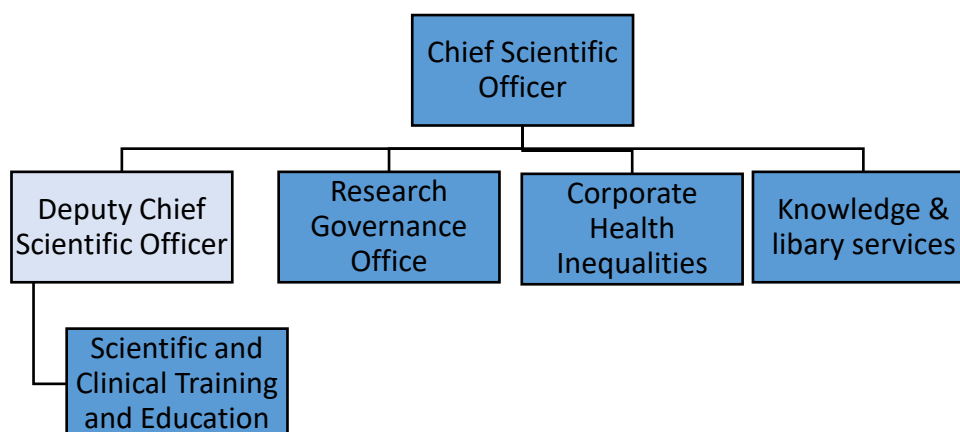


NHS BLOOD AND TRANSPLANT - JOB DESCRIPTION

Post Details	
Title of Post:	Deputy Chief Scientific Officer (DCSO)
Grade:	Band 8d
Directorate / Department:	Clinical Services
Accountable to:	Chief Scientific Officer (CSO)
<u>MAIN JOB PURPOSE</u>	
<p>The NHSBT scientific workforce uses science and their technical skills to help diagnose and treat diseases and disorders of the blood and in organ and tissue transplantation. Over 1,500 scientists work at NHSBT, which is unique as an integrated scientific health service. They are in a unique position as a scientific workforce, working as part of an integrated health system, to lead in global transformational science such as genomics.</p> <p>By ensuring that NHSBT operates at the limits of science, the Deputy CSO will support the CSO to strategically influence the integration of services and new structures for delivering care and improve the NHSBT's ability to undertake R&D and advance health technology development. The postholder will shape the long-term science strategy at national and international levels, ensuring NHSBT remains at the forefront of innovation.</p> <p>The Deputy CSO will provide support to the CSO and work alongside them to provide professional leadership for the Science profession within NHSBT, ensuring NHSBT is the best place for professionals to develop their career. This role involves strategic planning for the workforce and national advocacy; responsibilities which are corporate in scope</p> <p>The Deputy CSO will develop and lead the scientific and clinical education and career progression pathways. They will lead the scientific and clinical training and education teams, not only developing the people we have but anticipating future skill needs and incorporating these into strategic workforce planning.</p> <p>You will be the professional voice of the scientific professional within NHSBT, including both HCPC-registered and non-registered scientists such as Clinical Scientists, Biomedical Scientists, Technical Officers and Data Scientists. You will advocate for these professionals at a national and international level.</p> <p>The Deputy CSO reports to the CSO and, when deputising on the Clinical Services Senior Management Team, has full delegated responsibility for decision-making at directorate level and significant involvement in corporate decision making. This position carries board autonomy to act on strategy.</p>	

