



DELIVERING
OUTSTANDING
CARE AND
EXPERIENCE



RECRUITING,
DEVELOPING AND
RETAINING OUR
WORKFORCE



AN ANCHOR
IN OUR
COMMUNITIES



WORKING TOGETHER
WITH LOCAL HEALTH
AND SOCIAL
CARE PROVIDERS



DELIVERING
LONG-TERM
SUSTAINABILITY



Information pack for the post of

Hinchingbrooke Hospital Redevelopment Programme

Digital Workstream Lead

Digital Team

February 2025



GOOD TO
OUTSTANDING



Welcome from Chief Executive Hannah Coffey

Hello and welcome to our Trust! I am delighted that you are considering our organisation as a workplace.

This is a really exciting time for our patients and staff as we work with our local health system partners across Cambridgeshire, Peterborough and South Lincolnshire to deliver some key development projects that will shape the care we provide for future generations within the 900,000-strong catchment we serve. As well as building a new hospital at Hinchingsbrooke and redeveloping our sites at Peterborough and Stamford to better meet the needs of patients, we are investing in a Trust-wide electronic patient record system and harnessing digital technology within our diagnostic services to enhance the quality and speed of diagnosis and treatment.

It's a great time to be joining TeamNWA AngliaFT where we truly value the health and wellbeing of our staff and encourage our leadership team to empower their teams to be the best they can be, to help them develop in their careers and, at the same time, ensure our patients can experience good quality care by people who are dedicated to serving their health needs.

If you are looking to develop your career in an environment that's primed for organisational change, where you can actively contribute to the quality improvements we are making for our patients and staff, then look no further for your next role.



Hannah Coffey Chief Executive Officer

Job Description

JOB TITLE	Digital Workstream Lead
GRADE	Band 8d
DEPARTMENT	Digital team
HOURS OF WORK	37.5 hours per week
PROFESSIONALLY ACCOUNTABLE TO	Chief Digital & Information Officer
ACCOUNTABLE TO	Chief Digital & Information Officer

1. Job Summary

- 1.1. In 2023, the Secretary of State for Health and Social Care launched the New Hospital Programme which set out to redevelop 40 hospital schemes across the country. North West Anglia Foundation Trust (NWAFT) was included in this programme and intends to develop a new hospital at the Hinchingsbrooke Hospital site that is exemplary in its design, sustainability and wider regeneration and economic value. In May 2023, the Hinchingsbrooke Hospital Redevelopment Programme (HHRP) was formally included in the New Hospital Programme (NHP).
- 1.2. The development represents a once-in-a-generation opportunity of investment into Hinchingsbrooke Hospital and our local communities. The redevelopment is not just about the re-provision of our buildings but an opportunity to re-imagine and transform the care that we provide together to our population with new pathways, digital tools, new workforce models and ways of working across acute and out-of-hospital settings.
- 1.3. The redevelopment programme will see the replacement of the existing RAAC hospital, other acute healthcare buildings and critical infrastructure on the Hinchingsbrooke Hospital site with a new purpose-built smart digital hospital aligned with the NHP Hospital 2.0 standards. We are incredibly excited at the prospect of the improved experience this will deliver for our patients, staff and local communities and in particular, the opportunities it offers us for working with partners to maximise the opportunities the scheme offers us.
- 1.4. The post holder will act as HHRP Digital Workstream Lead, designing the digital future of the hospital, and driving digital innovation and strategic IT implementation to optimise healthcare processes and patient care in the delivery of the Hospital 2.0 vision, a standardised design for future hospitals, for the Hinchingsbrooke Hospital

Redevelopment Programme. The HHRP Digital Workstream Lead will develop an innovative digital strategy and smart buildings strategy for redevelopment, which utilises technology and data-driven insights to enhance patient care, staff experience, and improve operational efficiency. Alongside the post holder's responsibilities within the HHRP, they will also help establish a reliable and scalable IT infrastructure to support the Trust's digital initiatives and future growth.

