



CANDIDATE PACK FOR
RESEARCH, PROGRAMMES AND IMPACT
DIRECTOR

Tommy's



WELCOME

Thank you for your interest in becoming our new Research, Programmes and Impact Director at Tommy's.

Tommy's has been driving change and saving babies' lives for over 30 years. In that time, we've heard from thousands of people sharing their stories of heartbreak and devastation, supported families at every stage of their pregnancy journey and built a very special community of support. Bringing together a network of expert researchers, healthcare professionals and passionate supporters, Tommy's is dedicated to making pregnancy safer and improving maternity care for all.

We remain the leading charity funder of pregnancy research working tirelessly to find the answers to reduce miscarriage, stillbirth and premature birth. And we are firmly focused on delivering maximum impact for those who need us most, including those communities who right now are experiencing the poorest outcomes.

We do this by translating our research breakthroughs into new tests and treatments in clinical care, changing national maternity policy and healthcare guidelines and providing expert information and vital support for anyone who needs it. We've also broken some of the silence around baby loss. But there is still so much to be done.

This is a pivotal point in our evolution, not least for the thousands of people who look to us to make progress. Our bold ambition is to stop the heartbreak and devastation of baby loss and make pregnancy and birth safe – for everyone. To achieve this, over the last year we have developed an exciting new strategy to grow evidence, improve care, tackle inequities and mobilise for change.

This is a crucial new role in our leadership team which will be essential in helping us to transform impact across our research, policy, information, and services work. We are looking for an experienced strategic leader, who can balance priorities according to what will have the most impact for people affected by our cause, with a particular focus on addressing the inequalities in outcomes that currently exist.

You will have high emotional intelligence, a naturally inclusive and collegial approach and be comfortable to work with experienced colleagues in the executive team and across the charity, who are all highly committed to growing our impact. You will bring integrity and be values driven, with a passion for improving health outcomes for all.

You will love building strong relationships and will be happy working in ambiguity, as well as being able to work effectively across the charity and the complex stakeholder map that surrounds us. You will have your finger on the pulse around emerging innovations in health and will bring an established background in medical research, policy or service delivery and/or a clinical background. You will be able to convene and draw on relevant powerful professional networks with proven experience in influencing these external partnerships up to very senior levels.

If you bring the experience and approach we are looking for and have the ambition and drive to take on this exciting opportunity and become part of the Tommy's family, we'd love to hear from you!

Best wishes,

Kath Abrahams
Chief Executive



ABOUT US

We're Tommy's, the charity making pregnancy safer through research, information and support.

Bringing together a network of expert researchers, healthcare professionals and passionate supporters, Tommy's is a community dedicated to making pregnancy safer and helping more families bring a healthy baby home. Together, we're finding ways to stop miscarriage, stillbirth and premature birth by translating our research into breakthroughs which change the lives of women, birthing people and their families.

OUR VISION

To stop the heartbreak and devastation of baby loss and make pregnancy and birth safe – for everyone.

OUR MISSION

We lead research and transform care. We provide expert information and support throughout the pregnancy journey. Working with communities and partners we challenge inequities and campaign for change to make pregnancy and birth safer for all. Together, we save babies' lives.

To achieve our mission, we're driving change through:

- Our world-leading research which is growing evidence, finding new tests and treatments and improving maternity care for all
- Our specialist NHS clinics for those who need additional care and support
- Our evidence-based pregnancy information, baby loss resources and team of Tommy's midwives to provide support for everyone, throughout their pregnancy journey
- Our public campaigns and policy work, seeking to mobilise for change and raise awareness of the scale of the issue to bring about much-needed improvements – and consistency – in care nationwide
- Our partnerships with communities and experts to tackle inequities and reduce health disparities for those most at risk of pregnancy complications and loss

This is only possible thanks to our supporters and partners who help us to achieve more impact.



OUR VALUES

WE ARE EVIDENCE-DRIVEN:

We find and follow evidence, and it guides us in achieving the greatest impact.

WE ARE INCLUSIVE:

We put tackling inequities at the heart of everything we do and treat everyone with empathy, consideration and care.

WE ARE COLLABORATIVE:

We know we're stronger when we work together and build lasting relationships with communities and partners.

WE ARE COURAGEOUS:

We are bold and unafraid to challenge established systems and thinking.

WHY WE EXIST

Right now, around 1 in 4 pregnancies in the UK end in loss and devastated parents are still being told it's 'just one of those things'.

That's heartbreaking and simply not good enough.

It's a complex problem, but our ground-breaking research is finding the answers. And it will take everyone working together to stop pregnancy complications and save babies' lives.

