**National Nursing and Midwifery**

**Fellowship in Innovation**









**Deadline** for submission of applications to the Spark Innovation Programme for the “National Nurse and Midwife Fellowship in Innovation” by:

# Wednesday 27th March at midnight

**Introduction**

The Spark Innovation Programme was established by National Doctors Training and Planning (NDTP) in July 2017 as a national initiative to empower and engage with NCHDs. It was joined by the Office of Nursing and Midwifery Services Director (ONMSD) and the National Health and Social Care Professionals Office (NHSCPO) in 2019 and continues to support, promote and recognise innovation amongst healthcare staff of all grades and experience. The Spark team and its collaborators 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.

**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 have led the innovation initiatives during a one-year fellowship. The Fellows change each year and pass on their work to the incoming Fellows. You can read about the current Fellows here <https://www.hse.ie/eng/staff/leadership-education-development/met/spark-innovation-programme/national-fellow-for-innovation-and-change/>

The role of the National Nursing and Midwifery Innovation 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 National Nursing and Midwifery Innovation Fellow joins Medical and Health and Social Care Professional Fellows and this makes Spark truly interdisciplinary; a reflection of the interdisciplinary collaboration at the heart of frontline healthcare.

The purpose of the National Nursing and Midwifery Innovation Fellowship is to give a nurse or midwife the professional development 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 (The course must be agreed in advance with the Spark Programme HSE Lead and completed during the year). The recipient of the Fellowship will be required to sign an Award Agreement with the HSE.

# 2024-2025 National Nursing and Midwifery Fellow in Innovation

The HSE is now inviting applications for a National Nursing and Midwifery Innovation Fellowship 2024-2025 commencing in quarter 2 of 2024. The Innovation Fellowship presents an exciting opportunity for a clinical nurse and/or midwife to develop their innovation and leadership skills. This will be undertaken in collaboration with NDTP, ONMSD, HSCP Office and other stakeholders.

The Fellowship can be a full time or part time commitment for a nurse and/or midwife for a one-year period. This would allow the Fellow to remain in clinical practice or pursue other interests if desired. The Spark Programme is open to the Fellow working from home or other locations with a number of days in the Spark Office / Dr Steevens Hospital, 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 will be agreed with the successful applicant. Time required to undertake the postgraduate programme and associated research will also be agreed with the successful applicant.

# Remit of the National Nursing and Midwifery Innovation Fellow

The remit of the Fellow will include:

1. **Leading and developing the SPARK initiative:**

The Spark Programme encompasses a wide range of initiatives designed to support and encourage innovation amongst Nurses and Midwives, NCHDs, Health and Social Care Professionals and other healthcare staff**.** Innovation Fellows will be expected to lead the programme and further shape it over the year in the role. Each year the role has changed and grown and it has adapted to providing much of what is offered digitally. In person initiatives are, however, once again part of the role in accordance with Public Health advice.

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/)

1. **Main Duties:**

* Develop a vision for the one-year fellowship and promote interdisciplinary team working
* Lead and continue to develop the Spark Programme in collaboration with the NDTP, ONMSD leads, the National Lead NCHD, healthcare providers including NCHDs, Nursing and Midwifery colleagues, hospital community and ambulance services 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/services and attendance at training days and conferences
* Develop a series of Key Performance Indicators (KPIs) against which to measure the impact of the role on projects and on 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.
* Communicate with healthcare colleagues via various platforms e.g. social media, twitter, email, website etc.
* Join numerous committees/working groups (these will be discussed and agreed with the Fellow)
* Undertake further duties as required.

1. **Other Duties:**

The National Nursing and Midwifery 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 include:

* Developing initiatives/mechanisms to support innovation at clinical sites
* Cultivating and developing relationships internal and external to the HSE. Examples include the National Simulation Lead, National Lead NCHD /NDTP Fellow, E Health Ireland and the Office of the Clinical Information Office, the ONMSD, the National Clinical Leadership Centre for Nursing and Midwifery, the Trainee Committee of the Forum of Postgraduate Training Bodies and the higher education institutions.
* Shaping innovation events for Nurses and Midwives and other healthcare staff
* Creating, disseminating, and assessing applications for funding and support
* Overseeing elements of the Spark Innovation Programme budget under the supervision of the Spark Programme Lead / HSE Business Manager
* Developing opportunities for shared learning across various sites and assisting 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 and Experience**

Demonstrate:

* Familiarity with and a 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 high 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 to be flexible and adapt to a rapidly changing environment
* A capacity to operate successfully in a challenging operational environment while adhering to quality standards
* The ability to focus on achieving results and to be motivated and enthusiastic with a ‘can do’ attitude
* The ability to successfully manage a range of different projects and work activities concurrently
* An 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 times, stressful work environment
* Excellent communication and relationship building skills and the ability to achieve “buy-in” from major stakeholders
* Negotiation/influencing skills

# Leadership and Teamwork

Demonstrate:

* The capacity for management responsibility and ability to take 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 High 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 the Fellow’s current employment terms and conditions/salary working within the Spark Programme team.
* Governance of the fellowship is with the Head of the Spark Innovation Programme
* The Fellow reports to the Head of the Spark Programme and has a professional link with a Nurse and/or Midwife lead within the ONMSD.
* A second term may be applied for – two years is the maximum length that a Nurse or Midwife can undertake the fellowship.

# Who Should Apply

Applicants must:

* Be employed by the HSE (or HSE funded organisation including Section 38) and registered with the Nursing and Midwifery Board of Ireland
* Have at least two year’s post registration clinical experience
* Be currently working in a clinical setting (as a staff nurse/midwife or CN/M Manager, or CN/M Specialist or Advanced N/MP)
* Demonstrate a successful track record in engaging and contributing positively to innovation/change programmes and quality improvement initiatives
* Have the requisite 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 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)

Link to the application portal:

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

# The Selection Process

**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 27 March 2024

Informal enquiries to:

Jared Gormly, Head of the Spark Innovation Programme at [jared.gormly@hse.ie](mailto:jared.gormly@hse.ie) or by phone 087 1242317

Catherine Marsh National Nursing & Midwifery Fellow at [catherine.marsh@hse.ie](mailto:catherine.marsh@hse.ie) or by phone 087 4739842

Dr. Maureen Flynn, ONMSD at [maureena.flynn@hse.ie](mailto:maureena.flynn@hse.ie) or by phone 087 9317014

The HSE will consider the applications submitted and shortlist the applications.

* Consideration will include:
  + Contribution to innovation programmes
  + Engagement 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.

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

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.

**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 person-centred design 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, where your input, opinions and knowledge of working within the health system are of great importance to their processes. The Spark programme is run by a small team and as such, the role of the fellow can involve all elements involved in such a programme. 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 presentation, 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.