We wish to appoint a Director for the new Lancaster Health Innovation Campus (HIC).

The HIC will be an international centre focused on health innovation. It will work by co-locating academics from a broad range of different backgrounds in a new building alongside businesses and other partners. The first phase is due to open in late 2019 and a second phase, which will introduce more laboratory-based work, is currently being scoped out.

At the centre of the HIC philosophy is a commitment to the development of an innovation eco-system based on collaborative work between academics, businesses, health, care and charitable organisations, and the public to co-design, develop and evaluate new ideas. It will also have a focus on personal and organisational development to ensure there is capacity and capability to promote, embed and implement innovation.

It will use a wide range of innovations (early examples include digital, materials, design and process innovations) and will pay particular attention to addressing challenges affecting health at population scale - challenges such as the prevention and early diagnosis of illness, early interventions to limit illness, and the development of health and care systems and of individuals and communities to maximise health, wellbeing and independence.

The HIC will also provide a new home for the University’s expanding work in health and medicine.
Executive Summary

Lancaster University is one of the UK’s top universities, we are consistently ranked well inside the top 10 across all major league tables, and are currently University of the Year in the Times and Sunday Times Good University Guide.

Competition for undergraduate places is the highest it has ever been, and Lancaster graduates are performing very well in an increasingly competitive job market.

At Lancaster University, we place great emphasis on an excellent student experience and students work with academics who are experts in their field. We provide an environment that is conducive to learning for a culturally and ethnically diverse student and staff population, on a friendly campus that is part of one of the safest cities in the UK. Since 2003 the University has invested over £450M to transform our campus for students and boost research and teaching facilities.

Lancaster University has an international outlook, but also a strong commitment to engage with the regional agenda and works closely with its partners across the North West.

Students and staff from over one hundred countries make up a thriving community based around nine colleges. Lancaster’s community extends far beyond the campus with research, teaching and student exchange partnerships with leading universities and institutions in 24 countries around the world from China to Brazil, including our current overseas teaching partnerships and campuses in China, Ghana and Malaysia.

Following the University’s golden anniversary in 2014, we continue to celebrate the inspiring work of our academic community and extend the opportunities that Higher Education brings to students from all backgrounds.

Paul Boustead, MSc, Chartered FCIPD
Director of Human Resources and Organisational Development
Lancaster University is an international leader in the provision of inspiring teaching and research; this reputation is reflected in our ranking in the UK top 10 in all three major UK rankings (Times/Sunday Times, Guardian, and the Complete University Guide).

The University has been awarded the ‘University of the Year’ award 2018 by the Times and The Sunday Times. The University is also ranked 1st in the North West, Best Campus University, and 150th in the Times Higher Education World University Ranking 2018. Lancaster University has been awarded the highest possible ranking in the UK government’s Teaching Excellence Framework (TEF) rating, which aims to recognise and reward excellence in teaching and learning in UK institutions. The TEF Gold rating is based on high-quality teaching, excellent teaching facilities, and the career opportunities provided to graduates. The University’s research has also been rated as world-leading in the 2014 Research Excellence Framework (REF), which assesses the quality and impact of research submitted by UK universities across all subjects. In the last research assessment exercise, 83% of our research was rated ‘internationally excellent’ or ‘world-leading’. Our research is truly international in focus with research partnerships in over 60 countries around the world. Lancaster University is also proud to be a member of the N8 Group, a research partnership of the eight most research-intensive universities in the North of England.

A major strength of Lancaster University is its thriving ecosystem of interdisciplinary research. This collaborative approach is fostered by its mixture of formal and informal structures - including Institutes and University Research Centres - bringing together experts from different disciplines to address regional, national, and global challenges. The University comprises 13,500 students and around 3,400 staff. Lancaster is one of only a handful of universities with a collegiate system which has helped to forge a strong sense of identity and loyalty, and continues to be a distinctive feature of Lancaster University life. More than £450 million has been invested into the Campus since 2003, creating new academic facilities, student social facilities, and improved teaching space.

Our campus has transformed over recent years due to a number of significant redevelopment projects, including the refurbishment of the library and multi-million pound investments in other facilities across the University.
Our Strategy for 2020

Our strategy is to become a university that is globally significant – a leader in higher education that provides the highest quality research and teaching, and engages locally and internationally on the issues and debates of the day and of the future. Driven by research and stimulating learning, the globally significant university informs and changes practice and thinking worldwide. Our strategy is founded on three priorities of equal importance. Success across all three of these domains will be critical if we are to fully realise our strategic goals. In the rapidly changing context of UK higher education, the University community has identified that we now need to increase our engagement with third parties, enhance our reputation and continue to grow in scale. We have reviewed and updated our objectives to reflect these factors, and new or revised objectives are highlighted against each of our three overarching priorities.

