



Candidate Pack for Director of Analysis

Welcome

Dear Applicant,

Thank you for your interest in joining us as our next Director of Analysis.

As an independent charitable organisation committed to building a healthier UK, we shine a light on what needs to be done to improve health and care for the UK population. We inform policy at a national level through our analysis; we also give grants to support those working at the front line to innovate and improve care and fund initiatives to improve the health of local populations. Our aspiration is to use what we know works on the ground to inform effective policymaking and enable systemic change. By sharing what we learn, collaborating with others and building people's skills and knowledge, we aim to make a difference and build a healthier population.



We have three strategic priorities: improving people's health and reducing health inequalities; supporting radical innovation and improvement in health and care services, and providing evidence and analysis to improve health and care policy. The Foundation benefits from an endowment of more than £1.2bn which enables us to spend around £50m a year on our work. We have also grown to an organisation of over 250 employees.

Our analysis team sits at the heart of all we do to understand health services and influence a broad range of stakeholders, including policy makers. In a reshaped public policy environment, we also have an opportunity in 2025 to redefine and strengthen core disciplines in this critical area. Our next Director of Analysis will be an accomplished analytical leader with a powerful track record of managing a range of analytical programmes in the pursuit of tangible impact and change.

You can expect your work to support our policy interventions and to help shape our contextual understanding of health, health care, innovation and improvement. It is also critical that we understand how our funding and research activities are delivering value through our evaluation activity. The ideal candidate will combine strategic insight, technical expertise and a clear commitment to the Foundation's mission. But we are also looking for a gifted leader and someone who is highly credible outside our organisation.

This is a particularly rewarding time to join us, as we embark on the next phase of our development. With the NHS and social care system under pressure to meet need, improvements in life expectancy stalling and health inequalities holding back potential, the need for our work has never been greater. Your contribution can truly help shape the future of health and care across the nation and I very much look forward to hearing from you.

Dame Jennifer Dixon
Chief Executive

About Us

We are an independent charitable organisation committed to building a healthier UK. We currently employ over 250 people, with offices in Blackfriars, Central London.

Health is our most precious asset. Good health enables us to live happy, fulfilling lives and to achieve our potential. It fuels our prosperity – a healthy and productive labour force is the engine that powers our economy. And it helps to build a stronger society by enabling us to play a full part in family life, make social connections and contribute to our communities. Yet good health remains out of the reach of too many people in the UK.

Our aim is to build a healthier UK. We do this by influencing policy and enabling systemic change through our routes to impact:

- We analyse and understand the issues facing health and care now and in the future. We use this understanding to identify, develop and demonstrate solutions to these issues.
- We use our knowledge of the issues and potential solutions in order to influence policy and practice.
- Because we know that no single organisation can achieve our mission alone, we build individual, organisational and sector capability to support us in this work.

We have a strong reputation for producing high quality Analysis, enjoy a high national profile and work closely with a wide range of stakeholders at a national level and in the health and care system.

Health and care systems across the world are facing huge challenges with ageing populations, increasing demand for services and chronic labour shortages. In the UK, the population's health is fraying with more people living longer with major illness and deep inequalities in health between different parts of the country, the NHS is under unprecedented pressure with many people struggling to get the care they need, and the adult social care system is in crisis.

We address these challenges by working on three strategic priorities:

- Improving people's health and reducing health inequalities
- Supporting radical innovation and improvement in health and care services
- Providing evidence and analysis to improve health and care policy

Cutting across all our work are our commitments to equity, diversity and inclusion (EDI), increasing public participation in our work and achieving net zero by reducing our carbon footprint and becoming carbon neutral in our investments by 2035.

Read more

Our current strategy is published at [here](#).

Our 2023 annual report and financial statements are published at [here](#).

You can also read about how we are governed at [here](#).

About this appointment

The Director of Analysis will play a key role in leading and delivering the Foundation's quantitative analysis functions. These functions range from core analytics to economics and long-term projections and evaluation. Analysis sits at the heart of the Foundation's strategy and impact. The work provides evidence in support of our policy interventions, support for our contextual understanding of work in health, health care and innovation and improvement, and helps the Foundation understand how our funding and research activities are delivering value through evaluation.