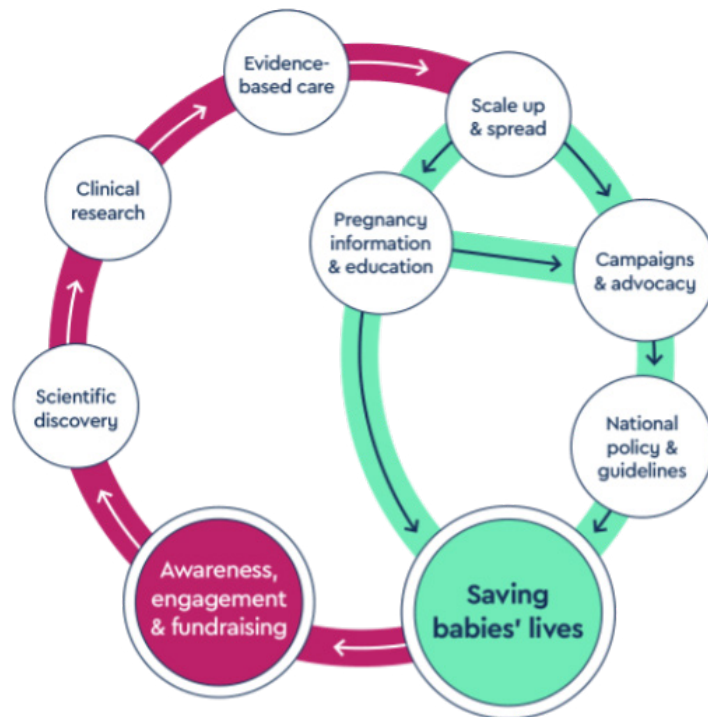
We're here to drive that change. To give everyone the best chance of a safe and healthy pregnancy - no matter who they are and where they live.

With the strength of our community, we know we can make change happen.



HOW WE MAKE CHANGE FOR EVERYONE

While we have a clear purpose as an organisation, there are many different ways we go about achieving it.



WE DO THIS BY:

- Leading ground-breaking research to identify the causes of pregnancy complications and baby loss
- Translating research breakthroughs into improvements in clinical care by bringing together researchers, healthcare professionals and communities into the same conversations.
- Using the evidence we build to campaign and advocate for change, transforming the way front-line care and support are delivered.
- Turning research and evidence into clear, reliable and accessible information to support people to make informed decisions before and throughout their pregnancy journey.
- Educating and influencing the public to break down taboos and make sure the impact of pregnancy complications and baby loss are understood.
- And at every step, challenging inequities in collaboration with partners and communities, listening to those with lived experience.

This change is only possible as a result of the funds we raise, the further investments they generate and the many partners we work alongside.

You can find out more about how we work in our [new strategy](#).

OUR IMPACT

In 2022-2023:

- 15 million people accessed our pregnancy information and baby loss support
- 11,000 families cared for in our clinics
- Over 100 research papers published
- More than 2,500 families took part in a clinical trial
- More than 2,000 Tommy's runners took part in the London Landmarks Half marathon
- £10.9 million raised

You can read more about our impact [here](#).

EQUITY AND DIVERSITY

At Tommy's, we know how important it is to recognise and value differences in our team. That's how we can build a passionate, effective workforce who are all driving together to meet our vision to stop the heartbreak and devastation of baby loss and make pregnancy safe - for everyone.

We are committed to making our charity a place where everyone is treated fairly, has the same opportunities, is supported to achieve their very best and feels welcome, included and part of the Tommy's team.

We strive to make Tommy's a place whose work and culture reflect the families that we work with, our supporters and the baby loss community as a whole.

We are focused on creating an inclusive culture where people feel valued, involved and appreciated, with a sense of belonging regardless of their differences. We aspire to achieve this by learning from peoples' lived experience, listening to their views, and reviewing processes, training and policies to ensure they align with our goal of being an inclusive employer.



OUR RESEARCH CENTRES

We're the leading charity funder of pregnancy research in the UK. Through our innovative research strategy, we fund discovery science through to clinical research and implementation science, collaborating with world-leading experts along the way. Our 4 research centres are making the breakthroughs which lead to changes in care to save and improve lives.

Tommy's Maternal & Fetal Health Research Centre in Manchester

Tommy's Maternal and Fetal Health Research Centre in [Saint Mary's Hospital](#), Manchester opened in 2001. Our researchers here carry out pioneering work on [stillbirth](#), [the placenta](#), and [fetal growth restriction](#).

The team's ground-breaking research is translated into practice at 7 specialist research clinics.

[Read more about Tommy's Manchester Research Centre and clinics](#)

Tommy's National Centre for Miscarriage Research

Tommy's National Centre for Miscarriage Research is the largest of its kind in Europe. A collaboration between 3 top research universities, the centre opened in April 2016. Here, our researchers focus on gaining a deeper understanding of why [miscarriage](#) happens and how it can be prevented.

