

CANDIDATE PACK FOR DIRECTOR OF POLICY, EVENTS & PARTNERSHIPS

WELCOME

Dear applicant,

Thank you for your interest in becoming our next Director of Policy, Events & Partnerships at The King's Fund.

The King's Fund is an independent charitable organisation working to improve health and care in England. Our vision is that the best possible health and care is available to all. We're a trusted presence, highly regarded for our work with communities, health and care organisations and leaders in healthcare. Yet as we approach the end of our current strategy, our new priorities will signal a bold and positive era of development and change ahead.

Within the Fund, we're already thinking about how best we can transform the country's health and care. We'll be bold in setting out a clear vision for health and care, with a sharpened focus on impact and innovative ways of delivering it. Our ability to anticipate and influence major policy shifts, at a critical time in England, will also play a role in our impact, as we look to provoke the quality of debate that stimulates lasting change.

This vacancy has been created following the departure of Sally Warren to take up post in the DHSC after the General Election. Consequently, we're seeking an outstanding senior policy professional who can shape and implement an increasingly influential policy agenda, lead on research and on relationships with academic institutions, Government and others.

To position the King's Fund at the heart of the health and social care policy debate, you'll already be respected for your reputation in policy and have real personal credibility and leverage in deep policy space. It's likely that you're already trusted by a large and influential network, including current stakeholders of the Fund and opinion formers. You will also be interested in healthcare systems around the world, and able to introduce a bigger picture perspective. The broader remit of the role means you'll be comfortable providing leadership to our highly skilled events, partnerships and business development teams, ensuring our work reaches the widest possible audience and achieves maximum impact.

Perhaps you are working in Government, in a leading think tank (not necessarily in health) or in academia. Or you may have a background as a politician or special adviser, or have worked outside these environments. Wherever you are now, you're seen as a highly credible and reliable policy leader, comfortable within organisations and unafraid to challenge the status quo if it unlocks opportunity and improvement. Personally, your colleagues see you as emotionally intelligent and as someone who enjoys working with people as accomplished as you are, who lets others shine.

We're looking for energy, pace and to be comfortable taking managed risks that move the Fund forward. Together, we can become an even more influential force for change. If you have the skills, experience and qualities we are looking for, I very much look forward to hearing from you.



Sarah Woolnough
CEO



ABOUT US

The King's Fund is an independent charity working to improve health and care in England. We help to shape policy and practice through research and analysis; develop individuals, teams and organisations; promote understanding of the health and social care system; and bring people together to learn, share knowledge and debate. Our vision is that the best possible health and care is available to all.

We aim to be a catalyst for change and to inspire improvements in health and care by:

- generating and sharing ideas and evidence
- offering rigorous analysis and independent challenge
- bringing people together to discuss, share and learn
- supporting and developing people, teams and organisations
- helping people to make sense of the health and care system.

Our work involves understanding developments, challenges and opportunities across health and care. We use this understanding to influence policy and practice and to help people navigate the complexity of the systems in which they operate.

We understand that our vision can only be achieved through collective action involving many organisations and sectors. We seek to collaborate with and learn from a broad range of partners – including local and national NHS organisations, local government, people using health and care services, the voluntary and community sectors and others – working together to achieve our goals.

We expect everyone who works for us to be committed to our values and to share our commitment to becoming a more diverse and inclusive organisation. Our vision, values and commitment to diversity and inclusion can be seen at:

<https://www.kingsfund.org.uk/about-us/who-we-are>

EXAMPLES OF OUR PIONEERING WORK

Below are some examples of the impactful and high profile work that the Fund does.

Agenda-setting research that drives national policy change:

- [2024 research into delivering Care closer to home which has shaped the new government's plans for a 'Neighbourhood Health Services'.](#)

Influential commentary and analysis that shapes national debate on health and care:

- [British Social Attitudes Survey long running, gold-standard measure of public satisfaction with the NHS](#)

Authoritative and hugely popular explainer content that support people to better understand health and care:

- [Our incredibly popular animations showing how the NHS in England works](#)
- [Our data viz on topical issues like the health and care workforce crisis](#)
- [Written explainer on issues like Community health services](#)

A varied programme for events that convene senior decision-makers, thought-leaders, and innovators:

- [Flagship annual conference event that regularly attracts Secretaries of State, national leaders and some of the most interesting examples innovation across the sector.](#)

Long running and highly sought after leadership development programmes that support future health and care leaders to realise the potential:

- [Recent 40 year anniversary of our Top Manager Programme](#)

FIND OUT MORE

To find out more please visit <https://www.kingsfund.org.uk/>

ROLE DESCRIPTION

Job title: Director of Policy, Events & Partnerships

Accountable to: CEO

ROLE PURPOSE

Leads a policy and research facility that is regarded as one of the leading centres for health policy analysis in England. Provides leadership for, and oversight of, the events, partnerships and business development teams. Develops, oversees and co-ordinates a work programme that delivers the ambitions set out in the Fund's Strategic and Operational Plans and manages key projects. Facilitates and promotes collaborative relationships with other parts of the Fund and engages with a range of external agencies and partners. As a member of the Senior Management Team, contributes to the overall strategic management of the organisation.

