

Job Description

Senior Policy and Delivery Manager

NHS Race and Health Observatory

Reports to: Assistant Director, Policy and Strategy

Location: London/Leeds/Homeworking

Grade: B

About The NHS Race and Health Observatory

The NHS Race and Health Observatory is an independent organisation, set up to explore ethnic inequalities in access to healthcare, experiences of healthcare, health outcomes, and inequalities experienced by black and minority ethnic members of the health and care workforce. It is a proactive investigator, providing strong recommendations that inform policymaking and facilitate change. It is evidence-driven and solution-focused.

The Observatory is hosted by NHS Confederation. Its board and team are independent, and it dictates its own direction and areas of focus. The Observatory has three main functions:

- facilitating new, high-quality, and innovative research and evidence
- making strategic policy recommendations for change
- supporting the practical implementation of those recommendations.

About the Role

Among the main priorities of the Observatory is using insights and evidence to inform policy change that reduces or eliminates ethnic health inequalities. Based on our research, we produce actionable recommendations for policy and practice and work in partnership with national policymaking organisations to improve health outcomes for Black, Asian, and minority ethnic people in England and around the world.

The Policy and Strategy team are responsible for:

- Engaging with a broad range of stakeholders to inform the strategic direction of the Observatory and supporting our Stakeholder Engagement Group.
- Influencing policymakers at all levels – including government ministers – to make race equity in health a priority.
- Working in partnership with the DHSC, the NHS, and other national bodies to produce evidence-based policy.
- Working with the Research and Evidence team to ensure that commissioned research can lead to tangible policy-recommendations.
- Working with the Implementation team to ensure that policy change leads to real world impact.
- Working with the Communications team to generate simple and impactful messaging from complex research.

- Prepare briefings for senior members of the Observatory team, including the CEO and board members.

The postholder will require a broad and nuanced understanding of the health and care policy landscape, especially as it relates to ethnic health inequalities. The postholder will be able to write to a high standard and influence stakeholders at all levels. The role will involve broad engagement as the sole representative of the Observatory, presenting to large and diverse audiences, and preparing briefings for senior Observatory members.

The postholder will report to the Assistant Director, Policy & Strategy, but the organisation engages in matrix working, meaning the postholder will also work closely with the Chief Executive and other members of the team.

Responsibilities

Policy and influencing

The postholder will:

- Support the Assistant Director, Policy and Strategy in developing a network of policymakers and officials across the government and arm's length bodies; and engage with those people to encourage action against the Observatory's published recommendations.
- Write responses to consultations as well as other public statements which serve to further the Observatory's goal of delivering ethnic health equity.
- Engage regularly with key actors across their defined policy areas and remain abreast of current policy developments.
- Work with colleagues across the organisation to develop policy positions, completing rapid analyses on policy developments.
- Develop internal briefings for the CEO and Chair of the Observatory to support them in engaging with ministers and other senior leaders.

Stakeholder engagement

The postholder will:

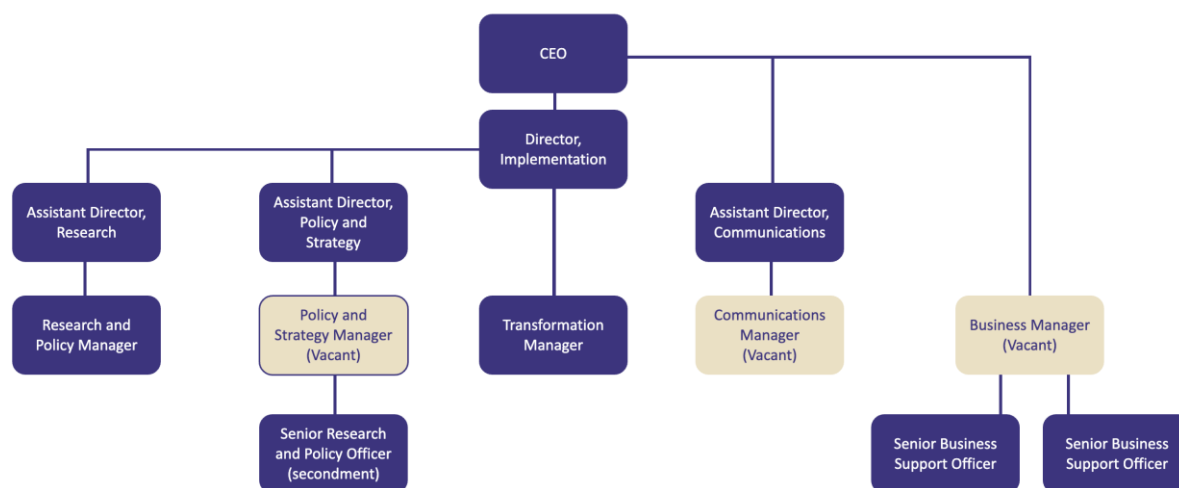
- Support the Assistant Director, Policy and Strategy in building strong relationships with:
 - NHS England and other arm's length bodies
 - National public service leadership structures including government departments and the LGA
 - Officials from the Department of Health and Social Care and Public Health England
 - Academics, think tanks and funders of research
 - Staff from across the wider NHS Confederation including the regional teams.
 - Partner organisations and key stakeholders – including, but not limited to trade unions, royal colleges, regulators, and charities.
 - Ministers, senior parliamentarians, and their teams across the political spectrum.
- Provide secretariat support to our Stakeholder Engagement Group and provide leadership on the development of a new community participation model for the Observatory.
- Identify prospects for closer collaboration and develop new relationships with key stakeholders.

Dissemination

The postholder will:

- Work alongside our communications team to develop content that will aid the dissemination of our research and recommendations. This may include:
 - Writing forewords or introductions to published research outputs.
 - Writing blogs or articles commenting on the findings of research
 - Drafting tweets and other social media output.
- Present the findings of research to large and varied audiences, both digitally and in person, and represent the Observatory at conferences, working groups, and in other public forums.
- Write impactful policy briefings, blogs, and other outputs drawing attention to major policy initiatives, highlighting the potential impact of those changes for patients and the public.

Structural Chart



Person Specification

Person specification

Essential criteria

1. Demonstrable track record in delivering research or policy-related work that has led to change.
2. Strong knowledge of contemporary health policy, including the workings of both DHSC and NHS England.
3. Experience of working on inequalities policy, or related field.
4. Thorough understanding of the UK political environment.
5. Well-developed analytical and problem-solving skills.
6. Ability to write accessible and compelling policy outputs.
7. Excellent communication skills and the ability to build strong personal relationships.

Desirable criteria

1. Knowledge of race inequality, especially as it relates to healthcare.
2. Record of working collaboratively with partner organisations to build coalitions.
3. Strong public speaking skills.