Job description and person specification

Post: Technology Team Product Owner

Location: Flexible. 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.

Salary: £80,000 - £95,000

Duration: Fixed term until 31st March 2026 with possibility of extension.

Reporting to: Deputy Chief Technology Officer

About Health Data Research UK

Health Data Research UK (HDR UK) is accelerating trustworthy use of health data to enable discoveries that improve people's lives.

We are the national institute for health data science. Our vision is for large-scale data to benefit every interaction with patients, every clinical trial and every biomedical discovery, and to transform public health.

The UK is in a unique position to realise the potential of health data, thanks to the NHS and its cradle-to-grave records for a population of over 65 million people.

Safe and secure use of this data could improve treatments, deliver better health care and save lives. It could help tackle some of the biggest health challenges worldwide, including cancer, diabetes and cardiovascular disease.

However, access to this data for researchers is often a lengthy, fragmented process, meaning the potential for improving healthcare is far from being realised in full.

We work in partnership with the NHS, industry, charities and universities to realise the potential of the UK's health data in life-changing research. Patients and the public are actively involved in shaping HDR UK's work and ensuring it delivers public benefit.

The Institute played a major role in the COVID-19 pandemic, working with the NHS and collaborators internationally to link and coordinate the use of large-scale data. With these resources, scientists and doctors could understand more about this new disease, identify which drugs were effective and provide evidence to allow the NHS and policymakers to respond to the challenge.

Our successes include:

- A Trusted Research Environments (TRE) for England was created early in the pandemic with health data covering >54 million people, thanks to a collaboration between NHS Digital and HDR UK through its British Heart Foundation (BHF) Data Science Centre. TREs are highly secure computing environments that provide remote access to health data.
- During the roll out of the Pfizer-BioNTech and Oxford-AstraZeneca vaccines against Covid-19, it was vital to understand how they performed in the population. A team supported by HDR UK through

the BREATHE Health Data Research Hub were able to rapidly show the high protection offered by the vaccines after a single dose, thanks to assembling linked health data for 99% of the Scottish population.

- Nearly half a million people missed out on starting medication to lower their blood pressure during the Covid-19 pandemic, according to research enabled by the BHF Data Science Centre at HDR UK. The research included 1.32 billion records of medications dispensed to 15.8 million people in England, Scotland and Wales between 1 April 2018 and 31 July 2021.
- The Green Algorithms initiative promotes more environmentally sustainable computational science and is run by Loïc Lannelongue and Michael Inouye at HDR UK Cambridge. They have built tools for carbon footprint estimation, raised awareness about the environmental impacts of algorithms and driven change in the computational science community.
- A significant landmark early in 2024 saw the first research study of health records for 67 million people in all four UK nations. It looked at gaps in Covid-19 vaccine coverage and found that between a third and a half of the populations of the four UK nations had not had the recommended number of vaccinations and boosters by summer 2022. The approach could be extended to many other areas of medicine with great potential for new discoveries in the understanding and treatment of disease.

HDR UK is a virtual institute, with staff and partners in all four nations of the UK and an office in central London. We are an independent, registered charity with five years of core funding from nine of the UK's leading medical research funders, including UK Research and Innovation, the Department of Health and Social Care in England and equivalents in Northern Ireland, Wales and Scotland, and leading medical research charities.

At Health Data Research UK, we employ talented individuals who bring their own unique skills and experience to support the Institute's vision and benefit the whole team. Our values of transparency, optimism, respect, courage and humility guide how we work together within HDR UK, with our partners and other stakeholders.

HDR UK's strategy

Our five-year objectives are to:

1. Accelerate trustworthy data use by sorting the data

- Make it easier and quicker for researchers to find, access and use high-quality, large-scale data
- Fix the technical challenges needed for swift, safe and secure data use, by assembling innovative infrastructure solutions
- Increase health research efficiency and productivity by accelerating adoption of the FAIR (Findable, Accessible, Interoperable and Reuseable) data principles

2. Improve people's lives by unlocking the power of data

- Deliver cutting-edge research that harnesses large-scale data to change health policy and practice
- Exemplify trustworthy data use to deliver research that was previously impossible
- Test and improve the infrastructure so it serves all researchers

3. Shape the future of health data research

- Connect data, people and organisations to bring about cultural change and realise the UK's potential to be at the forefront of health data innovation
- Develop people and teams with diverse perspectives and skills needed to deliver health data research
- Embed good practice in patient and public engagement and involvement to build confidence in health data research for public benefit by increasing transparency and trustworthiness.