MAIN RESPONSIBILITIES OF THE ROLE

- Develops and implements a programme of work for the Policy, Events & Partnerships Directorate in consultation with the Chief Executive and Senior Management Team and with individuals and groups inside and outside The King's Fund.
- Agrees specific objectives for the directorate and for individual policy projects and provides progress reports against agreed targets.
- Has a personal portfolio of work, striking a balance between that and the overall leadership of the team.
- Secures external funding and partnerships, as appropriate, in support of both policy research and consultancy work; effectively manages relationships with partners.
- Ensures that opportunities for income generation are maximised.
- Commissions external work where appropriate and ensures quality control of such commissions.
- Develops and maintains close links with a wide range of relevant external bodies and seeks and follows up opportunities for fruitful collaboration.
- Leads cross-Fund working by demonstrating an understanding of, and support for, both leadership and organisation development work; contributes to leadership programmes as appropriate.
- Works with the Communications and Engagement Directorate in ensuring that policy activity is driven by clear impact objectives and that those objectives are achieved through effective co-ordination, presentation and dissemination of policy work.
- Organises and supports the critical evaluation of policy outputs.
- Ensures progress is made towards The King's Fund's ambition to be a more diverse and inclusive organisation by role modelling our commitment to diversity and inclusion, leading the Policy, Events and Partnerships directorate to go further and faster towards meeting this ambition and developing own understanding of diversity and inclusion through continuous learning.

MANAGEMENT OF PEOPLE AND RESOURCES

- Encourages and supports the development of others, the team and the organisation by engaging in and contributing to the Fund as a learning organisation and to its positive culture.
- Effectively manages people by building a high-quality working relationship and providing a blend of support, development and performance management that enables individuals to work at their best.
- Ensures that relevant systems are in place and actively contributes to effective communication within the team and with others across the Fund.
- Effectively manages project / business performance by planning, co-ordinating, delivering, evaluating and communicating as appropriate.

STRATEGIC LEADERSHIP

- Acts as one of the Fund's principle advocates and spokespeople.
- Demonstrates leadership consistent with the Fund's values and its wider work on leadership in the health and care system.
- Develops proposals with other members of the senior leadership team on organisational strategies, development and priorities to enhance both the quality and impact of external work and the performance and sustainability of the organisation.
- Deputises for the Chief Executive when appropriate.

CORPORATE RESPONSIBILITIES

- Undertakes any other duties that may reasonably be required, and are commensurate with the grade of the job, in furtherance of the objectives of the Fund.
- Ensures compliance with The King's Fund's policies, procedures and contract of employment.

PERSON SPECIFICATION

Applicants are invited to respond to Part One in their written application. Criteria given under parts two and three will be explored at interview with selected candidates.

PART ONE

KNOWLEDGE AND EXPERIENCE

- Undisputed influence, personal stature and expertise in public policy, including extensive published work this will likely include aspects of health policy (although a deep background in health policy itself is not strictly essential for this role).
- Successful track record of contributing to senior management teams, of making a valued corporate contribution and of leading and managing high performing, motivated teams.
- Strong track record of delivery; for example, you are likely to have led teams to produce tangible policy outputs including research reports, blogs, seminars and conferences.
- A thorough understanding of how public bodies engage in policy decision-making and of the levers and mechanisms available to influence the relevant processes; this will include an excellent working knowledge of the roles played by government, independent bodies, public and private health care agencies, and consumer / patient groups in improving quality and performance of health care.
- Understanding of both service and organisational development, including the factors that promote or inhibit change within institutions.
- A deep understanding of research methods and applications.
- Understanding of business development and income generation in the Fund's context.

PART TWO

SKILLS AND ABILITIES

- Advanced analytical skills.
- Excellent communication and engagement skills, including public speaking and presentation, print and broadcast media skills, with an ability to present and communicate complex policy issues to a variety of audiences.
- Able to influence at all levels within and outside the organisation
- Persuasive writing skills.
- Able to build effective partnerships with diverse colleagues, partners and clients.
- Strong skills in planning, organising and evaluating performance.
- Outstanding leadership and people management skills.

PART THREE

PERSONAL STYLE AND BEHAVIOURS

- High personal credibility: secures trust and confidence quickly, inside and outside the organisation.
- Visionary: strategic outlook.
- Willing to challenge orthodoxies and share fresh perspectives.
- Sound judgement.
- High self-awareness; low ego: works with an open, transparent and authentic style.
- Committed to continuous improvement and to the achievement of enduring impact through the Fund's work.
- Strong personal commitment to ED&I.

TERMS OF APPOINTMENT

SALARY

It is expected that this role will be offered with a salary of up to £145,000 per annum. The role is offered on a full-time permanent basis. Starting salary will be dependent on experience.

HOURS

35 hours per week.

LOCATION

This role is based in London, with the option to work on a hybrid basis. All colleagues are required to spend a minimum of 40% of their working week in our Cavendish Square premises.

PENSION

We offer a defined contribution pension scheme with generous employer contributions of double the employee contribution, up to a maximum of 12%.

ANNUAL LEAVE

27 days a year to be taken by agreement, plus an additional 3 days between Christmas and New Year and the usual bank and public holidays.

ADDITIONAL BENEFITS

Our on-site café, the Green House, is a popular place to meet colleagues who benefit from a daily discount of £3 on a wide range of food and refreshments on offer. We have access to a variety of health and wellbeing benefits and resources via our occupational health provider, plus a confidential (in person and virtual) counselling service, and a small on-site gym that is free to use. Our newly refurbished offices better support hybrid working and our location in central London provides easy access to shops, parks, theatres and restaurants.

HOW TO APPLY

We hope you will consider making an application to become the next Director of Policy at The King's Fund. To make an application, please go to <https://starfishsearch.com/jobs/kings-fund-dir-pol/> 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 (Part One of the Person Specification).

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.

Please note that the deadline for receipt of applications is Monday 30th September 2024

RECRUITMENT TIMETABLE

Closing date for receipt of applications midnight on Monday 30th September

Preliminary interviews w/c 7th October 2024

Final Panel interviews likely to be 23rd, 24th or 25th October 2024