At the centre's specialist research clinics, 24,000 women a year access treatment, support, and have the opportunity to [participate in pioneering research trials](#).

[Read more about Tommy's National Centre for Miscarriage Research](#)

Tommy's National Centre for Maternity Improvement

Supported by the [Royal College of Obstetricians and Gynaecologists](#) and the [Royal College of Midwives](#), the Tommy's National Centre for Maternity Improvement is working to close the gap between best clinical science and best care.

The centre, which opened in September 2019, is working to create a clinical decision tool which will support UK targets to reduce [stillbirth](#) and [preterm birth](#), working with the NHS to reduce variations in maternity care and personalise care for women.

[Read more about Tommy's National Centre for Maternity Improvement](#)

Tommy's National Centre for Preterm Birth Research

We're opening the Tommy's National Centre for Preterm Birth Research dedicated to finding the causes and treatments which save babies' lives. This will deliver the step-change we need to reduce the number of babies born too soon in the UK and give a new generation a better start in life.



ROLE PROFILE

As our Research, Programmes & Impact Director you will:

- Set the strategy for Tommy's research, policy and information function.
- Be accountable for the delivery and success of all our charitable activity and the overall performance of the Research, Programmes & Impact directorate. Jointly accountable with the Director of Research, Education and Policy at Sands for the performance of the Sands & Tommy's Joint Policy Unit.
- Contribute to cross-organisational strategy development and decision making as a member of the Senior Leadership Team.
- Be mutually accountable for the overall performance of the charity.

KEY CONTACTS

Internal

- Chief Executive
- Other Directors
- Direct reports and all colleagues within RPI
- Head of Sands & Tommy's Joint Policy Unit

External

- Senior stakeholders within government, NHS and relevant Royal Colleges
- Research Centre directors and many other research leads
- Director of Research, Education and Policy at Sands
- Senior colleagues in other charities

KEY RESPONSIBILITIES

Accelerate progress towards our strategic goals

- To set a clear and compelling strategy, aligned with the goals of our organisational strategic framework and our Theory of Change, and taking advantage of emerging innovations in health, to enable us to transform impact across our research, policy, information and services work.
- To develop robust and integrated plans and budgets to deliver growth in impact with a focus on continuous improvement, working with the team to develop new activities, and re-shape and re-prioritise work programmes in line with the needs of the communities we serve.
- To oversee delivery of a three-year business plan, flexing our approach in line with changes to the external environment.
- To play a lead role in realising our organisation wide commitment to tackle the inequities that exist in pregnancy and maternity outcomes, ensuring we build an approach that is firmly rooted in the needs of communities, and is developed in partnership with people and organisations with relevant and lived experience.

Build impactful partnerships to take us closer to our vision

- To forge supportive and positive relationships with our Research Centres, ensuring they continue to deliver high quality research focused on improving outcomes for all those communities affected by our cause, maximising opportunities for collaboration between the Centres and with the wider research community and ensuring that we are in a strong position to respond to new research opportunities.
- To build excellent relationships and partnerships, including at senior government level, to further our policy agenda and ensure that pregnancy & birth are a focus of government policy.
- To identify potential opportunities for commercialisation and new partnerships that accelerate progress towards our vision.
- To play an active role in developing our fundraising propositions and relationships, working in collaboration with the Fundraising Director to actively support growth in fundraising.
- To actively collaborate with other charities and organisations, to identify impactful ways in which we can work in partnership to make pregnancy & birth safer for everyone, with a particular focus on those communities who experience poorer outcomes in pregnancy & birth. This includes specifically with Sands on the Sands & Tommy's Joint Policy Unit.

Put people with lived experience of pregnancy complications and baby loss at the heart of our work

- Ensure that our work is grounded in deep knowledge of the experience of our communities.
- Ensure that our communities have purposeful ways to work together with our teams to create positive change.

Leadership & management

- To lead and develop a team of colleagues across the directorate, embedding a culture of high performance and ensuring teams have the support they need to thrive and to maximise their contribution.
- Ensuring the organisation complies with relevant best practice & regulations.
- To play a key leadership role in the charity, inspiring teams about the potential of our work, ensuring that Tommy's builds an expert, passionate and representative team and is in a strong position to accelerate impact.

External Ambassador

- To act as a media spokesperson for the charity.
- To effectively represent Tommy's in a range of external settings at the highest level including with donors, NHS, DHSC, RCOG, RCM, other relevant charities and working groups.