Purpose of the post

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

HDR UK requires the services of an experienced Product Owner to work within its technology team. You will work across a range of HDR UK technical solutions including the Health Data Research Gateway, the Disease Atlas, Researcher Registry, Phenotype Library, and Cohort Discovery. This is a highly visible and senior role, leading key areas of product development.

We would welcome applications both from individuals with a wealth of industry experience with enterprise level process and proficiency in design and strategy from the health data and research domains, or individuals with strong domain knowledge and project management in health data perhaps from an academic or biotech background. The role may also suit individuals looking to shift from academia to a more operational and enterprise role that lack previous product ownership and management experience, this may require a lower starting salary whilst requisite training and experience in product ownership are obtained. Regardless of your domain of experience, we are seeking an individual with strong technical knowledge, a strategic mindset, a focus on innovation, exceptional communication and collaboration skills, and a demonstrable track record of successful project delivery.

You will be part of a multidisciplinary team that develops an over-arching interoperable infrastructure to ensure that UK health data assets are Findable, Accessible, Interoperable and Reuseable (FAIR) and accessible for research, innovation and clinical trials. The successful candidate will be expected to play a leading role within an Agile software development team, providing strong product leadership of enhancements and new developments for infrastructure and services. To fulfil this role you will need to be able to understand and discuss health data technical solutions with both technical and non-technical team members and stakeholders.

The successful postholder will manage a fast-paced pipeline of work, building partnerships with the NHS, industry and academic groups. This is a unique and exciting opportunity to work with key partners both within the Institute and externally and develop software, infrastructure and services that streamline access to health data for research and innovation that has the potential to transform lives.

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Main responsibilities

Product Ownership:

- Drive successful assembling/development and adoption of technical solutions listening to stakeholder feedback and being driven by value added, user insights and metrics to achieve KPIs.
- Lead definition of the strategy, roadmap, features and stories for our technical portfolio, working with key internal and external stakeholders.
- Lead and manage the expectations of multiple stakeholders with different requirements and timelines.
- Define end-to-end user journeys to provide simple and compelling user experiences.
- Build feature roadmaps, maintain relevant product backlogs and prioritise.
- Manage stakeholder priorities aligned to product releases.
- Provide clarity to the delivery organisation on the structure and planning for releases, as well as all design and implementation acceptance sign-off.
- Work with software vendors and partners to ensure our requirements are incorporated into their roadmaps.
- Demonstrate the functionality of products to a range of research users with differing levels of technical expertise and support them with utilising the product.
- Maintain an in-depth technical knowledge of the product(s) the post is leading and be able to discuss them in detail to a variety of audiences.
- Define acceptance criteria and validate the product delivery for robust implementation.
- Document product features, manuals to support users, and promotional materials.
- Support the drafting of relevant data governance and Data Protection Impact Assessment documents.

Team working and management:

- Line and career management.
- Building good relationships and rapport, working across internal and external teams.

Planning and organising:

- This post is embedded within HDR UK's Technology Team and will require high levels of organisational skills and ability to work across organisational boundaries. The post-holder will need to effectively plan and deliver their work and support their direct reports but also be able to respond to changing needs in a fast-paced organisation.

Problem solving:

- The Product Owner will be expected to use problem solving skills to respond to diverse demands. As part of a wider team, the post holder will operate with significant independence. The post holder will require confidence and resilience in dealing with enquiries, problem solving, and decision making and will be expected to make effective judgements on when to escalate issues to senior colleagues.

Decision making:

- The post-holder will make all day-to-day operational decisions for their own workload.

Key contacts and relationships:

- The successful candidate will be part of the Technology Team, working collaboratively across the whole team including with key individuals such as the Chief Technology Officer, Deputy Chief Technology Officer, the Chief Data Solutions Architect, the Technical Programme Director responsible for the software team, the Senior Technical Programme Manager, UX/UI Designers and Business analysts.
- The successful candidate will collaborate externally with NHS partners, Biomedical Research Centres, Universities, Trusted Research Environments/Secure Data Environments/data providers and end-users, the HDR UK development community, 3rd party system integrators, software vendors, HDR partners, Data and Analytics Research Environments UK (DARE UK), British Heart Foundation Data Science Centre and Health Data Research UK hubs.
- The post holder will also work closely with the Infrastructure & Services Director and the Data Standards Project Manager.

