Health and Social Care Professions

National Fellowship in Innovation



Deadline for submission of applications to the Spark Innovation Programme:

## Midnight Wednesday March 27th 2024

**Introduction**

The HSE’s Spark Innovation Programme was established in 2017 as a national programme to encourage, support and recognise innovation among frontline healthcare staff in Ireland. The programme is funded and supported by National Doctors Training and Planning (NDTP), the Office of the Nursing and Midwifery Services Director (ONMSD), National Health and Social Care Professions Office (NHSCPO) and the National Quality Improvement Team (QIT) with the goal of encouraging innovation across our health service. The Spark Innovation Programme encourages frontline healthcare workers to develop and implement their ideas so that the care for patients and the Irish health service can continuously improve.

The Spark team and its partners believe that the opportunity to develop one’s ideas is central to staff engagement and that it inspires staff, encourages recruitment and supports retention. The Spark team also believes that success is not solely dependent on successful ideas but also includes the potential shared learning for the system.

Now, with the support of NDTP, the ONMSD and the NHSCPO, Spark is supporting innovation for a much wider range of staff. The ultimate vision of the Spark Programme is to empower all HSE staff to innovate and improve the health service in a collaborative manner.

# The Role of Innovation Fellow

Since its inception, the Spark Innovation programme has been led by National Spark Innovation Fellows. To date these have been frontline staff with a passion for innovation who have led innovation initiatives during a one-year fellowship. You can read about the current Fellows here <https://healthservice.hse.ie/staff/spark-innovation-programme/innovation-and-change-fellows/>

The role of the HSCP Fellow is critical in leading and shaping the Spark Programme. The Fellow plays a key part in supporting ideas, design, innovation, collaboration, and initial implementation of initiatives led by frontline staff. The HSCP Innovation Fellow joins Nursing/Midwifery and NCHD Fellows so as that all groups are represented in the decision-making processes, in the support and the implementation of projects. This makes it a truly interdisciplinary effort; a reflection of the interdisciplinary collaboration at the heart of frontline healthcare.

The purpose of the HSCP Spark National Innovation Fellowship is to give a HSCP the opportunity to lead and shape the Spark Programme.

# The Award

The successful candidate will be awarded an Innovation Fellowship for a 12 month period and will receive a salary equivalent to their current rate of remuneration for the duration of the Fellowship. The fellowship can be taken in a full or part time basis and the Spark Programme is open to the fellow working less than fulltime in the role if desired.

The Spark Programme will make arrangements with the employer of the successful candidate to obtain the fellowship for the period of one year. Upon completion of the one-year fellowship, the HSCP fellow can reapply for a second term. Two years is the maximum length of time for a fellowship.

The Innovation Fellowship presents an exciting opportunity for a HSCP to develop their leadership and management skills. The purpose of the Innovation Fellowship is to give an HSCP the opportunity to be part of the leadership team and shape the Spark Programme. This will be done in collaboration with the National NDTP, NHSCPO, OMNSD and other stakeholders.

The recipient of the Fellowship will be required to sign an Award Agreement with the HSE.

# Remit of the National Innovation Fellow

The remit of the Fellow will include:

## General Duties:

## Leading and continuing to develop the Spark Programme in collaboration with the NDTP, ONMSD, NHSCPO, healthcare providers including NCHDs HSCP, nurses, midwives, hospitals, community services and other relevant stakeholders

## Liaise on a regular basis with the NHSCPO to ensure cross body alignment.

## Act as a resource for healthcare providers to help drive innovation, change and collaboration in the health services

## Encourage engagement with the Spark Programme via site visits to hospitals/community, attend training days and conferences.

## Develop a series of Key Performance Indicators (KPIs) to report the impact of the role and projects supported by Spark

## Assist with scaling up and/or transferring successful initiatives and projects that have been undertaken in one clinical site to other sites

## Develop and lead initiatives to support innovation, collaboration and change within the HSE

## Prepare reports, articles and or updates for a variety of purposes including the Spark Programme Updates, Annual Reports, HR updates, media press releases, social media, etc.

## Promote interdisciplinary and inter-professional collaborations

## Attend meetings as required both internally and externally

## To join numerous boards/working groups where the innovation fellow has a presence. These will be discussed and agreed with the Fellow.

