



ETHICAL
HEALTHCARE CONSULTING

Chief Technology Officer

About us

Ethical Healthcare is a consultancy that also supports a not-for-profit foundation, with the sole aim of doing social good and making a difference to people's lives. We're a specialist and growing digital health consultancy who wants to show the world that business can be a force for good and that doing the right thing is the best way to work. We're high calibre and our team are the experts, not people that are 'good enough'.

Our approach is working well. We are continuing to extend our customer base, our consulting team, and our reputation. As such, we need even more help!

Purpose

We are after someone who has a similar value set to us to come and join the team.

This person would be responsible for:

- Our technology strategy
- Helping develop our permanent technical staff and associate pool, including industry and technical training and career development
- Working on innovative technology solutions with our clients and making real national and local impact
- Helping to craft our engagements, including working on tenders and proof of concepts
- Coaching and quality assurance of delivery outputs
- Influencing national strategy through working with national bodies and industry organisations such as TechUK
- Developing and leading our NHS CIO group

You will be supported in delivering the above via a supportive executive team and Board. It is not expected that you would have direct experience in all of the above but, through the recruitment process, we would be looking for how you would approach those areas where you haven't yet got demonstrable experience.

In return we will provide:

- Salary of £81,320–£96,300 per annum
- The tools for you to do your job
- Unlimited leave (minimum 30 days annual leave) and flexible working
- The opportunity to work on meaningful problems with some of the best in the business
- A workplace that encourages diversity of thought, background, and experience
- Coaching and training aligned to your development plan
- A voice in national policy setting forums

Personal profile

- Good listener who is able to be considerate and bring in views from a range of organisations and able to ask insightful questions.
- Practical and pragmatic: should have neither pride nor shame! Able to suppress their ego and continue to learn; equally use whatever works no matter where it came from (with proper credit where due).
- A technologist who speaks *human*. Able to translate fiercely complex concepts simply to bridge tech and business – someone who can focus on the *how*, but only in as much as it supports the *why*.
- Collaborative with our other discipline leads and respectful of what they have to bring to projects.
- Strategic thinker, but with eye-rolling attention to detail. Focused on strategic nature of (prospective) projects, but also flawless execution. Cares not only about the substance of the message, but how it is delivered.
- Aware of where you need to develop and accepting of feedback and help on how to develop you.

Professional profile

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Bachelor's degree or equivalent experience 	<ul style="list-style-type: none"> • Professional registration with accredited body

	and 10 years' experience in health and care	such as FEDIP, BCS, FCI, qualified CIO.
Knowledge and experience	<ul style="list-style-type: none"> • An eye for quality – this person will be the technical Senior Responsible Officer (SRO) on Ethical outputs and will have responsibility for the technical aspects of projects. • Considerable experience in managing people. • Experience in guiding of shaping technical strategy. • Large, <u>quality</u> network: across all levels/sectors of NHS including national, suppliers, and other consulting firms. We work with partners and are product agnostic. • Deep experience, particularly in data and data/analytics tech and platforms interop and SOA (so, messaging + API), diagnostics, and EPR. Cloud(s) • Experience across national systems, acute, primary and CCMH. 	<ul style="list-style-type: none"> • Experience of solution architecture – or both business and technical. We need somebody to come up with balanced and appropriate solutions that can be delivered in the reality of the NHS. • Experience in product /engineering.
Skills and attributes	<ul style="list-style-type: none"> • Excellent verbal and written communication 	

	<p>skills and able to listen and act appropriately.</p> <ul style="list-style-type: none"> • Ability to coach peers, clients and associates – both on technical and consulting skills. • Communicates effectively with a wide range of audiences whether by phone, video calls, email or in person. • Proactively identify and solve problems. • Can keep good-quality project notes and track actions. • Manage time effectively. • Negotiate and influence effectively. • Strong organisational and time-management skills . • Collaborate well with colleagues, willing to support others when needed. • Work effectively in a virtual team, liaising appropriately with colleagues, customers and third parties. • Enthusiastic, positive and authentic. • Work to a high degree of accuracy. 	
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	<ul style="list-style-type: none"> • Committed to providing excellent customer service . • Either experience or curiosity on the use and practical applications for AI in the NHS. 	
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Responsibilities

Strategy

- Business planning and winning work
 - *What kind of projects are we going for?*
 - *What collateral do we need to be able to compete for those projects?*
 - *What shape of team do we need to support business domains?*
 - *What areas of innovation do we want to target?*
- Technical policy and positioning
 - Internal collateral
 - External white papers
 - Working on external working groups e.g. TechUK
- Technical leadership and quality
 - What sectors are we prioritising?
 - 'Buck-stops' technology escalation point (projects)

Tooling and approaches

- *How do we do standard things in the technology practice?*
 - Tech practice methodology (Agile/scrum evangelism)
- Accountable for standard tooling/template development
- External tool assessment and selection
- Technical policy and procedure

Resource management

- Assignment of tech staff to projects
- Accountable for tech staff skills matrices and training needs
- Working with the Director of Consulting on developing permanent team and associate pool to meet client needs
- Regular workforce/resource planning and review

Staff management

- Tech staff appraisal and reward
- Tech staff PDP review through course of year
- New starters/juniors mentoring
- Training programme (developing and organising, not delivering)
- Regular assignment reviews (rotation) for permanent staff
- Disciplinarys (hopefully not – but we are trying to be thorough here!)

Technical executive on projects

- Assigned SRO on tech heavy projects
- General reference for technical team
- Technical pre-sales
- Attendance at project Show and Tells (when SRO)
- Regular one-to-ones with the technical team (associates and perms)

Recruitment

- Identifying forthcoming need
- Oversight of technical job descriptions and salary range
- Salary structure
- Involvement in recruitment process (lead for tech staff)
- On-boarding

External comms and PR

- Running and managing CIO network
- Thought leadership and blogging on things you are interested in
- Twitter and LinkedIn presence with support from comms and marketing
- CTO network
- Representative at relevant TechUK, InterOpen, Industry standards and bodies

Apply

To apply for this post, please send your CV and a covering letter to hello@ethicalhealthcare.org.uk by Wednesday 10 May 2023.