Nursing and Midwifery

National Fellowship in Innovation





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**Deadline** for submission of applications to the Spark Innovation Programme:

# Friday January 17th, 2025

**Introduction**

The HSE 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 the National Doctors Training and Planning (NDTP), the Office of the Nursing and Midwifery Services Director (ONMSD) (commencing 2019) and the National Health and Social Care Professions Office (NHSCPO) with the goal of encouraging innovation across the health service The Spark Innovation Programme encourages frontline healthcare staff to develop and implement their ideas to continuously improve care provided to patients by the Irish health service.

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 staff retention. The Spark team also believes that success is not solely dependent on successful ideas but also includes the potential of shared learning. Engaging with innovation activity builds capability for leadership, change and improvement. Additionally, it enables frontline staff to make a valuable contribution to the ever changing world of healthcare - beyond the traditional boundaries of their clinical practice.

**Fellowship role**

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 led the innovation initiatives during a one-year fellowship. The fellows change each year and pass on their work to the incoming fellows, similar to rotations in clinical practice. You can read about the fellowship in more detail here: <https://healthservice.hse.ie/staff/spark-innovation-programme/professional-innovation-fellowships/>

The role of the nursing or midwifery 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 nursing/midwifery innovation fellow joins medical and health and social care professional fellows so that all professional groups are represented in the decision-making processes, and the support to and implementation of projects - making it a truly interdisciplinary effort. This reflects how interdisciplinary collaboration is at the heart of healthcare.

The purpose of the Nurse / Midwife Spark National Innovation Fellowship is to give a registered nurse or midwife working in clinical practice the opportunity to lead and shape the Spark Programme.

# The Award

The successful candidate will be awarded a Spark National Innovation Fellowship and will receive a salary equivalent to their current rate of remuneration for the duration of the one-year fellowship. In addition, funding for a postgraduate programme may be provided during the year of the Fellowship only (The course must be agreed in advance with the Spark Programme HSE Lead).

# The Call for the National Nursing and Midwifery Fellow in Innovation

The HSE is now inviting applications for a Nursing/Midwifery Fellowship in Innovation commencing in 2025. The Innovation Fellowship presents an exciting opportunity for a clinical nurse/midwife to develop their innovation and leadership skills. This will be done in collaboration with NDTP, ONMSD, HSCP Office and other stakeholders.

The Fellowship can be a full time or part time commitment for a nurse/midwife for a one-year period. The Spark Programme is open to the fellow working less than fulltime in the role if desired and also working from other locations with days in the Spark Office / Dr Steevens’ Hospital Dublin / working from home as required. Access to appropriate transport to fulfil the requirements of the role will be required as the role involves travel.

If the Innovation Fellow is enrolling in a relevant postgraduate programme the specific course would be agreed with the successful applicant. Time required to undertake the postgraduate programme and associated research will be agreed with the successful applicant.

# Remit of the National Innovation Fellow

The remit of the Fellow will include:

**Main Duties:**

* Develop a vision of the one-year fellowship and promote interdisciplinary team working
* Leading and continuing to develop the Spark Programme in collaboration with the NDTP, ONMSD leads, NHSCPO, the National Lead NCHD, healthcare providers including NCHDs, Nursing/Midwifery colleagues, hospitals, CHOs and other relevant stakeholders
* Act as a resource for healthcare providers to help drive innovation, change and collaboration in the health services
* Develop and lead spark initiatives to support innovation and collaboration within the HSE
* Encourage engagement with the Spark Programme via site visits to hospitals/community services, attend training days and conferences
* Develop a series of Key Performance Indicators (KPIs) to report the impact of the role, projects and nurses and midwives 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
* Prepare reports, articles and or updates for a variety of purposes including the Spark Programme Updates, ONMSD and other website blogs, Health Matters, Lead NCHD Newsletter, Annual Reports, HR updates, media press releases, social media, etc.
* Communication with healthcare colleagues via various platforms e.g. social media, LinkedIn, X, email, website etc.
* Undertake further duties as required.

