



## Blood and Transplant



**NHS Blood and Transplant  
Appointment of a Chief Diversity & Inclusion Officer**

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## Welcome message from Betsy Bassis, CEO



Thank you for your interest in this newly created diversity and inclusion role at NHS Blood and Transplant ('NHSBT'). I joined NHSBT in March 2019, and can truly say that this is, by far, the most inspirational organisation I have ever worked for. Every day, we help thousands of people do something extraordinary, by saving and improving the lives of others through altruistic donation.

As an essential part of the NHS, we work to make the most of absolutely every donation – from blood and organs to tissues and stem cells. The donors who make our work possible do so selflessly. It is because of them, and the people who need their lifesaving and life-enhancing donations, that we strive to be the very best in everything we do. Every day, we bring our values of caring, expert and quality to the service we provide up and down the country, 24/7.

This is a unique D&I role, encompassing not just the diversity and inclusion of our workforce, but also the diversity of our donor base which is critical to our mission of saving and improving lives. Why? Because for many patients, blood, organs and stem cells have improved clinical outcomes if they come from an ethnically matched donor. Unfortunately, there is currently a gap between the supply and demand of BAME donors - something that I am determined to improve.

I am also determined to improve the diversity and inclusion of our workforce so that NHSBT becomes a great place to work for *everybody*, regardless of race, gender, age, disability or whether someone is LGBT+. We know from quantitative analysis as well as qualitative feedback that there is considerable room for improvement.

I am looking for an inspirational and experienced individual who will work with me and the rest of the Executive Team to deliver on this Board-level priority. If you have experience in leading the design and delivery cultural transformation programmes and D&I improvements, I look forward to hearing from you.

Please visit our website at <http://www.nhsbt.nhs.uk/> for more information.

# About us

NHS Blood and Transplant (NHSBT) is a Special Health Authority dedicated to saving and improving lives. We are an essential part of the NHS providing a wide range of services making the most of absolutely every donation – from blood and organs to tissues and stem cells. Few organisations have the ability to reach so many, delivering the best possible service to patients, donors and the NHS. The range of our work providing diagnostic and therapeutic services, organ donation & transplantation, and blood supply, demands that our operations are world class, providing a safe, reliable and efficient supply across the UK by working seamlessly with an unparalleled range of stakeholders including government, volunteers, the health sector and academia.

We were formed in 2005 by bringing together the National Blood Service and UK Transplant. We are now one of the largest and most effective organisations of its type in the world.

We employ over 5,400 people across the UK, with a total revenue of over £417million, delivering blood, and blood-based therapies across England; Diagnostic and Therapeutic services globally; and organ donation and supply services for the whole of the UK. As an organisation, equality of opportunity and appreciation of diversity in its many forms is central not only to our relationships with employees but also to our customers – whether patients or donors.

We stand for helping ordinary people do something extraordinary, saving and improving the lives of others with their valuable donations.

## **To achieve this, we:**

- collect and process over 1.6 million units of blood and platelets annually to ensure a constant supply of blood to hospitals from 5,500 donors giving blood every day;
- make possible some 9,000 organ and corneal transplants every year;
- retrieve and store other tissues like skin and bone ready for patient use;
- manufacture a range of specialist therapeutic blood products;
- provide a number of related services such as solid organ tissue typing and cord blood banking;
- provide apheresis services directly to patients;
- manage the NHS Organ Donor Register (which currently has nearly 25 million names) and the British Bone Marrow Registry;
- support a significant research and development programme operated in partnership with a number of the UK's leading universities;
- provide expert advice to other NHS organisations, the Department of Health, Ministers and devolved administrations.

## **To put this into context and to see the importance of donor engagement and experience we:**

- collect 1.6 million units of blood and platelets every year from a donor base of over 800,000;
- support the donation of 4,035 organs for transplantation, and a registry of over 25m organ donors;
- support 5,800 tissue donations;
- bank 1,400 cord blood units;
- register donors to the British Bone Marrow Registry, on which there are 27 million donors worldwide.

We are immensely proud that our activities support the incredible altruism and generosity of donors, bringing together communities across the country. As the requirements of patients across the UK continue to evolve, so must our response to donor recruitment. This includes a strategic push to increase the number of BAME donors to more closely match the requirements of the patients we serve. To find out more, please click [here](#) to go to our website to view videos which explore the journey of donors.



## The Opportunity

This is a newly created senior-level role with responsibility for delivering a step change in the diversity of our workforce and donor base. Whilst significant effort has gone into both objectives over the past few years, we remain far off our targets. We are therefore looking for an inspirational and experienced leader who can accelerate our progress by introducing fresh impetus and best practice to our efforts. Reporting to the newly appointed Director of Strategy & Transformation, you will join the Executive team and work closely with the CEO, wider Executive Team and stakeholders to develop strategy and oversee delivery.