- 1.5. The Digital Workstream Lead is tasked with defining the digital and IT requirements necessary to meet the HHRP's model of care, in alignment with the New Hospital Programme's H2.0 standards. They will also need to work closely with the Trust's digital team to ensure alignment with organisational wide digital development, including the ongoing EPR Programme, and to ensure that digital redevelopment planning for Hinchingsbrooke Hospital enables and drives forward increasing digital maturity of the whole NWAFT organisation.
- 1.6. We are looking for an experienced digital and IT professional who is enthusiastic, innovative, a strong collaborator, and who can work with minimal supervision. They will be required to work closely with colleagues across the organisation's divisions, and with external stakeholders across the ICB, Region and New Hospital Programme to review and develop the digital plans and infrastructure for the new hospital, balancing differing stakeholder requirements.
- 1.7. The post holder will play a lead role in shaping digital enablers for the delivery of future services across the future Hinchingsbrooke Hospital and wider NWAFT organisation. This will include collaborating closely with clinicians, transformation and workforce functions, operational estates, finance, and comms and engagement functions as part of an integrated redevelopment programme team. This is an incredibly exciting opportunity to drive digital innovation in a programme which will build a state-of-the-art hospital to provide high-quality patient care across a range of specialities.

2. Key Responsibilities: Digital Strategy development and implementation

2.1 Digital strategy

- Develop an innovative digital strategy for HHRP that utilises technology and data-driven insights to enhance patient care and improve operational efficiency in Hospital 2.0
- Define the IT requirements necessary to meet the scheme model of care for Hospital 2.0, based in the NHP Intelligent Hospital Capabilities. This includes opportunities for possible pilot and early adoption
- Working with partners to identify costs and benefits of intelligent hospital capabilities, undertaking options appraisals and leading on procurement of solutions. The capital cost of the scheme is c. £500m-£1bn currently, of which c9% is assumed for digital development

- Stay up to date with emerging digital health technologies and innovative solutions that could improve patient care and operational efficiency

2.2 Digital design and implementation

- Integrate digital technologies into scheme design, planning and operations for increased efficiency and enhanced patient care
- Develop a deep understanding of New Hospital Programme requirements for smart buildings development, alongside Trust and site current state and future ambitions.
- Develop and implement a smart buildings strategy for the redevelopment programme, in line with NHP Hospital 2.0 requirements, liaising closely with the estates and facilities
- Lead on the design of information systems to ensure collection, analysis, and presentation of information at point-of-need informs decision-making at service user, carer, public and workforce levels across the wider health and care network.
- Oversee the integration and testing of digital systems, prioritising patient confidentiality and clinical workflow efficiency whilst incorporating sustainability aspirations and goals.

2.3 Business cases and procurement

- Translate national requirements for specific digital requirements into fully costed business cases with preferred vendors identified
- Lead the procurement of large-scale digital services; managing, influencing and negotiating relationships and contracts with suppliers and other external parties, ensuring value for money is obtained.
- Identify solutions and vendors that can help meet the requirements defined in the digital strategy and utilise vendor management experience to structure best value opportunities.

2.4 Transition planning for redevelopment

- Work closely with the BAU Digital / IT team at the Trust to design digital systems and technologies training and on-going support plan for programme staff.
- Development and implementation of digital inclusion and upskilling plans across user groups

2.5 Analytics

- Understand demand, capacity, and activity, helping to drive improvements in patient experience of access.
- Support Population Health Management (PHM) improvements in care quality and new hospital projects operational efficiency
- Understand the type and intensity of support needs of the new hospital projects.
- Drive the planning and prioritisation of changes that will improve the delivery of care and improve patient and staff experience in the new hospital project.

3 Key Responsibilities: Programme Management

- Develop and manage an overall Digital transformation plan for the new hospital projects, including managing risk, considering the potential impacts on the organisation, and determining resource requirements.
- Provide feedback to new hospital projects leadership team on the progress of current initiatives, capacity for change, improvement, and issues so that plans can be adapted in response.
- Utilise Programme Management best practice methodology and deliver through Programme and Trust wide structures that govern the management of risk, finance, reporting etc
- Be responsible for the day to day management of external advisers, consultants and suppliers supporting the digital workstream development during business case stages, adapting the mix and engagement model of those suppliers as the needs of the Programme evolves
- Manage the Workstream Digital budget with agreed resource limits (c. £70m-£80m capital budget for digital)
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4. Key Responsibilities: IT compliance

