

Nursing and Midwifery One-Year National Fellowship in Innovation



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



spark@hse.ie

Deadline for submission of applications to the Spark Innovation Programme:

Friday 31st December 2021

Introduction

The Spark Innovation Programme began as a bottom up initiative seeking to support, promote and recognise innovation amongst healthcare staff. The Office of the Nursing and Midwives Director, commenced a partnership with the Spark Programme in 2019.

The initiative was established by National Doctors Training and Planning (NDTP) in July 2017 as a national programme to empower and engage with NCHDs. Spark believes that the opportunity to develop one's ideas is central to staff engagement, is often inspiring for staff, encouraging recruitment, and in supporting retention. Spark also believes that it is not solely about successful ideas but also about the potential shared learning for the system. This belief is shared by the Nursing Midwifery Services Director.

Now with the support of NDTP, the Office of the Nursing and Midwifery Service Director (ONMSD) and the National Health and Social Care Professionals 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.

Fellowship role

Since its inception, the Spark Innovation programme has been led by National Spark Innovation Fellow(s). To date these have been NCHDs with a passion for innovation who lead the innovation initiatives during a one-year fellowship. The fellows change each year and hand pass on their work to the incoming fellows similar to rotations in practice. You can read about the current fellows here <https://www.hse.ie/eng/staff/leadership-education-development/met/spark-innovation-programme/national-fellow-for-innovation-and-change/>

We now plan to appoint the first Nurse/Midwife National Innovation Fellow for a one-year term. The role of the nursing or midwifery Fellow is critical in leading and shaping the Spark Programme. The fellow will play a key part in supporting ideas, design, innovation, collaboration and initial implementation of initiatives led by frontline staff. The nursing/midwifery innovation fellow joins medical and health and social care professional fellows so as that all groups are represented in the decision-making processes, in the support to and implementation of projects - making it a truly interdisciplinary effort. This reflects how interdisciplinary collaboration is at the heart of frontline healthcare.

The purpose of the Nurse / Midwife Spark National Innovation Fellowship is to give a nurse or midwife the opportunity to lead and shape the Spark Programme.

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.

The Call for the National Nursing and Midwifery Fellow in Innovation

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

The Fellowship is a full-time commitment for a nurse/midwife for a one-year period. The Spark Programme is open to the fellow working less than fulltime in the role if desired and also working from other locations with days in the Spark Office / Dr Steevens' Hospital / working from home 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

The remit of the Fellow will include:

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, 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
- Further duties as required.

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:



1. Spark Seed Funding – this is a micro-funding opportunity currently open to nurses, midwives NCHDs, and interdisciplinary groups. Applicants benefit from mentorship and educational support at our Seed Funding workshops. The Nurse/Midwife 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 two calls per year (January and July).
2. Spark Hospital Innovation Fund – this is a larger fund that was offered to hospital consultants on a pilot basis in 2019. The Fellow(s) are responsible for promoting the call for applications, administering the funding call and allocating funding in collaboration with other stakeholders.
3. The Nurse/Midwife Fellow will also be expected to advise staff on other funding streams, e.g. Public Service Innovation Fund, NDTP Development Funding, Sláinte Care Funding etc.

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



Spark Ignite 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 HIHI's hubs – Cork, Dublin and Galway.



Spark Design – 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 Fellows sit on the judging panel for these initiatives and helps to decide who receives the Design Bursary.

2020/2021 was a year in which for healthcare workers there was massive change and with that the manner in which Spark delivered our offerings had to change but continued to offer new initiatives:

Covid Call – ‘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. Spark went to frontline staff 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.

Other elements to the innovation role include:



The Fellow is expected to establish and maintain positive relationships with relevant academic institutions, industries, and international organisations. The Fellow will contribute to NDTP, ONMSD and 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 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(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.

Other Duties:

The Nurse/Midwife 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 sites
- 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, ONMSD, National Clinical Leadership Centre for Nursing and Midwifery, Trainee Committee of the Forum of Postgraduate Training Bodies
- Shaping innovation events for nurses and midwives and other healthcare staff
- 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.
- At interview applicants will be expected to discuss their strategy for the year in terms of: Communication and engagement, new ideas for nursing and midwifery innovation and a brief outline of their goals / targets for the year

Competencies:

Professional Knowledge & Experience

Demonstrate:

- Familiarity and demonstrable track record in Innovation and change
- Knowledge of nursing and midwifery structures
- Knowledge of Irish Health Service structures, integration and reconfiguration

- 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 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 Fellowship opportunity is for a one-year period (fixed term) on your current employment terms and conditions/salary working within the Spark programme team.
- Governance with the Spark Programme Director, reporting relationship with Spark Programme Manager and a professional link with a nurse/midwife lead within the ONMSD.

Who Should Apply

To apply applicants must possess the following:

- Be registered with the Nursing and Midwifery Board of Ireland
- Have a least two years post registration clinical experience
- Be currently working in a clinical setting (as a staff nurse/midwife or CN/MM, or CN/MS or AN/MP)
- Demonstrate a successful track record in engaging and contributing positively to innovation/change programmes and Quality Improvement initiatives
- Requisite innovation 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 31st December 2021**.

Informal enquiries to:

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

Dr. Maureen Flynn, ONMSD at maureena.flynn@hse.ie or by phone 087-9317014

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 including nursing and midwifery colleagues and MDT
- 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.

The Business Manager will make arrangements with the employer of the successful candidate to obtain the fellowship the period of one year. Upon completion of the one-year fellowship, the Nurse/Midwife shall return to their previous employment.

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, where your input, opinions and knowledge of working within the health system are of great importance to their processes. The Spark programme is run by a small team and as such, the role of the fellow can involve all elements involved in such a programme. 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 presentation, 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.