Continuous improvement

HDR UK is dedicated to continuous improvement through our quality management system and has achieved ISO 9001 accreditation. The post-holder will review, analyse, identify and implement opportunities for quality improvement within their role and as part of the wider team through our strategy development and internal audit processes.

Knowledge, skills and experience

Essential:

- A leader with experience gained in a large complex organisation.
- A minimum of five years of experience in the health data/technology/research domain in either a Product Owner role in industry and/or a Senior Leader role in academia/the public sector or equivalent. Demonstrable success in delivering multiple concurrent programmes of work.
- Experience working with development partners to achieve product delivery.
- Experience in building long-term relationships/partnerships with different organisations with the ability to negotiate and influence effectively.
- Demonstrable effectiveness at engaging stakeholder communities, understanding their needs, and defining and documenting requirements.
- Understanding of technical complexity to feed into feasibility and prioritisation of designs and feature changes.
- A passion for user-centred design.
- Experience of working directly with senior leaders, working effectively with humility and confidence.
- Experience in agile methodologies and/or working with agile teams.
- Experience using Confluence, JIRA, Trello and similar Agile project management tools.
- Experience of writing user stories, technical tasks, reports, funding applications and presentations.
- Excellent organisational skills, with the ability to manage competing priorities in a fast-paced

environment.

- In depth understanding of enterprise architecture concepts, agile system, product ownership, and development project management.
- Excellent written and verbal communication skills with the ability to inspire and lead others at all levels and to explain concepts without technical jargon.
- Experienced in leading a multidisciplinary team of direct and in-direct reports.
- Ability to work as part of a team, work autonomously and make decisions without supervision.
- Technical knowledge, ideally with software development/infrastructure experience.
- An understanding of research delivery within the public sector, healthcare, academia and/or industry.

Desirable:

- In depth understanding of the health data domain and its challenges and opportunities, the needs of data users and custodians and appreciation of public sensitivities of using data for research.
- Experience with development of open-source software.
- Experience of Data Governance access processes and requirements.
- Experience working with industry, academia and the NHS.
- In depth understanding of the architecture and requirements needed for Digital Research Infrastructures that support data analysis.
- An understanding of international initiatives in this area e.g. Global Alliance for Genomics and Health (GA4GH), ELIXIR, Health Data Spaces, Federated EGA, Observational Health Data Sciences and Informatics (OHDSI).
- Knowledge of the Observational Medical Outcomes Partnership (OMOP) common data model and the process and tools to support the mapping to such a standard and subsequent analysis.
- Knowledge of health data standards such as the GA4GH standards.

Dimensions

- This is a full-time role. Travel in the UK may be required to partner organisations
- HDR UK is a national institute, and our activities take place across the UK

Application Process

How to apply: Please apply using our online portal. We use a recruitment process that is based on finding out more about the relevant skills and knowledge an applicant has and to help us with this we ask you 5 skills-based questions as part of the application process.

We will ask you to upload your CV and covering letter, these will be anonymised and will be used if you are shortlisted.

Please contact recruitment@hdruk.ac.uk if you have any queries regarding your application.

HDR UK's values

HDR UK's values guide how we work together within HDR UK and with our partners and other stakeholders:

1. **Transparency**: we will share information, insights and innovations so that we learn faster together.
2. **Optimism**: we believe that we can make things better, that we can do things differently and that we can overcome challenges to create a new and thriving health data ecosystem that benefits patients and the public, the NHS, scientific discovery and industry.
3. **Respect**: we deliver better results when we work in a truly interdisciplinary way. We listen, share and respect a diversity of thought and opinion, perspective and experience. We are inclusive - leveraging and fairly attributing the expertise and capabilities of others.
4. **Courage**: we are leading the way and will be prepared to try new things, take risks, embrace ambiguity and challenge the status quo. We will contribute opinions to shape the future of health data research.
5. **Humility**: we have a lot to learn from others; and aim to be free from pride and arrogance.

Summary of Benefits

- 27 days annual leave plus 8 days for Bank Holidays
- Annual leave purchase scheme
- Medical Cash-Plan and Doctorline
- Wellbeing support, including access to the TogetherAll app
- Generous pension scheme, with 10% employer contributions

Equal Opportunities Policy Statement

Health Data Research 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.

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Safeguarding

HDR UK is committed to robust safeguarding policies, we expect everyone who works with us to share our commitment to safeguarding.