much wider range of staff. The ultimate vision of the Spark Programme is to empower all HSE staff to innovate and improve the health service in a collaborative manner. Spark believes that the opportunity to implement one's own idea is central to staff engagement; resulting in inspiration for staff, encouraging recruitment, and in supporting staff retention. Our role in supporting staff is to encourage innovative ideas, offer training via our design thinking workshops, provide design input where feasible and provide funding for innovative projects.

The Award

The successful candidate will be awarded a Spark National Innovation Fellowship and will receive a salary equivalent to their current rate of remuneration for the duration of the one-year fellowship. In addition, funding for a postgraduate programme may be provided during the year of the Fellowship only (The course must be agreed in advance with the Spark Programme HSE Lead). The recipient of the Fellowship will be required to sign an Award Agreement with the HSE.

2022-2023 National NCHD Fellow in Innovation and Change

The HSE is now inviting applications for a NCHD Fellowship in Innovation commencing in July 2022. The Innovation Fellowship presents an exciting opportunity for a NCHD to develop their innovation, leadership and managerial skills. This will be done in collaboration with NDTP, ONMSD, HSCP Office and other stakeholders.

The Spark Programme would be open to having one full-time Innovation Fellow or two Fellows working less than full time (for example, two Fellows working 0.6 WTE). This would allow the Fellow to remain in clinical practice or pursue other interests if desired. We would also be open to the Fellow(s) working from other locations with days in the NDTP Office/ Dr Steevens Hospital as required.

If the Innovation Fellow is enrolling in a relevant postgraduate programme the specific course would be agreed with the successful applicant. Time required to undertake the postgraduate programme and associated research will be agreed with the successful applicant.

Remit of the National Innovation Fellow

General Duties:

- Leading and continuing to develop the Spark Programme in collaboration with the NDTP, ONMSD leads, the National Lead NCHD, healthcare providers including NCHDs, Nursing/Midwifery colleagues, HSCPs, hospitals, CHOs and other relevant stakeholders
- Act as a resource for healthcare providers to help drive innovation, change and collaboration in the health services
- Develop and lead spark initiatives to support innovation and collaboration within the HSE

- Encourage engagement with the Spark Programme via site visits to hospitals/services, attend training days and conferences
- Develop a series of Key Performance Indicators (KPIs) to report the impact of the role, projects and nurses and midwives 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
- Prepare reports, articles and or updates for a variety of purposes including the Spark Programme Updates, ONMSD and other website blogs, Health matters, Lead NCHD Newsletter, Annual Reports, HR updates, media press releases, social media, etc. Promote interdisciplinary team working
- Attend meetings as required both internally and externally
- Join numerous boards/working groups where the innovation fellow has a presence. (These will be discussed and agreed with the Fellow).
- Communication with healthcare colleagues via various platforms e.g. social media, twitter, email, website etc.

Leading and developing the SPARK initiative:

The Spark Programme encompasses a wide range of initiatives designed to support and encourage innovation amongst nurses/midwives, NCHDs, health and social care professionals and other healthcare staff. Innovation Fellows will be expected to lead the programme and shape it 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(s) will transition back into face-to-face offerings once again in accordance with Public Health advice.

The Spark Programme offers a range of funding opportunities to support the implementation of innovation projects led by frontline staff. These include:

Spark Seed Funding – a micro-funding opportunity currently open to NCHDs, nurses, midwives, and Health and Social Care Professionals. Applicants benefit from mentorship and educational support at Design Thinking 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 initiative currently has two calls per year (January and July).

Spark Hospital Innovation Fund – a larger innovation fund that was offered to hospital consultants on a pilot basis in 2019 and broadened to Nursing / Midwifery and Health and Social Care Professionals in 2022. The Fellow(s) are responsible for co-designing and promoting the call for applications, administering the funding call and allocating funding in collaboration with other stakeholders.

Spark Ignite - a national health innovation mini-accelerator open to all HSE staff in Ireland. 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.

Spark Design – The Spark Programme supports a range of Design challenges including Design Weeks 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 Fellows sit on the judging panel for these initiatives and helps to decide who receives the Design Bursary.

Design on the Frontline - Design on the frontline (DOTFL) was an initiative set up to solve problems related to the Covid-19 pandemic. These problems were presented to the finest minds in innovation and design in Ireland in order to make innovative solutions to these challenging issues. As a result, DOTFL initiated collaboration with the design community and healthcare professionals. We have modified our initiative to support designers at the grassroots level with a scholarship programme for design students. Spark currently offer 12 scholarships with a small bursary to 6 major design schools in Ireland in order to investigate and provide solutions to clinical problems in the healthcare space. These students will present their work at a National Showcase in which one of them will be crowned the winner of DOTFL. We hope that these solutions can be adopted within the HSE and foster a further collaboration between the design and healthcare community.

