## Job details

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| **Job title:** | Head of Transformation  |
| **Department:** | Transformation and Change Management Team |
| **Location:** | Remote with expected travel nationally as required  |
| **Salary** | Up to £65k depending on experience  |
| **Reporting to:** **(job title only)** | Director of Transformation and Change Management  |
| **Direct reports:** **(job title only)** | TBC – Line management of 2/3  |
| **Job purpose:** | To lead on significant transformational projects and programmes to introduce new initiative, support model of care, redesign services and implement new technology. Working with the business to identify opportunities to leverage efficiencies and support sustainable growth.  |
| **Role and Responsibilities:** | * Collaborate with internal and external stakeholders to ensure successful delivery of transformational projects across the organisation.
* Implement and develop innovative models of care that enhance service user experiences and efficiency for customers. This will be achieved by working with our clinical workforce and being able to show the art of possible and allow for free flow thinking
* With senior members of the Transformation team create a strategy to align business objectives for the coming years.
* Provide inspirational leadership to a remote team, fostering their growth and development under your management
* Effectively influence stakeholders and colleagues at all levels to drive transformational initiatives
* Champion and embed digital innovation into service user pathways by working with customers, suppliers, and key stakeholders.
* Conduct market horizon scanning for new models of care and technology to be implemented at Vita Health Care.
* Identify and capitalise on opportunities to enhance service provisions and facilitate effective development.
* Take accountability for delivering transformational projects on time, within budget, and meeting the desired quality standards.
* Demonstrate a passion for driving change and continuously improving operational systems
* Work autonomously with a high level of trust and visibility, engaging with senior managers across the organisation.
* Ensure successful implementation of transformation projects in partnership with internal business-wide stakeholders.
* Work closely with the IT team to align the IT and Transformation strategies for optimal outcomes.

**Equality Diversity & Inclusion (EDI)**We are proud to be an equal opportunities employer and are fully committed to EDI best practice in all we do. We believe it is the responsibility of everyone to ensure their actions support this with all internal and external stakeholders:* Be aware of the impact of your behaviour on others
* Ensure that others are treated with fairness, dignity, and respect
* Maintain and develop your knowledge about what EDU is and why it is important
* Be prepared to challenge bias, discrimination, and prejudice if possible, and raise with your manager and EDI team
* Encourage and support others to feel confident in speaking up if they have subjected to or witnesses bias, discrimination, or prejudice

Be prepared to speak up for others if you witness bias, discrimination, or prejudice |
| **Additional information:** | Some travel including occasional overnight stays may be required, so a full clean driving licence is desired. |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications/ Experience** | * Strategic Leadership experience.
* Transformation Programme Management experience.
* Scoping/defining business requirements and taking them through to business case and delivery.
* Agile project delivery experience.
* Delivering Complex Change, including operational/digital/systems.
 | * Change/Project/Business analyst qualification.
* Chartered Management Institute Qualification/Institute of Leadership and Management.
* Commercial awareness of healthcare in the independent and NHS sector.
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| **Skills/knowledge** | * Substantial change management experience.
* Digital Innovation expertise.
* Excellent IT literacy.
* Leading people through change.
* Transforming patient journeys.
 | * Business Analysis
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| **Personal competencies and qualities** | * Strong leadership skills.
* Ability to make fast decisions in a constantly changing environment.
* Outstanding stakeholder management skills.
* An awareness of and commitment to supporting and facilitating diversity and inclusion.
* High level of enthusiasm, motivation, and determination.
* Ability to work individually or within a team and foster good working relationships.
* Good analytical skills with the ability to interrogate and use data to support change.
	+ Experience with developing and managing budgets and writing business plans.
	+ Ability to work under pressure with competing priorities.
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