

# Chief Technology Officer

Recruitment pack

June 2022



## Welcome

Welcome to [Health Data Research UK](#) (HDR UK). I am delighted you are considering the role of Chief Technology Officer at HDR UK for your next professional move.

HDR UK is the national institute for health data science with an ambitious mission to unite the UK's health data to enable discoveries that improve people's lives. We are a young, vibrant organisation that is driven by our values of transparency, optimism, respect, courage and humility to deliver lasting impact for society through data research.

You will be joining us at an exciting time – we are transitioning to our new five-year strategy which will advance our vision for large scale data and advanced analytics to benefit every patient interaction, clinical trial, and biomedical discovery and to enhance public health.

We are building on the success of our first five years during which time we have supported medical breakthroughs through our data science projects, enabled the next generation of data scientists to build skills in data science and delivered a UK-wide infrastructure for the safe use of health data for research at scale. We led major contributions to the COVID-19 pandemic response by enabling a trustworthy, national approach to using health data, drawing on the full capabilities of the UK's research expertise and enabling the streamlined discovery and use of health data for large scale research efforts, including studies to better understand the SARS-CoV-2 virus, clinical trials to investigate treatments, whole population studies of the effectiveness and safety of vaccines, symptom trackers, risk calculators and impacts on vulnerable groups.

The COVID-19 pandemic has highlighted the power of this agile, federated model, allowing a rapid and galvanising response to the UK research effort at scale in partnership with NHS, academia and industry. Over the next five years we will accelerate and deepen these partnerships to deliver game-changing impact.

Healthcare is on the cusp of a digital revolution and at HDR UK, you can be at the heart of it.

Andrew Morris, Institute Director



## About Health Data Research UK

HDR UK is the UK's national institute for health data science, supported by nine funders including the Medical Research Council, Wellcome, the National Institute for Health Research and the British Heart Foundation. Our large and expanding UK-wide network of experts develops and applies cutting-edge data science approaches to clinical, biological, genomic and other multi-dimensional health data to address the most pressing health research challenges facing society.

Our mission is to unite the UK's health data to enable discoveries that improve people's lives through data science research and innovation.

For the first time we are bringing together the UK's unique combination of nationwide data assets and expertise across academia, industry and healthcare to unlock knowledge and deliver new insights. By undertaking research at scale across a population of up to 67 million people, we have an unrivalled opportunity to use data to the highest ethical, security and privacy standards to drive breakthroughs in medical research, unleashing the potential to improve the way we are able to prevent, detect, diagnose and manage diseases such as cancer, heart disease and asthma. Through Health Data Research Global, supported by the Bill and Melinda Gates Foundation, we are working with partners globally to unleash the benefits of health data research across over 40 countries.

Since our launch in 2018, we have assembled a UK-wide data infrastructure for health research, including:

- Bringing together over 70 of the UK's leading health and research organisations to collaborate on standards for data research – the [UK Health Data Research Alliance](#)
- Creating the UK's portal for discovery and access to health data – the [Health Data Research Innovation Gateway](#) – with over 760 datasets currently available
- Establishing nine [health data hubs](#) based on partnerships across the NHS, academia and industry, to provide expert data research services

We are accelerating the pace and scale of health and biomedical data science, delivering:

- 1,500+ research papers with more than 26,000 citations
- Research that has had a major impact on the UK's [response to COVID-19](#)

We are creating a culture of 'team science' that works across organisational boundaries by:

- Bringing together more than 1500 researchers across 32 organisations
- Involving over 43,000 patients and public in leading, shaping and delivering research

We are leading in partnership with Office for National Statistics (ONS) the UK Government [COVID-19 Data and Connectivity National Core Study](#) (co-sponsored by Government Office for Science and UK Research and Innovation (UKRI)), through which we have:

- Made 91 COVID-19 datasets available for research across five national TREs (ONS, NHS Digital, Scotland, Wales, Northern Ireland)
- >315 active projects underway involving >640 researchers and produced >200 papers across the UK
- Supported policy response including multiple presentations to SAGE, SPI-M, JCVI, MHRA, Scottish and Welsh Governments

## Our strategy

Our strategy focuses on three core areas:

- 1. Research Data Infrastructure and Services** - providing the UK-wide and global co-ordination and leadership of health data infrastructure and services required to make health-relevant data FAIR (Findable, Accessible, Interoperable and Reusable). This builds on the convening, collaborative and co-ordinating role of the [UK Health Data Research Alliance](#) and includes the [Health Data Research Innovation Gateway](#), [Health Data Research Hubs](#) and [Data Science Centres](#), and is delivered through four Pillars of activity:
  - Assembling the technology services ecosystem
  - Trust and transparency
  - Developing the tools required to make data useable
  - Building skills and capacity
- 2. Research Driver Programmes** - advancing research discoveries through high impact UK-wide programmes that address major health and societal challenges, guide the development of the infrastructure and services for the benefit of other researchers and are outward-looking with global reach.
- 3. One Institute Partnerships** - through national leadership with a clear vision and ambition to assemble a health data research ecosystem with enduring benefits for all researchers. As an innovative distributed UK-wide and increasingly global Institute, we act as a flagship for team science, drawing on skills, resources, and expertise from academic, NHS, industry and government partners.

## How we work

Our values are our guiding principles:

- Transparency
- Optimism
- Respect
- Courage
- Humility

As a national Institute, HDR UK is distributed across the UK and beyond. We work together as an Institute without walls, drawing on the deep expertise across our One Institute Partners.

## Chief Technology Officer at Health Data Research UK

At HDR UK, we employ talented individuals who bring their own unique skills and experience to support our vision and benefit the whole team.

