



## Strategy Unit Overview & Job Description

<b>Job Title</b>	Senior Consultant (Evaluation Team)
<b>Range</b>	£41,659 - £54,619 (NHS Agenda for Change Bands 7/8A)
<b>Team</b>	Strategy Unit
<b>Accountable to</b>	Evaluation Team Leadership

### About us

The Strategy Unit is an autonomous specialist NHS team, based in Midlands and Lancashire Commissioning Support Unit (MLCSU). We focus on the application of high-quality, multi-disciplinary analytical work. Our basic proposition is simple: better evidence, better decisions, better outcomes.

We work with NHS and social care organisations, universities, charities, government organisations and selected partners such as Ipsos. The Strategy Unit works with others to deliver clear thinking and applied analysis that improves decision-making, implementation, and results.

For more information about our work including recent and current projects, please visit our website: <https://www.strategyunitwm.nhs.uk>

### Our values

We are NHS employees who put NHS values at the heart of our approach. We believe in:

<b>Adding public value</b>	<b>Acting with objectivity and integrity</b>	<b>Working as a system partner</b>
<ul style="list-style-type: none"> <li>• We are committed to making a difference in health and social care. We only seek work that we believe can add value, either directly or indirectly, and improve care for the people we serve.</li> </ul>	<ul style="list-style-type: none"> <li>• We use our skills to provide impartial and independent analysis, advice, and support.</li> </ul>	<ul style="list-style-type: none"> <li>• We work in partnership with our clients, understanding the pressures they face, respecting their judgement and working collaboratively with them to improve outcomes.</li> </ul>

## Our ways of working

Our team is increasingly diverse and geographically widespread. We value and seek to foster this, recognising that different people bring different perspectives, lived experience, ideas, and culture to the Strategy Unit. We also know that everyone has a life and commitments outside work, and many of the team benefit from our use of flexible working arrangements.

We are based in central Birmingham but work on projects from across the UK and have a hybrid model of working for team members. This means that there is no minimum requirement for working from the office - it is a resource for collaboration and mutual support and not a duty. But coming together to collaborate still matters to us very much, particularly for project teams whose work is generally more participative and with a higher degree of client engagement. Some projects also require us to travel to locations across the country occasionally.

As a member of the Strategy Unit, we will welcome and enable your involvement in all aspects of our life including the ongoing development of our services, our ways of working, our strategy, and our reputation. You will be encouraged and supported to identify and pursue opportunities to continually develop your skills and build your career, both through training and hands-on experience. We are passionate about continual learning to improve what we do and are committed to creating space where colleagues feel psychologically safe to do this.

## How we are organised

The **Evaluation team** sits within our wider organisational structure that also includes:

- Analytics and modelling
- Business management
- Evidence and knowledge mobilisation
- Research and policy
- Strategy and change

These teams have independent leadership but often collaborate in delivering projects for our clients. This means there are plenty of opportunities to experience a variety of project-types, and to develop new areas of work, depending on your interests.

## The role

The Strategy Unit is expanding our Evaluation team to support existing clients and continue to build our offer. We are looking for a **Senior Consultant** who will engage with clients to scope requirements, design and deliver quality evaluations and work collaboratively to continuously improve our processes and outputs.



As part of the Evaluation team, you will be working with a wide range of clients to deliver evaluations from small, local interventions to large, national complex and high-profile programmes.

We use a range of qualitative and quantitative methods and work with stakeholders at all levels, from the most senior strategic positions to patients and service users. You will work across and often manage multiple project teams, sometimes in partnerships with other organisations, across a diverse range of topics. Recent and current evaluations include: health inequalities and vaccine take-up; mental health and wellbeing support for health and care staff; expanding community pharmacy services; and cardiac rehabilitation.

You will have experience in designing, managing and delivering qualitative and mixed method evaluation projects, with experience of working with clients in health and care or broader social policy. We have quantitative, impact evaluation specialists in our team. In this role, you will understand how to manage this work within mixed method evaluation with or without this specialist knowledge.