- Ensure compliance with IT governance frameworks and regulatory requirements governing data privacy and security
- Adhere to healthcare IT standards, HL7 / FHIR, to allow for interoperability and data exchange
- Develop and implement secure cybersecurity measures to safeguard patient data and protect the scheme's IT infrastructure from potential threats
- Develop an IT disaster recovery plan to minimise downtime and data loss in cases of emergency

5. Key Responsibilities: Stakeholder engagement

Trust

- Work collaboratively and develop strong working relationships with senior management, Trust Executives, HHRP Clinical and Workstream Leads and more broadly with Finance, Workforce and Strategy and Transformation teams to align digital needs with clinical requirements and develop digital capability within the Trust.
- Work with individual Executives and in committee and board settings to develop the emerging digital model, refine, and ensure alignment with ongoing organisational strategies and interdependent work
- Provide feedback to Trust and HHRP leadership teams on the progress of current initiatives, capacity for change, improvement, and issues so that plans can be adapted in response.

- Engagement includes formal presentations to Executive committees, Boards, external workshops, and Programme set piece meetings in both verbal and written formats, deputising for the Chief Digital and Information Officer and/or Deputy Programme Director when required to do so

External

- Facilitate accurate and timely information on progress, achievements, risks and issues to the following groups: Integrated Care System, NHSI, Governors, Staff Associations, Non-Executive Directors, Patient Groups, Planning Agencies, third-party consultants, vendors, and service providers. This information will come in the form of written and oral, formal, and informal reports.
- Lead engagement with a wide range of external partners as part of co-development of the digital solutions for the redevelopment programme
- Lead engagement with the New Hospitals Programme on the digital elements of the redevelopment programme. This includes:
 - full and comprehensive understanding of New Hospital Programme requirements for digital, and Hospital 2.0 standards;
 - regular engagement with New Hospital Programme digital subject matter experts to review requirements, agree Hinchingsbrooke's specific digital planning and implementation approaches;
 - representing the Hinchingsbrooke Hospital redevelopment Programme in key regional and national forums, including potential political settings
 - recognising the need to balance New Hospital Programme standardisation requirements with a need to meet Trust clinical model requirements, and leading on pragmatic approaches to achieve this balance for the digital elements of the programme
- Lead engagement with the ICB on the digital elements of the redevelopment programme. This includes collaborating with senior leaders and the wider Integrated Care System on digital delivery of new care models, digital transformation to services, and digital cost and benefits assumptions.
- Engage with other East of England and RAAC redevelopment programme digital leads to share and receive good practice and ensure regional alignment, where appropriate

Ways of working

- Effectively manage staff and stakeholders in challenging and complex situations to achieve desired outcomes
- Operate effectively in a flexible and demanding environment and proactively engage with NHS colleagues, consultants and contractors working on a variety of topics.
- Present, interpret and explain highly complex or contentious information to large groups at meetings to influence understanding and change.

- Display attitudes and behaviours consistent with the Trust values and be committed to establishing and nurturing a positive culture across the multi-stakeholder system
- Provide technologies and corporate IT support to the scheme project team

6. Key Responsibilities: Leadership

- Communicate the vision for the digital model within the target operating model for the new hospital through the Trust programme and executive committees and boards.
- Engagement includes formal presentations to Executive committees, Boards, external workshops, and Programme set piece meetings in both verbal and written formats, deputising for the Chief Digital and Information Officer and/or Deputy Programme Director when required to do so.
- Ensure local and national best practice guidance and policy is implemented across the Trust, and lead on the review, initiation and actioning of broad policy changes as identified as part of the transformation initiatives benefiting from learning and recent innovations
- Establish professional networks and relationships to maintain currency, share ideas and learnings, and collaborate on common responses to project issues
- Actively promote and expand the use of digital systems within the Trust

7. Key Accountabilities

- The post holder will lead the implementation of digital solutions within the HHRP, using robust data, Quality Improvement, and the Trust's change processes to coordinate and directly support the delivery of digital transformation across the programme. This will be achieved through optimising digital tools and operational processes, as well as by identifying new ways of working. The post holder will also support new hospital colleagues in identifying costs and financial implications of utilising any digital tools.
- We would expect the post-holder to demonstrate previous knowledge and experience within a comparable position (e.g. digital transformation for a major capital scheme), ideally within an NHS environment. The role requires experience in business/service improvement and a thorough understanding of the changing acute landscape from a strategic and policy perspective.