## Communication with HSCPs via various platforms e.g. social media, email, website etc.

## Input on various projects/initiatives with stakeholders for example, HSCP Deliver – A Strategic Framework for Health and Social Care Professions 2021 – 2026, HSE People Strategy, etc. as requested

## Further duties as required.

**Helping Lead and Develop the Spark Programme:**

The Spark Programme encompasses a wide range of initiatives designed to support and encourage innovation amongst healthcare staff. The Innovation Fellow will be expected to be part of the leadership team to shape the programme over their year in the role the Spark Programme offers a range of funding opportunities to support the implementation of innovation projects led by frontline staff. Visit www.hse.ie/spark for more details on some of Spark’s initiatives.

The Fellow will be expected to establish and maintain positive relationships with relevant academic institutions, industries, and international organisations. The Fellow will contribute to HSCP and wider HSE policy and planning, including discussion papers and strategies. The Spark programme requires multidisciplinary/ interdisciplinary collaboration and involvement of patients/service users where possible so the Innovation Fellow must be able to work with stakeholders from all disciplines.

As the Spark Programme continues to grow, sharing the work supported by the programme becomes more important. The Innovation Fellow, together with their co-fellows, is responsible for managing the portfolio of projects supported and disseminating this information through case studies, presentations and other publications.

**Other Duties:**

The National Innovation Fellow will be expected to encourage and support planned and unplanned innovation whilst developing novel approaches to support innovation. Indicative examples of what developing the Spark Initiative could involve:

* Developing initiatives/mechanisms to support innovation at clinical site
* Cultivate and develop relationships internal and external to the HSE. Examples include NHSCPO, ONMSD, NDTP, E Health Ireland and Office of the Clinical Information Office, Professional Bodies, HSCP Clinical Programme Leads and Representatives
* Shaping innovation events for healthcare staff
* Create, disseminate, and assess applications for funding and support
* Oversee the Spark Innovation Programme budget under the supervision of the Spark Programme Lead / HSE Business Manager
* Develop opportunities for shared learning across various sites and assist with transferring successful projects in one clinical site to other sites.
* At interview, applicants will be expected to discuss their strategy for the year in terms of: Communication and engagement, new ideas and a brief outline of their goals / targets for the year.
* Contribute to the body of research around frontline innovation and take steps to prove the value of the programme.

## It is envisaged that the Fellows will support/lead on the delivery of current successful long- standing initiatives within the programme, while bringing their creativity and ingenuity to new and existing initiatives.

**Competencies:**

**Professional Knowledge & Experience**

Demonstrate:

* Familiarity and demonstrable track record in Innovation
* An understanding of the breadth of different HSCP professions
* Knowledge of clinical workforce structures
* Knowledge of Irish Health Service structures and strategic direction (Slaintecare)
* Excellent ICT skills

**Planning, Organising and Delivery of Results**

Demonstrate:

* Excellent organisational and time management skills to meet objectives within agreed timeframes and achieve quality results
* Evidence of effective planning and organisational skills including an awareness of resource management and the importance of value for money
* The ability to improve efficiency within the working environment and the ability to evolve and adapt to a rapidly changing environment
* A capacity to operate successfully in a challenging operational environment while adhering to quality standards
* Results focused, motivated and enthusiastic with a ‘can do’ attitude
* The ability to successfully manage a range of different projects and work activities concurrently
* A proven ability to prioritise, organise and schedule a wide variety of tasks and to manage competing demands while consistently maintaining high standards and positive working relationships.

**Communication & Interpersonal Skills**

Demonstrate:

* Excellent oral and written communication skills including the ability to produce professional reports.
* A track record of building positive working relationships with people who work in a challenging and at time stressful work environment
* Excellent people skills and the ability to achieve “buy-in” from major stakeholders
* Negotiation/influencing skills

**Leadership & Teamwork**

Demonstrate:

* The capacity for management responsibility and demonstration of initiative
* The ability to achieve results through collaborative working
* The ability to build and maintain relationships with colleagues and other stakeholders and to achieve results through collaborative working
* The ability to work both independently and collaboratively within a dynamic team and multi- stakeholder environment
* Flexibility, adaptability and openness to working effectively in a changing environment.

**Commitment to a Quality Service**

Demonstrate:

* An ability to pay close and accurate attention to detail in personal work and to create a culture where high standards are valued and respected
* Evidence of practicing and promoting a strong focus on delivering high quality customer service for internal and external customers
* Commitment to developing own knowledge and expertise.

**Employment and Contractual Arrangements**

The following employment and contractual arrangements will apply to the Fellowship:

* The National Fellowship in Innovation is funded by NHSCPO and the Fellow will be seconded from their current employment into the National Frontline Clinical Innovation Office team for the duration of the Fellowship.
* The Fellowship is a fixed term position for a period of one year.
* The role reports into the Head of the Spark Innovation Programme.

