

Role and Specification

Job title:	Regional Programme Manager
Rate:	From £49,000 p.a. pro rata
Hours:	Full time (37.5 hours a week)
Accountable to:	Managing Director
Location:	AberInnovation, Aberystwyth with remote working options

Background

Yma is a not for profit, social enterprise based in Aberystwyth that exists to create possibilities for exceptional care for the people of Wales now, and for future generations.

We are committed to

- the **person**, encouraging and enabling integrated care, designed and delivered around the needs of the citizen;
- the **practice** that meets the needs of communities; and
- the **environment** that the health and care system operates within.

We will achieve our purpose by:

- **Listening:** we listen to what matters to the people working in health and care in Wales. We do this by seeking out their views and needs in our everyday interactions and through hosted conversations. We use this information to shape our own priorities as an organisation and to inform the decisions of others in the system.
- **Co-creating:** we work with people to co-create value propositions from the ideas that they have for doing things differently. We do this by guiding the thinking around innovation and change and providing logistical and administrative support to drive rapid progress from idea to proposal. We aim to connect funding sources with teams who wish to push forward with new ideas or to encourage coherence across health and care in Wales.
- **Delivering:** we stand side by side with people working in our health and care system to deliver programmes of change in practice and organise care in a way that meets the needs of our citizens. We do this through our project management and service delivery capabilities.
- **Sharing:** We aim to share everything we hear and learn and encourage others in the system to do the same. We connect people across the system to share stories and experiences with the aim of creating curiosity and a culture of possibility.

Our focus in 2022/23 is on

- Developing **partnerships** with organisations that offer market leading solutions to the problems facing health and care system
- Supporting the transformation of **primary care clusters** and professional collaboratives
- Learning how to bring our capability and capacity to clinical **pathway** design and delivery, where there are gaps in personalised care and potential for bring care closer to home.

The role

Job Purpose

The role will work with our Managing Director and Clinical Director to deliver our portfolio of projects, services and opportunities. This will focus on regional delivery of an All-Wales programmes of change, with the aim of making an impact and improvement for the people of Wales.

The postholder will work with the broader Yma team, as well as stakeholders across the health and care system to provide practical and strategic support to mobilise local programmes as efficiently and effectively as possible, enabling progress and understanding of impact in line with regional and national ambitions and plans.

Principle Duties & Responsibilities

Leadership

The postholder will have a key role in bringing our organisational purpose alive, providing leadership and guidance for regional programmes of work; as well as being an ambassador for our organisational culture and approach across the system.

As a pivotal member of the team the role will involve:

- Building high trust relationships with partners and stakeholders
- Providing trusted knowledge, judgement, and advice to the health and care organisations on matters relating to successful implementation of change at a regional and local scale.
- Influencing the decision-making of local and regional stakeholders to fund, plan and implement change that enables possibilities for exceptional care for the people of Wales.
- Supporting regional programme teams to work to a shared purpose and set of values, are clear about their roles and operate as a connected and effective group of people.
- Developing the capability and capacity of the Yma team.

Programme leadership

In partnership with health and care stakeholders, the role holder will develop and deliver:

- Implementation plans to operationalise national strategies on a regional and local level; and
- Project and communications plans for understanding and guiding local and regional delivery and impact of these strategies over time.

The post holder will support the Managing Director in their role on national programme boards, producing reports on progress from across Wales. Furthermore, this role will work with regional programme boards to guide and assist members to engage and mobilise their teams and communities to effectively implement change.

Leading the understanding of the value of collaboration and alignment of effort, where possible, will be a key aspect of the post holder's approach to the role.

Programme Operations

The post holder will

- support programme planning activities on a regional and local basis, providing guidance and support to assure alignment, commitment and capacity to deliver on national priorities.
- support regional programme activities through leadership, expert knowledge and facilitation of scheduled and ad hoc conversations at a range of levels
- ensure high quality reporting and communication around progress and impact of programmes at a local and regional level.

Key Relationships

- Co-founder and Managing Director
- Deputy Chief Executive, Here
- National Programme Leads
- Projects Lead
- Patients & patient leaders
- GP Collaborative Leads
- Primary Care Cluster Leads
- Primary Care Delivery Organisation Leaders
- Health Board Associate Medical Directors
- Directors of planning, finance and primary and community care across the system
- Healthcare Inspectorate Wales
- Welsh Value In Health Centre

- Strategic Programme for Primary Care
- Product and Service Delivery Partners

Person Specification

- Highly skilled programme manager with at least five years of experience
- Expertise in making change that has demonstrable impact in health or care systems, ideally in Wales
- Experienced leader, skilled in building collaborative teams
- Experience in rolling out new clinical pathways, transforming models of clinical service delivery and embedding new ways of working
- Interpersonally skilled in both one to one and group-based settings, with particular experience of enabling and activating external stakeholder relationships
- Experience of working with patient partners and multi-professional groups
- Insightful, reflective, curious, constructive, creative, solution focused and kind
- Adept and resilient in fast paced, changeable and challenging environments

Agreement

This job description will be reviewed as necessary and may be amended to meet the changing needs of Yma. It will also be used as the basis to set performance standards and/or objectives and the contents will be used as part of annual appraisals.

This job description has been agreed between the post holder and Yma.

Employees Signature: _____
Print Name: _____
Date: _____
Peer Signature: _____
Print Name: _____
Date: _____

Author (name and job title):	Samantha Horwill, Co-founder and Managing Director
Date JD agreed:	1/2/2023
Brief description of reason for review (if applicable)	Second draft
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