The Chief Technology Officer (CTO) is a highly visible and senior leadership role, responsible for nurturing and supporting technical collaboration across the health data research ecosystem to ensure coordinated progress towards a sustainable UK infrastructure for health, biomedical and biological information. This includes UK Health Data Research Innovation Gateway, its integration with Trusted Research Environments across the UK and related processes to enable the provision of consistent and meaningful research access to data to enable discoveries that improve people's lives. The CTO is also responsible for ensuring HDR UK has the technology infrastructure and skills to deliver its mission.

This is a high-profile role with major UK-wide responsibilities and is part of the HDR UK senior leadership team. The CTO role operates with significant independence and will make effective judgements on when to escalate issues to the Institute Director or other senior HDR UK colleagues.

### Personal qualities

- Be an outstanding leader with experience gained in a large complex organisation.
- Possess the requisite experience and track record to be credible at the most senior levels of UK academic, NHS, industry and policy environments.
- Have experience of successfully delivering organisational change and high organisational performance.
- Be a skilled communicator with the ability to inspire and build engagement across diverse communities.
- Possess high-level political, ambassadorial and networking skills.
- Have a significant record of successful strategic leadership, with the ability to engage at operational level when required.

## The role

### Technical innovation and community engagement

- Leading the development and delivery of technology services coordinating across technology leaders from around the Institute.
- Leading on community-developed standards and APIs that promote interoperability and federation of data, technology, governance and analysis.
- Championing user-centred design through collaboration with HDR UK's Research Driver Programmes and wider research community.
- Developing a deep understanding of the needs of the health data research community across academia, industry and the NHS.
- Developing strong and enduring relationships with relevant technology leads across partner Trusted Research Environments.

### Health Data Research Innovation Gateway development and operations

- Leading the evolution and enhancements of the Health Data Research Innovation Gateway and coordinating supporting infrastructure partnerships to improve the secure access and utility of UK health data for research and innovation.
- Line management of in-house Technology Services Ecosystem team.

### Organisational leadership

- Accountable to the Institute Director for the delivery of the programme, including budget management.
- Review HDR UK's strategic opportunities and projects to ensure they conform with a consistent enterprise architecture and provide specialist input to projects to ensure the quality of project deliverables.
- Act as a thought leader, championing HDR UK's mission, research and projects in appropriate technology and health data science related fora and conferences.
- Support and deputise for the Institute Director as required.

## Who we're looking for

An exceptional technology leader with outstanding communication and collaboration skills evidenced by:

### Experience

- Demonstrable evidence of delivery of multiple successful major technology projects, collaboratively within a complex ecosystem.
- Evidence of developing partnerships and co-creating standards and ways of working that transcend organisational boundaries.

### Knowledge

- Authoritative knowledge and understanding of enterprise architecture concepts, agile system development project management, and open source.
- In depth understanding of the architecture and requirements needed for Digital Research Infrastructures that support data analysis.
- A good understanding of health data domain and its challenges and opportunities.

### Skills

- Outstanding communication and interpersonal skills with the ability to inspire and lead others at all levels and to explain concepts without technical jargon.
- Inclusive leader with the ability to build consensus across a range of potentially competing views.
- Experienced in leading a team of direct and in-direct reports.
- Experienced in managing contractual relationships and partnerships.
- Confidence to work under pressure to deliver effective and high-quality outputs.
- Business analysis skills.
- Ability to work with HDR UK legal team to ensure compliance with prevailing information security and data management standards

## Working at Health Data Research UK

**Salary** – circa £130k

**Standard Life Pension** - 10% employer contributions, with no employee contribution requirement

**Group life insurance** – 4x salary for death in service

**35 days annual leave including bank holidays** – with annual leave purchase available

**Flexibility on location** - primary base could be anywhere in the UK but must be willing and able to travel to London and elsewhere (mainly UK) in connection with the role.

**Employee Assistance Programme** - confidential support available to all staff, online and by telephone, 24 hours a day 365 days per year

**Training** - as well as training provided under HDR UK's formal staff development policy, a general programme is available to all staff with no restriction

**Interest-free annual travel card loan** - a loan repayable through payroll deductions from salary

**Enhanced family friendly policies** - enhanced maternity, adoption and shared parental pay: eligible employees receive full pay for the first 10 weeks, 50% pay for the next 15 weeks, remainder at statutory rates; enhanced paternity pay and leave: employees are eligible for 4 weeks leave on full pay.

**Subsidised restaurant and coffee bars** at offices in the Wellcome building

**Free gym** with subsidised classes and wellbeing assessments at offices in the Wellcome building

## Dimensions

This is a full-time permanent role reporting to the Institute Director, Andrew Morris.

## Recruitment process

We are working with Goodman Masson to recruit to this role.

If you are interested in the role, please speak to Megan Dack [megan.dack@goodmanmasson.com](mailto:megan.dack@goodmanmasson.com)

The deadline for applications is **9am on Monday 27<sup>th</sup> June 2022**.

## Interview

Interviews will take place in w/c 4<sup>th</sup> July 2022.

It will comprise:

1. A roundtable discussion with a range of Institute members and stakeholders via zoom
2. An in-person panel interview with a technical presentation followed by a series of structured questions, at the HDR UK offices at the Wellcome, 215 Euston Road, London, NW1 2BE.

## Equal Opportunities Policy Statement

HDR UK is an equal opportunities employer, and as such aims to treat all employees, consultants and applicants fairly. It is our policy to provide employment equality to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religion or belief
- Race (including colour, nationality, ethnic or national origins)
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All job applicants and employees who work for us will be treated fairly and will not be unfairly discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.