You will be a valued member of the Strategy Unit team, supporting the development of our services, systems, strategy, and reputation for excellence.

You will be provided with all the opportunities you require to develop your skills and build your career, both through formal training and hands-on experience.

## Key skills and responsibilities

As a Senior Consultant, **you will be responsible for designing and managing evaluation projects**, taking operational responsibility for delivery, ensuring that other team members are aware of their role and that they complete tasks to time / quality / budget. Core skills and responsibilities of the role include:

Discipline	(S)kills and (R)esponsibilities
<b>Project Management</b>	(R) Managing the full life-cycle of a project from inception, through delivery and completion. Designing and delivering work packages and ensuring their delivery to a defined schedule and budget.
	(S) Being calm under pressure and able to juggle competing priorities and tight deadlines.
	(S) Ability to think clearly and analytically in complex, dynamic and ambiguous situations.
	(S) Managing risks and interdependencies in order to deliver your own work programme and anticipate and communicate the impact on others' work areas.
<b>Evaluation</b>	(R) Devise technical evaluation approaches to meet our clients' needs.
	(S) Ability to demonstrate an understanding of the broader health and



	care policy / institutional environment in designing and delivering evaluations.
	(S) Ability to synthesise multiple sources to communicate on complex issues.
<b>Leadership</b>	(R) Provision of line management and/or contributing to the development of colleagues.
	(R) Building and maintaining good working relationships with a broad range of internal and external stakeholders on a range of strategic and business sensitive issues in a highly political environment.
	(S) High quality interpersonal skills, alongside an analytical mindset.

## **Policies and procedures**

You will be an employee of MLCSU and as such will be required to uphold and abide by all policies on, for example, Information Governance, Data Protection and Confidentiality, Equality and Diversity, Safeguarding Children and Adults, and Health & Safety (this is not an exhaustive list).

**For an informal conversation about this role, please contact the recruiting manager at [David.callaghan@nhs.net](mailto:David.callaghan@nhs.net)**



## Person specification

Please note that responses to the person specification included in applications should address each of the following 11 criteria in turn, beginning with the relevant criteria number. Multiple examples should be cited to demonstrate breadth as well as depth of relevant experience.

The total length in response to the person specification must not exceed 1300 words (+ or – 10%), and applications that do not comply will not be considered.

Longlisting and shortlisting decisions will be made on the basis of the evidence against these criteria in each candidate’s response to the person specification.

Factors	Description	Essential	Assessment*
<b>Education / Qualifications</b>	1. Postgraduate degree or equivalent level of experience.	✓	A-C
<b>Experience</b>	2. Experience of managing complex evaluation projects.	✓	A-I
	3. Experience of working with a range of stakeholders to deliver evaluation projects.	✓	A-I
	4. Experience of proposal writing and contributing to winning work.	✓	A-I
<b>Knowledge</b>	5. Understanding how to design, manage and deliver evaluation methodologies (qualitative and mixed method) to meet clients’ needs.	✓	A-I
	6. Understanding of health and social care and the challenges faced by Integrated Care Systems.	✓	A-I-P
<b>Skills</b>	7. Ability to respond effectively to changing project requirements, both within and outside of the project’s control.	✓	A-I
	8. Strong written and oral communication skills, with attention to detail when reviewing the work of others.	✓	A-I-T



	9. Ability to complete tasks with limited support to specified time and quality requirements.	✓	A-I-T
	10. Experienced at presenting complex information to a range of audiences, either virtually and/or in-person.	✓	A-P
	11. Developmental leader, as a line manager and or project manager, and making a broader contribution to colleagues' development.	✓	A-I
<p>*Assessment will take place with reference to the following information:                  A=Application form; I=Interview; T=Test; C=Certificate; P = Presentation</p>			