**Leading and developing the SPARK initiative:**

The Spark Programme encompasses a wide range of initiatives designed to support and encourage innovation amongst nurses/midwives, NCHDs, health and social care professionals and other healthcare staff**.** Innovation Fellows will be expected to lead the programme and shape it 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. For details of these refer to [Spark Innovation Programme - Staff site (hse.ie)](https://healthservice.hse.ie/staff/spark-innovation-programme/)

**Other Duties:**

The Nurse/Midwife 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 sites
* Cultivate and develop relationships internal and external to the HSE. Examples include National Lead NCHD /NDTP Fellow, E-Health Ireland and Office of the Clinical Information Office, ONMSD, National Clinical Leadership Centre for Nursing and Midwifery, Trainee Committee of the Forum of Postgraduate Training Bodies
* Shaping innovation events for nurses and midwifes and other healthcare staff
* Create, disseminate, and assess applications for funding and support
* Oversee elements of 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 initiatives that have been undertaken 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 for nursing and midwifery innovation and a brief outline of their goals / targets for the year

# Competencies:

**Professional Knowledge & Experience**

Demonstrate:

* Familiarity and demonstrable track record in innovation and change
* Knowledge of nursing and midwifery structures
* Knowledge of Irish Health Service structures, integration and reconfiguration
* 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 and 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 and 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
* The ability to lead the team by example, coaching and supporting individuals as required.
* 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 person centred services
* Commitment to developing own knowledge and expertise.

# Fellowship Contractual Arrangements

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

* The Fellowship opportunity is for a one-year period (fixed term) on your current employment terms and conditions/salary working within the Spark programme team.
* Governance with the Spark Programme Director, reporting relationship with Spark Programme Manager and a professional link with a nurse/midwife lead within the ONMSD.
* A second tem may be applied for – two years is the maximum length of time that a nurse or midwife can undertake the fellowship.

# Who Should Apply

To apply applicants must possess the following:

* Be employed by the HSE funded organisations including Section 38 and registered with the Nursing and Midwifery Board of Ireland
* Have at least two years post registration clinical experience
* Be currently working in a clinical setting (as a staff nurse/midwife or CN/MM, or CN/MS or AN/MP)
* Demonstrate a successful track record in engaging and contributing positively to innovation/change programmes and Quality Improvement initiatives
* Have the innovation knowledge, skills and attributes to make a contribution to the health service through the Fellowship.

# How to Apply

To apply please submit the following:

* A comprehensive Curriculum Vitae clearly demonstrating 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

# The Selection Process

**Closing date for Applications:**

Expressions of interest must be submitted by e-mailto Jared Gormly, Head of Spark Innovation Programme at jared.gormly@hse.ie no later than **17:00 on Friday 17th January 2025.**

Interviews will take place during the **week beginning 27th January, 2025**

Informal enquiries to:

Jared Gormly, Head of the Spark Programme at jared.gormly@hse.ie or by phone 087 1242317

Dr. Maureen Flynn, ONMSD at maureena.flynn@hse.ie or by phone 087 9317014

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

* The candidate’s experience
* The candidate’s experience of:
	+ Contributing to innovation/improvement/change programmes
	+ Engaging with stakeholders in the health service including nursing and midwifery colleagues and MDT
* 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 will be invited to attend for interview with a panel formed by the HSE. Shortlisted applicants may be asked to prepare a short presentation as part of the selection process.

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

* You are invited to attend a webinar delivered by our current National Innovation Fellows on Wednesday 8th January 2025 at 1pm. Details of the webinar can be found on our social media channels and on our webpage. Attendance is not mandatory.
* All candidates are strongly advised to familiarise themselves with the Applicant’s Guide which can be found here: <https://healthservice.hse.ie/staff/spark-innovation-programme/professional-innovation-fellowships/>

The Spark Programme will make arrangements with the employer of the successful candidate to support the organisation in enabling the individual to undertake the fellowship for the period of one year. Upon completion of the one-year fellowship, the Nurse/Midwife can reapply for a second term, however, two years is the maximum length of time that a nurse or midwife can undertake the fellowship.