ORGANISATION CHART



KEY DUTIES AND RESPONSIBILITIES

To provide strong Leadership

1. To provide strong leadership and direction for the scientific workforce across NHSBT and to external partners.
2. To lead the development of a highly skilled scientific workforce, including healthcare scientists within NHSBT and in the wider NHS in specialised fields where we are experts e.g., transfusion and transplantation, genomics and personalised medicine.
3. To provide effective management of multiple senior teams and projects, ensuring efficient and innovative delivery of services.
4. To develop and lead the organisational Education and Training Strategy and be responsible for its delivery both internally and externally, collaborating with other education providers, regulators, NHS England and Department of Health and Social Care. This includes formulating multi-year training plans, securing funding, and evaluating outcomes.
5. The postholder will foster strategic professional and highly complex relationships and communication with external stakeholders, including national agencies, government, industry and academia, to raise the profile of NHSBT's scientific expertise and identity opportunities for partnership and collaboration.
6. To lead local, regional and national networks to ensure the effective contribution of scientists to high quality clinical services and to major strategic, highly complex programmes and transformational change across NHSBT and the NHS.
7. As a major job responsibility, you will deliver the organisational horizon scanning, research and innovation activities, ensuring that NHSBT stays at the forefront of scientific, clinical training and education provisions
8. To demonstrate commitment to personal leadership development and to participate in and contribute to executive leadership development opportunities, e.g. NHS Leadership programmes.
9. To deliver strategic and operational outcomes focused on specialist workforce development, ensuring patient benefit is maximised, achieving financial sustainability, regulatory compliance, and other organisational performance targets.
10. Will be responsible for budgets of multi-million pound scale (may exceed £5,000,000) and for income generation in scientific and clinical education programs; developing business cases and managing multi-source funding portfolios.
11. To support the Chief Scientific Officer and deputise for them, fostering a culture of positive team working, safety and mutual support across NHSBT and with external stakeholders.
12. To promote the diverse and inclusive scientific workforce and raise the profile of scientists internally and externally, ensuring that scientists feel valued and engaged, promoting NHSBT scientific careers both within and outside the organisation.

13. Work closely with the CSO to define the strategic direction of the CSO's office, working with stakeholders across NHSBT, NHS England and Department of Health and Social Care to define short and longer term aims and priorities.
14. To represent and speak/present on behalf of NHSBT scientists regarding research and educational strategy at national and international conferences, including other recognised events. Acting as the national spokesperson for NHSBT science initiatives.
15. To champion STEM subjects among youth and underrepresented groups, including participation in national Women in Science and Engineering (WISE) and diversity outreach programs.
16. To promote Health Science Week alongside NHS England CSO team.

To provide strategic direction and influence to improve the delivery of high-quality services

17. Contributes to the delivery of high-quality care by providing scientific leadership and advice to NHSBT and its partners including healthcare scientists; ensure that scientific work drives improvements in patient outcomes.
18. Will lead the development of a 5-10 year scientific education and clinical training strategic vision for NHSBT, aligning with NHS England's and Department of Health and Social Care innovation priorities and NHSBT's research strategy.
19. Using scientific expertise and leadership to drive and deliver strategic initiatives, direction-setting, projects and policy development activities by promoting innovation and integration of research into practice.
20. Regular use of strong judgemental skills to evaluate complicated/ highly complex situations and options, balancing competing priorities, and formulate evidence-based option appraisals and strategic recommendations which may not have an obvious solution for executive decision-making in relation to scientific and education matters
21. Support directorate and cross directorate working groups, co-leading national programme initiatives and ensuring coordinated action across NHSBT and NHS.
22. Will align R&D and Operational strategies taking a specific interest in the translation of promising research and technology into service development and frontline care.
23. Conduct foresight and scenario planning exercises to position NHSBT for emerging scientific and educational paradigms, including technological advancements for example in Artificial Intelligence, genomics, etc.
24. Will develop evidence-based education, scientific and research policy at NHSBT influencing national standards and guidelines.
25. Will lead the integration of digital health technologies, informatics and e-learning, into scientific and clinical training and education in line with broader NHS digital strategy.
26. Will be required to develop innovation acceleration programmes, funding calls, or idea incubators.
27. Define and monitor scientific KPIs (e.g. training progression rates, education outputs, workforce diversity, impact case studies) and report these to the Senior Management Team and to Board.
28. Will design and implement succession planning and talent management frameworks for key scientific and leadership roles.
29. Will produce, manage and produce large data sets and review performance indicators on a weekly basis. The postholder will be responsible for Beta testing to ensure the effective implementation and operation of information systems (e.g. CRM, Power BI, Blackford, Moodle, other learning management systems) used to track workforce education data, ensuring data quality and governance.
30. Will be responsible for establishing robust data processes, procedures and secure data storage, upholding data protection and integrity for the scientific workforce and direct programs.
31. Will develop annual business and risk management plans for the science directorate, identifying risks and mitigation strategies.