The ideal candidate will be able to demonstrate effectiveness in leading diversity and inclusion related initiatives and programs in large scale private or public sector organisations. You will possess strong analytical skills and an ability to translate metrics research and trends into strategy as well as the ability to build and maintain positive and trusted relationships internally and externally and to be able to engage and influence at executive and board level.

## The role & key responsibilities

- Working across the organisation to consider, advise and consult on solutions to develop inclusive thinking & practice;
- Leading on strategies in collaboration with Diversity & Inclusion network groups within NHSBT to embed diverse & inclusive ways of working across the organisation;
- Leading on communications to the Executive Board and stakeholder groups to report on transformative initiatives and their progress;
- Advising on innovative approaches to diversity & inclusion education and training, and their impact on service;

- Supporting the creation of leadership development training programmes that deliver impactful and strategic solutions focused on implementing new and inclusive ways of leading & managing;
- Designing an appropriate stakeholder engagement strategy is in place that defines how Diversity & Inclusion strategies will be incorporated across all stakeholder groups;
- Providing data analysis and reporting mechanisms to actively drive proactive solutions that support cultural transformation;
- Setting measures to track improvements and managing stakeholder communications on the performance of strategies and policies;
- Drawing from experience and expertise in other academic fields and industries, ensuring that the organisation benefits from relevant engagement and inclusion initiatives.

## The person

Above all else, you will be expected to display the NHSBT values:

- **Caring** – We care about our donors, their families, the patients we serve, and our people.
- **Expert** – We are expert at meeting the needs of those who use and operate our service.
- **Quality**– We provide quality products, services and experiences for donors, patients and colleagues.

### **You will also be able to demonstrate the following skills & experience:**

- You will have experience of delivering, leading and embedding inclusive change initiatives, with an understanding of the dynamics of change and the effects on people;
- You can demonstrate experience of managing & developing a Diversity & inclusion roadmap focussed on achieving measurable and sustainable results;
- You are a confident leader who will be visible in the organisation and passionate about creating an environment where diversity is celebrated;
- You possess emotional intelligence and highly developed communication skills;
- You understand the need for a collaborative approach to communication which reflects empathy and an engaging way of embedding values and culture throughout the organisation;
- You have demonstrable personal credibility and authority to secure support from senior peers and stakeholders;
- You have a strong familiarity and understanding of legal matters related to diversity, equality and inclusion.
- You are someone who embraces change and can build trusted and positive relationships;
- You have a degree at master's level or equivalent experience.



## Terms of Appointment

**Salary:** £75,914 - £87,754 (A higher salary may be available for exceptional candidates.)

**Car/car allowance:** Lease car scheme available.

**Pension:** NHS pension scheme.

**Holidays:** 27-33 days (depending on service) plus 8 statutory holidays.

**Location:** National role with the ability to travel UK wide.

**Relocation assistance:** Available

NHSBT promotes and supports the use of a range of flexible working patterns to enable employees to balance home and work responsibilities, and as a Disability Confident employer, we positively welcome applications from people with a disability or impairment. We are committed to making reasonable adjustments to ensure that they can participate fully in the recruitment and selection process so please specify these in your application.

We offer a guaranteed interview scheme for all disabled applicants who provide evidence of meeting the minimum essential requirements necessary for the post, as set out in this applicant pack.

## Selection Process

**Applications will be reviewed** by a panel who will look at the Qualifications, Skills and Experience provided in the submitted CVs and personal statements. Please note, your application must provide evidence of the skills & experience, as outlined in 'The Person' section of this pack, to be progressed to the next stage.

## First Stage Interview/assessment

Candidates successful at the review stage may be invited to attend a first stage interview/assessment.

## Panel Interview

Interviews will be held in London or remotely via video-link.

Candidates invited to the final interview will be required to undergo a psychometric assessment, further details will be provided.

# How to Apply

Candidates should apply for this role through the NHS Jobs Website.

Click on the 'apply' button and follow the instructions to upload a CV and supporting statement.

The closing date for applications is midnight on the 8th of June 2020.

Twenty Seven Consulting is acting as an advisor to NHSBT on this appointment. For further information about the role, please contact [Hello@twentysevenconsulting.co.uk](mailto:Hello@twentysevenconsulting.co.uk).

GDPR personal data notice According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent.

You will be asked to confirm consent in your application form, and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

## Key Dates

Closing Date	8 June
Longlist	w/c 15 June
First stage assessment	w/c 15 June
Shortlist & psychometric assessments	w/c 22 June
Panel interview	6 July