

# NATHAC

NATIONAL ACADEMY FOR TECHNOLOGY  
IN HEALTH AND SOCIAL CARE



Chief  
Executive



Starfish



# Introduction

NATHAC is a new and different organisation. Currently in its start-up phase, it is being established as a company limited by guarantee and will very quickly apply for registered charity status. It has initial funding from the Department of Health and Social Care.

With an ageing population, a finite number of resources and greater expectations by citizens, the health and social care system needs to be more sustainable without compromising on the quality of service. Over the coming years, it is impossible to predict the challenges that lie ahead within our healthcare system. However, we do know that technology will play a significant part in supporting the delivery of health and social care services.

NATHAC's work is important and timely and will be delivered at pace and scale. Its mission is to ensure that patients, carers and the wider public reap the greatest benefit from the best technological and digital resources across health and social care.

Currently, health and social care is not always exposed to the opportunities that technology can bring to patient welfare and well-being. NATHAC has been established to spearhead a step change in this regard. We will be a champion for patients to benefit from technology-based services to ensure health and social care leaders are not only aware, but adopting digital solutions to achieve the most positive outcomes for patients, carers and the public good.

NATHAC's immediate task, as a start-up organisation, is to appoint our first Chief Executive who will then be able to take us forward at pace. Our charitable role will be to help deliver better and more efficient healthcare outcomes for patients, carers and the wider public through the use of proven technology-based solutions. The ultimate benefit to the public is our absolute priority. As well as health and social care leaders, we hope to work with citizens to ensure that the public have a say in these transformations and where priorities for change should lie.

This is a significant leadership role, focused on strategy development, delivery and outreach. The charity has just been established, presenting an outstanding opportunity for a candidate to shape an infrastructure and a team, whilst also working in a fast-paced, multi-faceted, start-up environment. We are seeking a contemporary, positive and entrepreneurial leader, who is able to bridge the gap between patient and carer unmet needs, service provision in health and social care, and the innovative marketplace around digital solutions for all of those who access health and care.

In particular, you will need to be intellectually confident and externally focused, to be able to put NATHAC on a credible footing with stakeholders, and to present the best patient-focused case for the adoption of technology-based solutions. You will need some knowledge or expertise of driving and embedding bold change, and be able to calibrate your opinions with diplomacy and persuasion. You will be able to support health and social care leaders to take on best practice at pace, helping them to overcome obstacles. You will also be capable of overseeing the financial management and sustainability while leading on the growth of our organisation.

NATHAC will be an independent charity, underpinned by funding from the Department of Health and Social Care. Four members of the future Board have been appointed by the Secretary of State through a competitive and independent process and there are plans to expand the Board in the near future. We are passionate about providing the best care through harnessing the most effective digital innovations. If you believe you bring what we are looking for, then we would very much like to hear from you.

# Role Description

<b>Role title</b>	Chief Executive Officer
<b>Accountable to</b>	Reporting to the Chair of the Board of Trustees
<b>Job purpose</b>	The Chief Executive is responsible for the overall development, progress and vision of the charity, working with the Chair and Trustees. Reporting to the Chair, the Chief Executive establishing and managing the team and is responsible for the effective and efficient use of resources to meet the charity's strategic objectives and promote its wider mission.

## Responsibilities

### *Provide clear leadership direction*

- To provide clear leadership, management and direction to the newly established start-up charity.
- To work with the Board on the development of strategic plans in its first phase.
- To shape, recruit and build NATHAC's first executive team and lead staff in a way that engages and inspires performance.
- To position the new organisation carefully, developing an innovative way of working that helps to build the foundations of sustainable change in health and social care for the public benefit.
- To generate opportunities to mobilise resources and attract the commitment of others to ensure maximum impact and sustainability for the charity.
- To ensure that all NATHAC's work is of high quality and soundly based on evidence.

### *Build effective and influential alliances and impactful communications*

- To represent NATHAC externally, in partnership with the Chair and Trustees, and develop its profile and reputation so it is recognised as an independent expert on innovations in digital solutions across health and social care, and how to implement them.
- To ensure that stakeholder networks are strategically mapped and tactically deployed, to build support to help deliver NATHAC's mission and cement its credibility as an authority in the digital health space.
- To create and nurture other partnerships and alliances with stakeholders, including current and potential funders, start-ups, central and local government, academic institutions, think tanks, digital innovators in the private sector, the voluntary and charitable sectors, and potential delivery partners.
- To engage in and drive public debate around the topic of technology-based services in health and social care and to promote innovative solutions conceived and driven by the NATHAC.