The post holder will have a range of responsibilities including leading the central quantitative analysis directorate team, working with and supporting other teams at the Foundation to ensure they have the analysis that is required to support their work. The Director of Analysis will also be expected to carry out rapid and insightful analysis in response to external events and have a professional lead role for the Foundation's analytical capability.

This means ensuring that we have a clear strategy that will bring together the data, systems, processes and quality improvement approaches that will support the long-term future analysis for the organisation. It also means being 'head of profession' at the Foundation for staff working on quantitative analysis and taking the lead in designing a broad framework for their development.

The postholder will work closely with colleagues in Corporate Services with responsibility for wider corporate systems and data governance including compliance with data protection legislation and standards.

The successful applicant will also be expected to take an organisational leadership role – working with the directors across the Foundation to support the development of the organisation, contributing to corporate initiatives and governance as necessary and attending both the Foundation's Board, Executive Committee, and executive sub-committees as necessary to support the role.

The post holder will also be expected to develop an external reputation for excellence in analysis, supporting the Foundation's reputation for high quality and effective analytical work, which is at the heart of our current strategy and will continue to be so as we move into a new five year period starting in January.



Role description

Role title Director of Analysis

Reporting to Chief Executive

Key Accountabilities of the role

- Lead the Foundation's data, analysis and economic functions in support of the Foundation's strategy and annual business plan.
- Lead the Foundation's quantitative analysis teams of data managers and engineers, data scientists and analysts, and economists.
- Develop and implement analysis projects that align with and support the Foundation's business plan and current priorities, ensuring that the analysis supports the needs of the Strategic Priority Directors and is delivered in alignment with the requirements of their teams, to agreed quality standards and other parameters.
- Deliver programmes of analytical work to support the Foundation's strategy – for example programmes relating to health and social care system performance, future resourcing needs, trends in health and inequalities, and evaluation of service change.
- Develop the Foundation's data and analysis strategy to ensure that there are common standards, expectations and processes around data oversight, management, control, usage and quality of in-house quantitative analysis and externally commissioned research and evidence. In doing so work within a wider system of quality assurance for the quality of all Foundation external outputs.
- Be accountable for the work of the data analysis and economics team, for example the quality of their work and performance as well as professional development and progression, as well as developing the whole team.
- Collaborate effectively with colleagues across the Foundation, including the Strategic Priority teams, encouraging cross team and multidisciplinary collaboration that enhances the quality and impact of the Foundation's quantitative analysis in furtherance of the Foundation's priorities and areas of strategic focus.
- Build an effective quantitative analysis professional community covering the data analysis and economics functions in alignment with an agreed budget and with common approaches.
- Act as 'head of profession' in ensuring staff are trained to the latest and high standards, trained to their full potential, and at the forefront of innovative methods, software applications for analysis, data linkage for innovative analyses, and data visualisation
- Support the Strategic Priority directors in communicating quantitative research findings to multiple audiences, including effective communication of complex data and research messages, and, as required, taking the lead in being a spokesperson for the analysis in the external environment as required.
- Work effectively with the Chief Executive, Executive Committee, executive sub-committees and wider senior leadership team contributing to the leadership and management of the organisation, and helping to shape the Foundation's strategic direction, including contributing to the Board and its sub-committees as required.
- Work closely with colleagues in Corporate Services with responsibility for wider corporate systems and data governance including compliance with data protection legislation and standards. Develop the analytical toolkit, systems and platforms for the Foundation that are cost effective, aligned to the Foundation's needs, safe, secure and agile – working with the Foundation's Chief Information and Technology Officer and data and technology environment.
- Lead on strategic corporate projects as required and aligned to the Foundation's needs.
- Deliver in alignment with the Foundation's common leadership objectives related to financial management, risk management, people management – including values, behaviours and inclusion.
- The director would attend the Foundation's Board, Executive Committee, and be a member of the Strategy Committee, the Portfolio Committee, and the Organisational Change and Improvement Committee, or delegate to a senior member of their team as appropriate.

