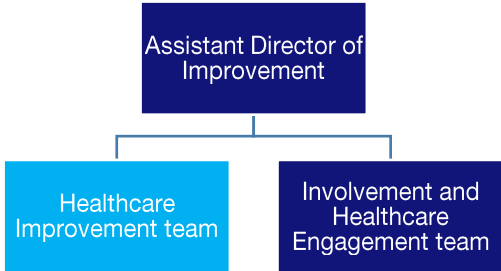
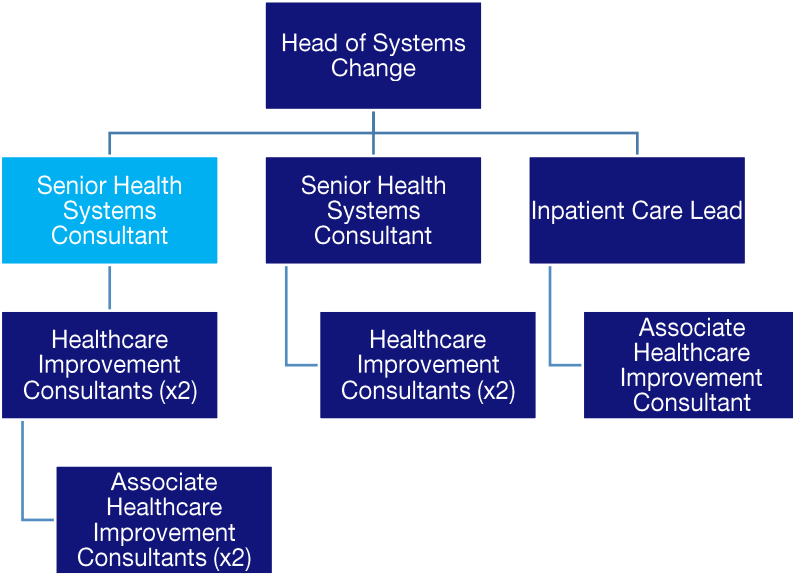


<p>Job Title Senior Health Systems Consultant</p>	<p>Directorate and team This role sits in the Healthcare Improvement Team in the Policy, Campaigns and Improvement (PCI) Directorate</p>
<p>Key focus of the role We work with extraordinary people in the NHS and supporting them has never been more important. As a Senior Health Systems Consultant, you'll take a strategic approach to improving outcomes for people with and at risk of diabetes. You'll do this by helping people in diabetes systems unlock their potential.</p>	<p>Department</p>  <pre> graph TD ADI[Assistant Director of Improvement] --> HIT[Healthcare Improvement team] ADI --> IHE[Involvement and Healthcare Engagement team] </pre>
<p>Key deliverables</p> <ul style="list-style-type: none"> Consult and work in partnership with diabetes health systems, energising and inspiring people to work differently to improve diabetes care. Grow our skills to facilitate change in systems and drive a culture of high-performance and continuous learning that is relentlessly focused on impact for people with and at risk of diabetes. Create high-impact partnerships with forward-thinking organisations that help build the change-making capabilities of people in NHS systems. 	<p>Job and reporting Line</p>  <pre> graph TD HSC[Head of Systems Change] --> SHSC1[Senior Health Systems Consultant] HSC --> SHSC2[Senior Health Systems Consultant] HSC --> ICL[Inpatient Care Lead] SHSC1 --> HIC1[Healthcare Improvement Consultants (x2)] SHSC2 --> HIC2[Healthcare Improvement Consultants (x2)] ICL --> AHC1[Associate Healthcare Improvement Consultant] HIC1 --> AHC2[Associate Healthcare Improvement Consultants (x2)] </pre>
<p>Contractual information</p> <ul style="list-style-type: none"> Contract type: Permanent Hours: Full time (35 hours) Pay range: Band 4 	
<p>Key working relationships internal This role will work with many teams in the charity but will need to work closely with colleagues in our National and Regional teams, the Involvement and Healthcare Engagement team and the cross-organisation Outcomes Groups.</p>	

Key working relationships external

This role will work with a diverse group of partners but will need to work closely with people with and at risk of diabetes, healthcare professionals, NHS organisations, professional bodies, interest groups, consultancies, funders, academics, evaluators, researchers and other leading charities.