Other Duties:

The NCHD Innovation Fellow(s) 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 sites
- Advise staff on other funding streams, e.g. Public Service Innovation Funding, Sláinte Care Funding etc.
- Cultivate and develop relationships internal and external to the HSE. Examples include National Lead NCHD/NDTP Fellow, EHealth Ireland and Office of the Clinical Information Office, Trainee Committee of the Forum of Postgraduate Training Bodies
- The Fellow is expected to establish and maintain positive relationships with relevant academic institutions, industries, and international organisations.
- The Fellow may be required to contribute to the work of national offices such as NDTP, ONMSD, HSCP, QPS, National HR, Office of the CCO and / or wider HSE policy and planning, including discussion papers and strategies.
- The Spark programme requires interdisciplinary collaboration and involvement of patients where possible so the Innovation Fellow must be able to work well with stakeholders from all disciplines.
- As the Spark Programme continues to grow, sharing and promoting the work supported by the programme becomes more important. The Innovation Fellow(s) are responsible for managing the portfolio of projects supported and disseminating this information through case studies, presentations and other publications.
- The Innovation Fellow is also responsible for hosting the Bright Spark Awards which reward the most innovative and successful projects supported by Spark as well as recognising the champions of the programme.
- Shaping innovation events for healthcare professionals
- Create, disseminate, and assess applications for funding and support
- Oversee elements of 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 initiatives that have been undertaken in one clinical site to other sites.
- Research Study or Project: a research study or project may be undertaken as part of the post graduate/master's programme. The specific post graduate/master's programme and the research topic would be agreed between the Fellow and NDTP, however applicants should have an area of research and a potential supervisor identified at time of application.

Competencies:

Professional Knowledge & Experience

Demonstrate:

- Familiarity and demonstrable track record in Innovation and change
- Knowledge of medical workforce structures
- Knowledge of Irish Health Service structures, integration and reconfiguration
- Excellent ICT skills - Microsoft Office (word, powerpoint, excel, outlook) Google Docs/Forms, etc.

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 and 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 and 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
- The ability to lead the team by example, coaching and supporting individuals as required.
- 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 person centred services
- Commitment to developing own knowledge and expertise.

Fellowship Contractual Arrangements

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

- The National Fellowship in Innovation is co-funded by QIT 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 potentially fulltime however there is flexibility particular in relation to accommodating doctors that wish to maintain clinical practice during the fellowship. The Spark Programme would also be interested in applications who wish to take up the role on a Less than Full-Time Working basis and would consider appointing two fellows to accommodate LTFW.
- The Fellowship is a fixed term position for a period of one year.
- Governance by Spark Programme Director and reporting to the Spark Programme Manager.

Who Should Apply

To apply applicants must possess the following:

- Have at least completed internship by July 2022
- 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 NCHD 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

Closing date for Applications:

Expressions of interest must be submitted *by e-mail* to the Spark Programme Manager, Neilan Govender at neilan.govender@hse.ie no later than 5pm on 25th February 2022.

Informal enquiries to:

Dr Rachel McNamara, National Innovation Fellow at
rachel.mcnamara@hse.ie or by phone 087-2127015

Jared Gormly, Spark Programme Director at jared.gormly@hse.ie or by
phone 087 1242317

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:
 - Contributing to innovation programmes
 - Engaging with stakeholders in the health service
- The candidate's possession of the following knowledge, skills and attributes:
 - Professional Knowledge and Experience
 - Planning, Organising and Delivery of Results
 - Communication and Interpersonal Skills
 - Leadership and Teamwork
 - Commitment to a Quality Service
- Shortlisted applicants will be invited to attend for interview with a panel formed by the HSE.

Failure to include information regarding these requirements may result in you not being called to the next stage of the selection process.



[@ProgrammeSpark](https://twitter.com/ProgrammeSpark)



spark@hse.ie

Appendix 1: A note from a previous Fellow

The National Innovation Fellowship is a role that should appeal to those who are excited by change, innovation and development in the health system. The role is undoubtedly a departure from day-to-day healthcare services life that most applicants might be coming from as it involves a lot of self-direction, working independently and as part of groups/teams towards goals and deadlines. It allows the fellow to work closely with innovative and creative people from industry and within the health service. Your input, opinions and knowledge of working within the health system are of great importance to the innovation processes. The Spark programme is run by a small team and as such, the role of the fellow can involve multiple different elements in steering the programme's direction. As such, the fellow may be expected to help in the promotion and organising of events, management of digital content that is shared on the website and social media accounts as well as being involved in the judging of applications and solutions in the various programmes and indeed, whatever may need to be done at a given time.

The programme is continually evolving and as such, there will be many opportunities for the fellow to not only put their own stamp on existing offerings but also to look to implement their own ideas and see them through. It is an opportunity to hone one's communication, problem-solving, management and leadership skills. The fellow will learn about the structures within the HSE and whatever their future career goals they will have experience and skills in innovation and change management that will always be a benefit.