The priorities are:

• Research that changes practice and thinking
• Teaching that transforms society and the lives of people in it
• To actively engage with students, businesses and our communities

Further details on our Strategic Plan can be found at: www.lancaster.ac.uk/about-us/strategic-plan/
Our People

Lancaster’s success depends on talented, creative and committed people who work hard to make this University so special and distinctive.

Our vision for the future is to be a sustainable and an academically excellent institution recognised as one of the leading universities in the world.

You will be joining a university which is amongst the best on any objective measure, but also modern, forward thinking, and quick and nimble in adopting the latest developments in teaching and research.

Lancaster University is committed to attracting, developing and retaining the best staff, celebrating equality and diversity, and recognising how all staff contribute to and enhance the overall success of the University. Our People Strategy 2020 clearly articulates that the core strength of the university is our people.

For further information about working and living in Lancaster please visit: www.lancaster.ac.uk/working-at-lancaster
About Lancaster and the UK

The City of Lancaster has a long and diverse history, having gained its first charter in 1193. In the heart of the city centre lies a 12th Century castle – one of the best preserved in Great Britain – which dominates the hill above the River Lune. Lancaster is small enough to explore on foot, but big enough to keep you entertained all day, and was recently ranked as one of the top ten most vibrant cities in the UK (the Experian Vibrancy Report), thanks to its established arts scene and student population. It offers excellent shopping, cinemas, theatres, and restaurants, with many well preserved older buildings. The area is also well served with state, private and church schools.

Lancaster’s live music venues are home to regular guitar, electronic, folk, classical and jazz gigs. Fans of independent film and theatre have the choice of the city centre Dukes Theatre and Cinema, Grand Theatre, and Vue multiplex cinema, and the University’s own Nuffield Theatre and LU Cinema. Venues also regularly play host to major comedy and theatrical tours too. With a number of galleries and museums located in the city, there is plenty for lovers of the arts to get their teeth into. The latest listings can be found through the Lancaster Arts City app.

Lancaster itself is situated in a delightful part of North West England. The rural landscape is superb, with the Lakeland fells in full view across the expanse of Morecambe Bay. The River Lune runs along the edge of the Forest of Bowland, an area of outstanding natural beauty, past many villages, into Lancaster and to the sea. There are two National Parks, the Lake District and the Yorkshire Dales, which are within a 30-minute drive. Lancaster is just over two hours by fast train to London and it is less than one hour to Manchester airport, which offers direct flights to most European capitals, the Middle East, and North America and the Far East. Lancaster, and the local surrounding area, offers a unique combination of city, coast, and countryside. There is an excellent choice of accommodation in the ‘travel to’ area which stretches from the Lake District to Preston and east along the Lune valley, as well as Morecambe and Lancaster, offering a range of housing from city centre to rural environments. Housing is varied (from old townhouses to barn conversions and new builds) and is competitively priced, especially against similar properties in South East England. The University offers allowances for staff (Grade 6 and above) who have to move to join us.

For further information about working and living in Lancaster please visit: www.lancaster.ac.uk/working-at-lancaster
The Role

The principal objective of this role is to lead and manage the development of the HIC in a way that will enable the University to realise its ambition for the HIC - building the vision, fostering deep engagement with innovation, building national and international networks, and establishing a way of working that will position the HIC as the ‘place to be’ for health innovation.

As the HIC develops there will be an increasing emphasis on securing very effective engagement with the commercial sector (including small and medium enterprises), positioning the HIC as a key driver for business cluster formation, research-driven technology transfer, entrepreneurialism and economic development.

To achieve this the post-holder will be expected to:

• Shape and lead the development of the HIC in line with the University’s vision.
• Create the conditions that make the Lancaster HIC the venue of choice for large, medium and small enterprises driving innovation in population health.
• Drive and test a range of approaches, existing and new, to promoting innovation for health.
• Establish and monitor the HIC’s operational processes to ensure effective working between University staff and a wide range of external partners to stimulate the creation, testing, uptake and embedding of innovation.
• Maximise opportunities for commercialisation, spin-outs and start-ups and business incubation/acceleration in a health context.

This will be a Professorial-level appointment. The post-holder will be accountable to the Deputy Vice-Chancellor. The work of the HIC will be overseen by a governing Board and the postholder will report to (and be a member of) that Board.

The Director will work very closely with the University’s Health Engagement and Innovation Team. Furthermore, given the importance of the HIC in supporting the University’s ambitions for excellence in teaching and research in the field of health and medicine, the postholder will also have a close working relationship with the Dean of the Faculty of Health and Medicine and the Faculty’s leadership team.
Main Duties

• Leading and managing the activities of the HIC (business strategy and planning, operational management, performance management) in agreement with the HIC Board, ensuring delivery of targets associated with these and compliance with relevant University policies and codes of practice.
• Establishing effective relationships with the full range of internal, regional, national and international stakeholders relevant to the work of the HIC.
• Developing, maintaining and enhancing systems and processes that promote effective engagement between the University and a very broad range of commercial, charitable and health and care service partners and that enable effective day-to-day working of the HIC.
• Developing and implementing systems for maintaining and enhancing the quality and effectiveness of the work of the HIC.
• Securing significant and sustainable external financial investment from a range of international, national and regional sources to support the work of the HIC.
• Representing, and promoting the work of, the HIC and the University in a wide range of external and internal fora, ensuring that the purpose and focus of the HIC is widely promoted and understood.