As with other staff at the Foundation, the postholder will be expected to contribute to corporate activities and initiatives, such as staff meetings, cross-Foundation leadership and development programmes and other corporate projects as necessary. The postholder will similarly be expected to play a role in supporting and helping to develop the analysis team to enable it to improve its effectiveness.

Person specification

Part One

Knowledge and experience

- Demonstrable experience of leadership of teams of analysts, statisticians or economists. This should include a track record of:
 - initiating, leading, designing and delivering quantitative modelling to answer questions, and using this and other evidence to influence national policy decisions on key areas of policy in health and social care;
 - authoring publications to a high standard and developing other's writing skills in reporting quantitative analysis;
 - leading high performing teams of internal and external staff; and
 - delivering to time, budget and sometimes to tight deadlines.
- Extensive understanding of the national policy making process in health and social care, and significant experience of working with major datasets in health and social care, as a recognised expert in the analysis, modelling and evaluation of health and social care interventions.
- It is likely that you will hold a Degree in maths or economics, probably with a higher-level Degree in Operational Research / economics or a related discipline.
- A network of strong relations and a personal reputation with leading figures in national bodies and the academic community.
- A thorough understanding of data governance issues as well as data security.
- An understanding of the UK charity landscape and relevant regulatory requirements would be useful; experience of managing within a Foundation or think tank setting would also be an asset but is not strictly essential.

Part Two

Skills and abilities

- Ability to act as a trusted and reliable member of the Foundation's Director team, contributing to the overall management of the Foundation, and to develop and exemplify the values of the Foundation.
- Highly effective communications skills in writing, public speaking and presentation, including with the media.
- Ability to work closely and collaboratively with the CEO other directors and senior staff to develop the strategic direction of the Foundation and ensure the translation into operational plans.
- Ability to lead and motivate diverse and high-performing teams within and outside the organisation.
- Ability to represent the Foundation through internal and external meetings and presentations that further the cause of the Foundation.

Part Three

Leadership style and behaviours

- Scrupulous conscientiousness and attention to detail to reduce the risks of errors in analysis.
- Sound judgement.
- Strong integrity.
- Committed to equal opportunities and diversity.

Our commitment to Inclusion and Diversity

We are committed to an inclusive hiring process, where every candidate has the chance to showcase their unique skills and experience in an accessible, and supported environment, to ensure that we can make the best appointment for each job on merit.

We welcome applicants from all backgrounds and encourage those from underrepresented groups in this field to apply to us.

We want to achieve a better balance across our organisation including increasing the representation of women in senior roles, and black and ethnic minority backgrounds and people with disabilities across the Foundation. As part of this commitment, we particularly welcome interest from these groups.

As we do not provide via sponsorship, candidates must have the right to work in the UK at the time of appointment.



Terms of appointment

Remuneration

The salary for this role is £150,000 per annum. The role is offered on a full-time, permanent basis.

Location

The postholder will be based at the Health Foundation offices at 8 Salisbury Square, London EC4Y 8AP. Within this role, you are required to work in person at our offices for a minimum of two days per week.

Pension

The Foundation will match and double employee pension contributions up to a maximum employer contribution of 10%.

Annual leave

30 days holiday a year, plus statutory holidays, pro rata for part time staff.

Additional benefits

Generous benefits which include:

- enhanced occupational sick pay scheme
- income protection scheme following 26 weeks of continuous sickness, or disability
- death in service benefit of six times annual salary
- enhanced maternity, paternity and adoption policy
- funding for job-related development plus corporate learning and development opportunities.



How to apply

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

- Your CV (no more than three sides).
- A covering letter that sets out briefly your experience against the criteria in Part One of the Person Specification (no more than two sides).

We would also be grateful if you would 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.

Deadline for applications is **Monday 22nd September 2025**

Recruitment timetable

Closing date:	Monday 22nd September 2025
Preliminary interviews:	w/c 29th September and 6th October 2025
Final Panel interviews:	w/c 20th October 2025