**Who Should Apply**

To apply applicants must possess the following:

* A recognised qualification for entry to practice in one of the 26 Health and Social Care Professions
* Must be employed by the HSE (or HSE funded organization including Section 38)
* Be practising in a HSCP discipline at staff, senior or clinical specialist grade
* Minimum of 2 years clinical experience post qualification
* Applicants should have a recognised qualification in a health and social care profession and where applicable be either registered or eligible for registration on the appropriate register held by CORU.
* Demonstrate a successful track record in engaging and contributing positively to innovation/change programmes and quality improvement initiatives
* Experience of engaging with and working with a range of stakeholders including HSCP colleagues
* Possess the requisite knowledge, skills and attributes to make a contribution to the health service through the Fellowship

**The Selection Process**

The HSE will consider the applications submitted to it and shortlist the applications. Consideration will include:

* The candidate’s experience of:

1. Contributing to change programmes
2. Engaging with stakeholders in the health service

* The candidate’s possession of the following knowledge, skills and attributes:

1. Professional Knowledge & Experience
2. Planning, Organising and Delivery of Results
3. Communication & Interpersonal Skills
4. Leadership & Teamwork
5. Commitment to a Quality Service

Shortlisted applicants will be invited to attend an interview with a panel formed by the HSE. Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.

# How to Apply

To apply please, fill out the application form on the online portal:

<https://hse-ie.libwizard.com/id/498458bc12f2853597e0d876dce8de29>

Here, you will also be asked to submit the following:

* + A comprehensive Curriculum Vitae clearly showing relevant achievements and experience from your career to date
  + A cover letter/personal statement (maximum 2 pages) outlining why you wish to be considered for this Fellowship and where you believe your skills and experience meet the requirements for the Innovation Fellowship

Please include:

* + Evidence of experience in delivering effective change and improvement projects
  + Any evidence of experience with driving innovation projects
  + Formal qualification/courses related to the role (Design, change, PM, innovation)

**Closing date for Applications:**

Applications must be submitted via the [online portal](https://hse-ie.libwizard.com/id/498458bc12f2853597e0d876dce8de29) no later than midnight on Wednesday March 27th 2024

Informal enquiries to:

Jared Gormly, Spark Programme Director at [jared.gormly@hse.ie](mailto:jared.gormly@hse.ie%20) or by phone 087 1242317, Dermot Burke, National HSCP Innovation Fellow at [dermot.burke1@hse.ie](mailto:dermot.burke1@hse.ie) or Michelle Howard, National HSCP Innovation Fellow at [michelle.howard1@hse.ie](mailto:michelle.howard1@hse.ie)

# The Selection Process

The HSE will consider and shortlist the applications. Consideration will include:

* + The candidate’s clinical experience
  + The candidate’s experience of:
* Contributing to innovation programmes
* Engaging with stakeholders in the health service
  + The candidate’s possession of the following knowledge, skills and attributes:
* Professional Knowledge and Experience
* Planning, Organising and Delivery of Results
* Communication and Interpersonal Skills
* Leadership and Teamwork
* Commitment to a Quality Service
  + Shortlisted applicants may be invited to attend for interview with a panel formed by the HSE.

*Failure to include information regarding these requirements may result in you not being called to the next stage of the selection process.*



 [@ProgrammeSpark](https://twitter.com/ProgrammeSpark) [spark@hse.ie](mailto:spark@hse.ie)

# Appendix 1: A note from a previous Fellow

The National Innovation Fellowship is a role that should appeal to those who are excited by change, innovation and development in the health system. The role is undoubtedly a departure from day-to-day healthcare services life that most applicants might be coming from as it involves a lot of self-direction, working independently and as part of groups/teams towards goals and deadlines. It allows the fellow to work closely with innovative and creative people from industry and within the health service.

Your input, opinions and knowledge of working within the health system are of great importance to the innovation processes. The Spark programme is run by a small team and as such, the role of the fellow can involve multiple different elements in steering the programme’s direction. As such, the fellow may be expected to help in the promotion and organising of events, management of digital content that is shared on the website and social media accounts as well as being involved in the judging of applications and solutions in the various programmes and indeed, whatever may need to be done at a given time.

The programme is continually evolving and as such, there will be many opportunities for the fellow to not only put their own stamp on existing offerings but also to look to implement their own ideas and see them through. It is an opportunity to hone one’s communication, problem- solving, management and leadership skills. The fellow will learn about the structures within the HSE and whatever their future career goals they will have experience and skills in innovation and change management that will always be a benefit.