Person Specification

We are seeking someone with relevant experience who will be credible with academic colleagues, businesses and external funders.

Essential
• A PhD in a relevant field or equivalent experience and professional qualifications.
• Recognised externally as a highly successful leader of significant strategic initiatives. This will include:
  • Evidence of the ability to develop and maintain effective relationships with a range of major national/international partners of direct relevance to the HIC.
  • Extensive experience of driving innovation using inter-agency approaches.
  • Evidence of outstanding entrepreneurial growth.
  • Evidence of transformational reputational impact.
• Evidence of the ability to lead and manage successfully a unit/organisation of comparable complexity to the HIC.
• Proven ability to translate research into innovation. This will include:
  • A strong understanding of the requirements of high quality research.
  • A strong understanding of how innovation can be used to drive external research funding.
  • A history of success in research-driven technology transfer.
• A track record of influence in a sector relevant to the work of the HIC – through, for example, international/national professional roles, presentations at events of international status or publications.

• A good understanding of the requirements for effective personal and organisational development to support the implementation of innovation. This will include:
  • An understanding of the requirements for effective work-based learning
  • An awareness of general issues, current expectations and desirable content in the application of learning to innovation
• Inter-personal/behavioural
  • Very strong inter-personal skills with the ability to influence senior colleagues in relevant sectors.
  • Outstanding oral and written communication skills.
  • Demonstrations of the behaviours expected of senior leaders in this field and the ability to utilise an appropriate range of behaviours to achieve the vision for the HIC.
• Credibility with the communities relevant for the work of the HIC.

Desirable
• An understanding of the challenges affecting health at population scale.
Employee Benefits and Reward Package

Remuneration
The role attracts a highly competitive starting salary. Further salary progression will also be achievable, based upon performance in the role.

Pension
For this role the University offers the opportunity to join the Universities Superannuation Scheme (USS).

Relocation
For those relocating nationally or internationally a generous relocation package is available.

Flexible Benefits
All staff are eligible to participate in the University’s sector-leading flexible benefits scheme. The scheme provides staff with the opportunity to purchase benefits at discounted rates and also to take advantage of tax and national insurance savings on some of the benefits chosen.

The current benefits include:
- Childcare Vouchers
- Pre-School Centre
- Cycle to Work scheme
- Season Ticket Loan
- Low Emission Cars
- Charitable giving
- Shopping discounts
- Dental insurance
- Health cash plan
- Sports Centre membership
- Lancaster and external courses
- Professional Bodies’ membership fees
- Car parking
- Subsidised annual bus pass
- Discounted staff dining card
- Local retail discount card
- Theatre membership
- Home technology
- Additional annual leave

Detailed information on benefits are available at www.lancaster.ac.uk/employment-benefits.
We want to provide you with full information at an early stage to enable you to make an informed decision as to whether you are committed to pursuing this position and to outline the University’s expectations of all candidates taking part in our recruitment process.

Once you have reviewed the information below, and in fairness to everyone concerned, we would ask that you give serious consideration to proceeding further with this process if you think you may not accept the position should it be offered to you.

The role will be located in Lancaster and there is a requirement that successful candidates will live within commuting distance of the Lancaster University Bailrigg campus. If this might involve a re-location for you, it is of course important that candidates consider how the move might affect anyone who may accompany you (for example, early consideration may need to be given to local schooling, housing and other employment opportunities where other family members are involved, as early as possible). We will support you as much as possible with this and are happy to discuss any concerns you may have. We would ask you to agree to undertaking a positive, open, and transparent dialogue with us throughout the recruitment process, raising questions and any concerns as early as possible.

Lancaster engages in a variety of domestic and international benchmarking exercises to ensure we are extremely competitive in the levels of reward and recognition we provide, therefore we are confident that any offer made will be strong and competitive. If you are happy to continue in your application for the position in light of the above expectations, we would very much look forward to hearing from you.

**Process and Timeframe**

Informal questions regarding the post should be directed to Professor Neil Johnson, Dean of the Faculty of Health and Medicine (neil.johnson@lancaster.ac.uk).

Applications should be made online at [https://hr-jobs.lancs.ac.uk/A2220](https://hr-jobs.lancs.ac.uk/A2220)

Applications should consist of a CV accompanied by a covering letter addressing the criteria in the role information.

Closing date for receipt of applications: **Sunday 25 March 2018**

Interviews are being scheduled to begin w/c 26 March 2018

An appointment will be made subject to satisfactory references, in line with the usual terms and conditions of employment at the university.

**Recruitment Statement**

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