8. Key Working Relationships

8.1. Hinchingsbrooke Hospital Redevelopment Programme – Senior Responsible Officer (SRO), Programme Director and Deputy Programme Director

- Provide expert advice, counsel and recommendations on digital infrastructure within the programme, to influence structural and organisational decisions and initiatives.
- Facilitate accurate and timely information on progress, achievements, risks and issues

8.2. Executive

- Develop strategic relationships and provide expert technical advice to impact decisions, support initiatives, clarify accountability and communicate progress to the Hinchingsbrooke Hospital Redevelopment Programme Board and other senior governance groups within the Trust, in conjunction with the SRO, Programme Director and Deputy Programme Director where required
- Deputising for the Chief Digital and Information Officer and/or Deputy Programme Director when required to do so.

8.3. Operations Stakeholders/Workstream and Project Leads

- Develop strong working relationships and provide expert technical advice to impact decisions, support initiatives, clarify accountability and communicate progress.
- Act as a conduit for effectively collating and escalating risks and issues within digital projects.
- **External** – New Hospital Programme, NHS England East of England, Cambridgeshire and Peterborough Integrated Care System, third-party consultants, vendors, and service providers
- In all the above cases, the Digital Workstream Lead will facilitate accurate and timely information on progress, achievements, risks, and issues.
- This information will come in the form of written and oral, formal, and informal reports.
- Establish professional networks and relationships to maintain currency, share ideas and learnings, and collaborate on common responses to project issues.

9. Corporate/General Responsibilities

- To contribute towards the development of the Trust's approach to continuously improving the maturity of its capability to deliver change and support the delivery of world-class services.
- To assist in identifying opportunities which add value to the Trust's activities.
- Provide leadership, vision and direction within the Project Team, managing the delivery of a quality service, and working closely with the SRO and Programme Director.
- Work with other Directors to ensure that service and facility planning meets national and international innovations and good practice.
- Develop and maintain a highly motivated team, ensuring the organisation meets its statutory, service, and financial obligations.
- Manage the workstream budget (revenue and capital) within agreed resource limits.

10. Freedom to Act

- 7.1. The post holder is expected to work with minimal supervision. They will be expected to take responsibility for the production of a wide range of plans which will be on a national, regional, and local level.
- 7.2. Ensuring workstream plans are created and maintained, deliverables tracked against time, cost and resource utilisation are monitored and if not on track take ownership and produce a remedial plan to ensure the programme is maintained.

Working at our Trust

A. Our Values

Our Trust Values highlight the core principles and ideals of our Trust and underpin everything that we do. They establish the kind of people we want to be, the service we hope to provide and how we interact with our stakeholders and community.

The Values were created and selected by members of the public, patients and our staff, and highlight the principles we believe are the most important. They steer the decisions we make and guide the behaviour of our Trust family so we can accomplish our Vision.

We regularly measure ourselves against these Values, at every organisational level, so we can identify how we are living them and where we need to make improvements. The Trust board will monitor and review how the Trust performs against the values regularly, to ensure we provide the best possible patient care.



B. Divisional Structure

Following the formation of North West Anglia Foundation Trust in April 2017, our operational functions across our hospitals merged to form five clinical divisions:

- Division of Medicine
- Division of Urgent Care and Emergency Care
- Division of Surgery

- Division of Family and Integrated Support Services
- Division of Maternity, Gynaecology and Breast Services

The clinical divisions are key to our service delivery and they are led by a triumvirate comprising a Divisional Director, Divisional Nursing Director, and Divisional Operations Director.

C. Your responsibilities to the Trust, our patients and staff

The Trust aims to provide high standards of patient care and to ensure that our staff are supported in their roles that help us achieve this. As part of your role, you are expected to adhere to Trust policies and procedures which are designed to guide you in your work and ensure that the Trust, and you as an individual, comply with legal requirements. Nonadherence to Trust policies and procedures may be addressed through the Trust's disciplinary process.