All jobs at Diabetes UK are based on our competency framework called the **What-How Framework**. In the following sections we've listed:

- the key activities you'll undertake (**the What**) and
- the skills, knowledge, experience and behaviours you need to be successful in this role (**the How**).

When applying, focus on the bullet points that are **bold and marked with (S)** only. We will use these elements for shortlisting purposes.

Key activities – What you need to do

Improving delivery	Making change happen	Collaborating with colleagues	Building external relationships
<p>1. Work strategically to improve impact, build on areas of strength and create the conditions for meaningful change across systems. (S)</p> <p>2. Gather insights about unmet areas of need in diabetes systems and use these insights to shape the design and delivery of our support offer to the NHS.</p> <p>3. Work up and test new ways of facilitating improvement in systems and build compelling business cases for investment.</p> <p>4. Manage line reports and provide regular support and supervision to enable high performance.</p>	<p>5. Work with diabetes systems to identify the capabilities they need to make change happen.</p> <p>6. Continuously identify ways to improve the impact of our systems work and make best use of the talents, skills and capacity across Diabetes UK. (S)</p> <p>7. Support people to create change in health systems through powerful facilitation and coaching practices. (S)</p> <p>8. Develop a high-quality, high-impact support offer that helps individuals, teams and systems build their capabilities for improvement.</p>	<p>9. Integrate the work of the team with our National and Regional teams, continuously finding ways to grow our capacity and skills for facilitating improvement in diabetes systems. (S)</p> <p>10. Work with teams across Diabetes UK to develop new partnerships and funding arrangements that scale up the reach and impact of our work.</p> <p>11. Contribute to the wider work of the team and the organisation, modelling strong leadership behaviours.</p>	<p>12. Engage, support and inspire people in health systems, including professionals at senior levels in the NHS.</p> <p>13. Build, leverage and negotiate strategic internal and external relationships based on transparency, respect and shared goals. (S)</p> <p>14. Bring in new learning from other leading organisations and thought leaders around the world that help build our capacity and skills for facilitating improvement in diabetes systems.</p>

Skills, knowledge, experience and behaviours – How you need to do it

When applying, focus on the bullet points that are **bold and marked with (S)** only. We will use these elements for shortlisting purposes.

Setting & delivering strategy & objectives	Making change happen	Collaborating with colleagues	Managing and developing self
<p>1. Demonstrate your experience of using a powerful, common vision to energise and inspire diabetes systems, partners and colleagues to work differently. (S)</p> <p>2. Apply your skills of translating high level strategic priorities into clear and achievable objectives for colleagues.</p> <p>3. Ensure everything we do has a clearly defined outcomes, and simple measures for showing the impact of our work.</p>	<p>4. Apply your deep experience of consulting and/or coaching, systems thinking and working in partnerships to facilitate change in health systems. (S)</p> <p>5. Apply your experience of involving people with health conditions and those experiencing inequality to our systems work.</p> <p>6. Work across boundaries, finding practical steps to take in the face of complexity and uncertainty.</p>	<p>7. Use your experience of managing and leading high-performing teams and creating cultures of high support and high challenge. (S)</p> <p>8. Consult with and involve colleagues across Diabetes UK, recognising the benefits that diverse perspectives can bring, before making decisions that will have significant impact.</p> <p>9. Draw on your experience of recognising and nurturing talent to develop potential in diabetes systems, partners and colleagues.</p>	<p>10. Challenge the status quo and take risks to improve delivery.</p> <p>11. Demonstrate a growth mindset, fuelled by an abundance of energy, compassion and appreciation for those you work with.</p> <p>12. See the process of change in health systems as messy, unpredictable and emergent (rather than planned and controlled).</p> <p>13. Commit deeply to your personal and professional development and share learning with colleagues and others, supporting the development of their capacity to work systemically and make change happen. (S)</p>

Qualifications you need to carry out this role

- An accredited coaching qualification at practitioner level or equivalent is desirable but not essential.