### *Support the governance of the charity*

- To work closely with the Chair and Trustees across all strategic issues, in the context of a trusted, working relationship.
- To ensure that the organisational governance, including financial risk and control policies and practice are compliant and used effectively.
- To ensure that the planning, programme and reporting mechanisms are effectively geared to delivering and evidencing to the Board the impact of our spend.

# Person Specification

## Knowledge and Experience

- An excellent track record of achievement, ideally gained as Chief Executive or as a highly experienced Director within an organisation that is also addressing complex, multifaceted issues at scale.
- Strong experience of executing ground-breaking initiatives for impact, and of the disciplines required to shape, direct and assure results preferably in a start-up environment.
- An understanding of the digital health and care market, and the pace at which it moves is desirable, as well a strong appreciation of how the health and social care system works. In particular, the capability to bridge the two sectors seamlessly to work towards integration is highly important.
- Experience of working positively with Boards and of leading the formulation and delivery of organisational vision, strategy and objectives is also desirable.

## Skills and Abilities

- Outstanding and recognised leadership skills, and given this is a new organisation, an agile approach.
- An entrepreneurial outlook and the ability to innovate quickly, to spot and act on opportunities as they arise.
- Some experience in change and transformation, in order to create models that help the adoption of different technology solutions and drive change at pace and scale.
- Strong skills in programme management, delivery and reporting, and a high capability to organise effectively and balance competing strategic and operational priorities.
- Exceptional communication abilities, and highly skilled at disseminating information across multiple stakeholder groups.
- Meaningful influencing ability, and able to build confidence and credibility quickly, demonstrating highly effective persuading, influencing and negotiating skills.
- Strong partnership and alliance building ability.

## Leadership Style and Behaviours

- High intellectual capacity and mature emotional intelligence with the ability to work across multiple areas at once.
- Agile and nimble in approach, able to quickly switch between various and diverse stakeholders in a fast-paced environment and seizing opportunities at pace.
- Comfortable with ambiguity alongside the tenacity to drive change.
- Culturally intelligent, and a credible and well-respected leadership style that commands confidence and respect across different sectors and is able to bridge the divide between them, calibrating language appropriately.
- A natural collaborator who is results driven and resilient, as well as politically astute with sound judgement.
- Sees the bigger picture – a patient-centred approach that is all about promoting better care and better outcomes through technology and ultimately improving the health of the nation.

### *This role is not for you if:*

- You care more about technology than the impact it can have on patients, carers and society.
- You are not passionate about the potential for technology in health and social care services.
- You are not comfortable working collaboratively with people who may have conflicting views about the role of technology in future health and care services.
- You do not like working in small teams without large infrastructure.
- You are not a self-starter.
- You do not like change or ambiguity.
- You cannot work across different sectors and issues in a nimble and flexible way.
- You do not thrive in fast-paced environments.

# Terms of Appointment & How to Apply

<b>Remuneration</b>	This role attracts a salary of £120,000 per annum.
<b>Appointment</b>	This is a full-time executive leadership role. Flexible working arrangements are supported.
<b>Location</b>	Virtual but travel will be needed.
<b>Working hours</b>	Full time.
<b>Annual leave</b>	25 days pa + bank holidays.
<b>Equality, diversity and inclusion</b>	NATHAC is committed to equality of opportunity, supports and encourages under-represented groups and values diversity.

We hope you will consider making an application. If having read through the candidate brief you have any questions about the appointment, please contact [Juliet.Brown@starfishsearch.com](mailto:Juliet.Brown@starfishsearch.com) or [Katy.Giddens@starfishsearch.com](mailto:Katy.Giddens@starfishsearch.com)

To make an application, please go to <https://starfishsearch.com/jobs/nathac-chief-exec/> and click on the apply now button, with the following prepared:

- Your CV or equivalent biographical information
- A covering letter that sets out your motivation for applying for this appointment, and what you can bring against the Person Specification
- Details of two people you have worked with previously who we could talk to at shortlist stage (with your permission).

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

## **The closing date is Monday 26th July**

The process will include preliminary interviews with Starfish Search and final panel interviews with the appointed founding trustees.

We are currently operating a flexible approach to the latter stages of the process given candidate and panel availability over the summer. Preliminary interviews with longlisted candidates are likely to be held at the start of August with final panel interviews for shortlisted candidates taking place at the end of August or early September.