PERSON SPECIFICATION

EXPERIENCE

Required

- Exceptional leader with a track record of building, leading and motivating diverse, high performing teams focused on delivering impact.
- Experience of working at senior level in a role which requires an organisation-wide, cross-functional strategic perspective on issues, challenges and opportunities.
- A strong background in medical research, policy or service delivery and/or from a clinical background. Powerful professional networks to draw on.
- Senior level experience of developing strategy and overseeing delivery of complex plans.
- Building impactful external partnerships, including at a very senior level.
- Comfortable and experienced in handling complexity & ambiguity while keeping a number of plates spinning and adding value from the outset.
- Working with a range of external stakeholders and building strong and productive relationships at all levels.

Desirable

- Experience of developing EDI strategies.

QUALITIES, SKILLS & KNOWLEDGE

Required

- Collaborative.
- Highly skilled relationship builder, who works excellently with colleagues across functions.
- Ability to build and develop a high performing and happy team.
- Results orientated.
- Proactive commitment to EDI.
- Knowledge and understanding of the UK health and research environment.
- Able to inspire and engage those around you.
- Brings enthusiasm, conviction and commitment.
- Excellent written and spoken English.

Desirable

- An understanding of the maternity and pregnancy research environment.



TERMS OF APPOINTMENT

SALARY

The salary for this role is c.£80,000 per annum on a full-time permanent basis.

LOCATION

Tommy's employees are required to be in our London office a minimum of 2 days per week and are provided with a laptop to facilitate this.

PENSION

You'll be enrolled in the first month of you starting: stay in the scheme if you wish, or opt out if you prefer. Contribution rate is 4% employer and 4% employee.

ANNUAL LEAVE

- 25 days' paid holiday, increasing by 1 day (after two years of service), up to 30 days after you have been with us for 5 years. Paid bank and public holidays on top.
- Buy up to 5 extra days of holiday, and spread the cost over the whole calendar year if you want. No qualifying period – you can start this from Day 1.

ADDITIONAL BENEFITS

- 6 'flex' hours to use each month to suit your lifestyle. Come in late, leave early or extend the weekend to suit your lifestyle – just make up the working hours within the fortnight.
- No long-hours culture. We work hard within our contractual hours, but we strongly discourage late working. We value the quality and efficiency of your work – not the length of time you put in.
- Have a proper lunch break! We insist our people have their lunch away from their desks, so you should always get a proper break. No one should work through their lunch at Tommy's.
- And 'health breaks' – have a long lunch (2 hours), and just make up the time on the day. No special arrangements to make.
- Recognition of private time and space for prayer / religious observation - just speak to your manager.
- 2 weeks' fully paid Sabbatical after 5 years' completed service.
- Social committee - breakfast club, book club, karaoke, cinema, or just a good meal out: all suggestions are welcome, and everyone is invited to join in.
- Be part of some of the greatest mass-sporting events in the UK – our wonderful supporters run in the London Marathon and take part in Tommy's ground-breaking London Landmarks Half-Marathon, as well as many other community events across the country. As a Tommy's colleague you'll get to join in the fun and make sure our supporters have the best possible experience – and of course get Time Off in Lieu (TOIL) for the time you put in.
- Keep your work and home life separate. We like our colleagues to enjoy their personal life as well as their working life. No-one is expected to address work matters outside of working hours unless it's a pre-arranged event.
- Season-ticket loan scheme – or use the loan to buy a bike. Spread the cost of your purchase with an interest-free loan from Tommy's, after your probationary period is completed.
- Free eye tests. Get your sight tested and Tommy's will refund the cost of the test. And there's a £50 contribution from Tommy's if you are prescribed glasses - even if they are not for computer use.
- Home working allowance. Claim up to £50 per year on any home working equipment you may need.
- Company sick pay. We have a great attendance rate at Tommy's, but if you are sick in any rolling 12-month period you can qualify for up to 20 days' full pay. If you are sick within your probation period, you are entitled to 50% of this allowance.
- Compassionate leave. Unfortunately, you may experience personal difficulties, such as a bereavement which may affect your work. As a result, we offer 5 days of paid compassionate leave (pro-rata for part time employees) to assist employees during this period.
- Parental Bereavement leave. The pain of losing a child is incomparable, and we offer up to two weeks paid leave to support our employees during this painful time.
- Enhanced maternity & parental leave pay. No surprise here, babies are close to our hearts! We are mindful of the financial impact that may come with having a new bundle of joy, and as a result offer both enhanced paternity and maternity pay.
- Training. We offer a number of different training programmes to assist with your personal development, such as structured training for line managers and other role specific training - to be agreed with your line manager.

HOW TO APPLY

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact katy.giddens@starfishsearch.com and we will be happy to arrange a call. To make an application, please go to <https://starfishsearch.com/jobs/tommys-rpid/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

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.

Closing date: Friday 8th March 2024

Preliminary interviews: w/c 25th March 2024

Final Panel interviews: w/c 15th April 2024