Key policies are outlined below; you are also required to act by policies specific to your job role, which are covered at induction.

Equality and Diversity Policy

No patient or member of staff should receive less favourable treatment on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation, and should not be placed at a disadvantage which cannot be shown to be justifiable. You have a responsibility to patients and staff to ensure that this is achieved.

Health & Safety

You have a responsibility to consider yourself and anyone else that could be affected by the things you do or don't do, that you should have while at work. You are responsible for informing your manager of any health and safety concerns you identify by using the trust incident reporting system for any accidents, incidents or near-misses that happen to you or that you are aware of to reduce injuries or loss.

Additionally, if you have management responsibilities you must ensure the implementation of the Trust's health and safety and risk management policies, procedures, and codes of

practice through your directorate or business unit management structure ensuring that communication pathways are clear and explicit at all levels of employment, to maintain the health, safety and welfare of employees or others who may be affected.

Data Protection

You are to always maintain the highest standards of data protection and confidentiality, ensuring that person-identifiable data is held securely (including password protection and encryption) and that data held and entered into Trust systems is correct. You are to observe confidentiality for commercially sensitive data and to promote the highest standards of information governance by the Data Protection Act 1998, Freedom of Information Act 2000 and Trust policies and procedures.

Data Quality

It is your responsibility to ensure that any data collection required is accurate, timely, complete, and stored securely in the appropriate place or system, whether as a paper or an electronic record. This includes data input onto the Trust's information systems, patient records, staff records and finance records. You are expected to submit data for quality assurance checks as required. You will be expected to undertake training required to assure the quality of data collected and to participate in any relevant audits required as part of the Trust's and external quality improvement programmes.

Customer Care

You are always required to put the patient first and do your utmost to meet their requests and needs courteously and efficiently. So that you to understand the principles of customer care and the effects on you and the service that you provide, full training will be given.

Values

How our staff live and work according to our values will be through our 'personal responsibility framework' - which outlines how staff are expected to behave.

Infection Control

You have a responsibility to comply with Trust policies for personal and patient safety and prevention of healthcare-associated infection (HCAI); this includes a requirement for consistent compliance with hand hygiene, use of personal protective equipment and safe disposal of sharps. You will be asked about adherence to measures for reducing HCAI at the annual appraisal.

Smoking Policy

You are not allowed to smoke in Trust buildings or grounds. Assistance will be provided to assist you to quit smoking through our Occupational Health service.

Confidentiality

Under no circumstances, either during or after the end of your employment may you divulge any unauthorised personal identifiable information relating to the Trust. This also includes but is not limited to, information covering patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts.

Safeguarding the welfare of children and vulnerable adults

You should be aware of Trust policies and procedures on safeguarding the welfare of children and vulnerable adults., and appreciate the importance of listening to children, young people, and vulnerable adults, particularly when they are expressing concerns about their own or other children's/vulnerable adult's welfare.

Mandatory Training

You are required to attend mandatory training as required. if you are unable to attend a required session you should ensure that this is rectified with your line manager's support at the next available opportunity.

Raising issues of Concern

If you have any concerns about practices or processes within the Trust, you should raise this with your line manager. If you do not feel able to raise concerns directly you should access the Trust's haven procedures for raising issues of concern in confidence.

Given the nature of this post, the post holder may be required to work flexibly to respond to work patterns.

This list is only an indication of the main tasks required to be performed. It is not an exhaustive list of duties and responsibilities and may be subject to amendment to take account of changing circumstances. The post holder will be expected to be flexible and adaptable.

This job description reflects the present requirements and objectives of the post; it does not form part of your contract of employment. As the duties of the post change and develop the job description will be reviewed and will be subject to amendment, in consultation with the post holder.

Informal Visits

Applicants are welcome to arrange an informal visit to the Division prior to completion of the shortlisting process, though such a visit does not form part of the formal recruitment process.

Candidates who are shortlisted for interview may be entitled to reimbursement of travelling expenses incurred to attend for interview.

For applicants from outside the UK, travelling expenses will be paid from port of entry only. Expenses will not be paid to shortlisted candidates who withdraw their application or refuse an offer of employment on grounds which the Trust considers inadequate.

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