32. Will have corporate responsibility for training and education plans and frameworks across NHSBT, ensuring succession and capacity building.

To build and contribute to networks

33. Develop a strong personal profile and foster strong strategic relationships with key external stakeholders including hospital, academic and commercial customers; government bodies (e.g. DHSC, NIHR, Innovate UK, and NHSE/I); to champion and promote NHSBT's scientific and clinical activities.
34. Will play an active role in stewardship, R&D for educational research innovation which at local, regional, national and international levels, including program leadership and oversight.
35. As NHSBT's educational portfolio expands, the Deputy CSO is responsible for the successful delivery of scientific and clinical training programmes at local, national and international level, ensuring they meet regulatory and professional standards.
36. As a major part of your role, you will be responsible for research development projects of direct relevance for the scientific workforce, in the areas of education and training, publishing findings through peer review and seeking funding for healthcare science research projects.
37. Responsible for strengthening relationships between healthcare scientists, R&D scientists, medical staff, commissioners, and other NHS and industry professionals, to integrate science into wider healthcare and research networks.
38. To support R&D colleagues who organise a bi-annual scientific conference on transfusion and transplantation, potentially co-chairing or leading the scientific programme.
39. When deputising for the CSO, participate in the CSO (NHSE) network and actively contribute to the local, regional and national agenda for healthcare science ensuring clear communication of NHSBT's position on regional and national issues.
40. To support the CSO in contributing to the NHSE CSO Knowledge Transfer Partnership fostering long-term partnerships between clinical, research and industry teams.
41. To explore and represent how NHSBT contributes to Clinical Senates, Strategic Clinical Networks, Integrated Care Systems and other NHS structures.

Workforce

42. Supporting the development and delivery of training of researchers including healthcare scientists, working in collaboration with academic partners.
43. Develop and maintain formal links to key organisations that will support the education strategy (e.g. Association of Clinical Scientists, Academy for Healthcare Science (AHCS), Health and Care Professions Council (HCPC), National School of Healthcare Science (NSHS), Professional societies i.e. IBMS, BBTS, ISBT, BSHI, EFI, BSBMT, EBMT, BTS Health Education England (HEE), The Royal College of Pathologists).
44. Ensure that you promote a positive safety culture through health and safety policies, risk assessments and safe systems of work to ensure the safety of our scientific workforce.
45. Line management of direct reports including the Scientific and Clinical Training and Education Lead, with responsibility for all aspects of leadership (recruitment, appraisals, performance management, absence, development), strategic workforce planning and succession management.
46. Responsibility for managing combined multi-million budgets annually.
47. The postholder will be required to create strategic documents and reports on a regular basis for senior leadership, and formal bodies performing audits and inspections both internal and external to NHSBT.

As a senior leader the post holder will be expected to display a number of key behaviours in the delivery of their specific roles:

48. Work collaboratively with senior teams collectively and individually, accepting and owning accountability for the decisions made and offering assistance where required, even where this falls outside of your remit.
49. Recognise when change is required and demonstrate personal ownership for pursuing, communicating and implementing the change, whilst managing the motivational impact on others.
50. Ensure that you follow health and safety policies, risk assessments and safe systems of work to ensure your safety and the safety of others. Managers will address the health, safety and wellbeing of any staff they are responsible for, in proportion to the level of risk in their department and promote a positive safety culture.
51. Adhere to and role model NHSBT's values and the code of conduct. This includes demonstrating integrity, respect, and accountability in all actions and decisions. Fostering a collaborative and inclusive work environment, contributing to continuous improvement, and striving for excellence in their roles. Aligning with NHSBT's values, to support a positive workplace culture, drive innovation, and ensure the highest standards of ethical behaviour.
52. Adhere to and role model NHSBT's behaviours regarding equity, diversity, and inclusion.
53. Any other duties within the general scope of the post as and when required.