

Job Description for NHSEI Menopause Clinical Fellow

About us

Established in 1964, Wellbeing of Women (WoW) is the health charity saving and changing the lives of women, girls and babies in the UK. Led by women's voices, we improve women's gynaecological and reproductive health across the life course through research, education and advocacy.

Why Do We Exist?

- Only 2.1% of all UK research public funding goes into childbirth and reproductive health
- 60,000 babies are born prematurely every year
- 49% of girls have missed an entire day of school because of their periods
- 1 in 3 women suffer from heavy menstrual bleeding
- Endometriosis affects 1.5 million women and it takes an average of 7.5 years for a diagnosis
- 45% of pregnancies are unplanned
- 21,000 women are diagnosed with a gynaecological cancer every year
- 1 million women have quit their jobs due to the menopause

What Do We Do?

We invest in women's health research. We enable research across the entire spectrum of women's reproductive and gynaecological health. We have an excellent reputation for selecting only high quality research projects for funding and develop our researchers into the future leaders in women's health. Many of our developments have transformed the care of women, girls and babies, such as confirming the importance of taking folic acid during pregnancy, helping to establish the link between HPV and cervical cancer, and developing a potential first non-hormonal and non-surgical treatment for endometriosis.

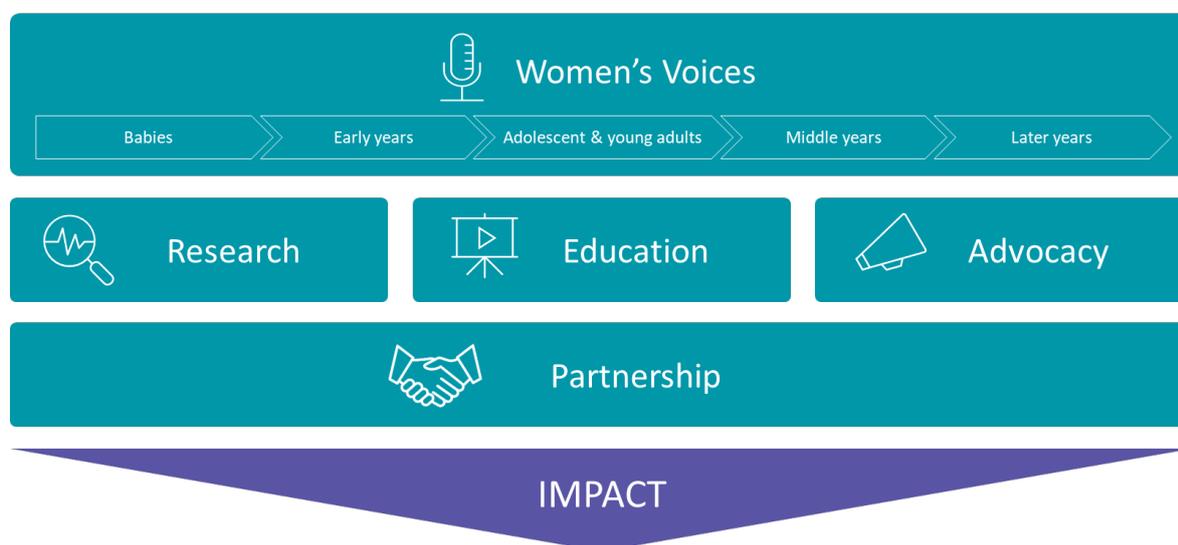
We provide health information. We provide accurate, engaging, and accessible information on women's health through our series of webinars, events, campaigns, website and social media. We believe 'the more you know, the better you'll be' and empower women and girls to be advocates for their own health. We also raise awareness and provide education on women's health to healthcare professionals.

We campaign for women and girls. Through campaigns and advocacy, we influence policy and practice across the country. Led by women's voices, we give women's views and experiences a platform. We raise awareness, cut through stigma and taboo, and normalise conversations on common yet historically neglected health conditions and issues, such as endometriosis, menopause and gynaecological cancers.

How We Do It

We raise funds for our research, education and advocacy activities and collaborate with like-minded organisations in a variety of ways: corporate sponsorship and partnerships, individual giving, trusts and foundations, events (ticket sales, raffles and auctions), challenge events and our network of volunteers.

In 2021, Wellbeing of Women developed and launched their Women's Health strategy, placing women's voices at the heart of shaping the strategy. Capturing the input of a diverse and inclusive group of women, health care professionals and corporates, the charity has shifted focus from pure research for the unmet need to being focused on delivering impact through research, education and advocacy. The shift allows the charity to create societal, workplace and healthcare changes through more than just discovery science, ensuring that the impact and benefits are seen by women in the short, medium and long term.



Who We Are

Wellbeing of Women has a small team of permanent staff and a number of regular volunteers. Our Board of Trustees is chaired by Professor Dame Lesley Regan and our Research Advisory Committee is chaired by Professor David Williams.

The role

This topical, one-year, full-time equivalent (FTE) Clinical Fellowship is being offered in partnership with NHS England and Improvement (NHSEI). Its purpose is to raise primary and community clinician and public awareness of the menopause, by delivering successful behaviour change to improve primary and community care's ability to recognise, signpost and appropriately support women in seeking and receiving the menopause care that they need. The successful applicant will have the opportunity to gain practical experience of: working on a high-impact multi-stakeholder national programme, evaluation and associated knowledge mobilisation of what works and why, and starting implementation to increase understanding of menopause and the support offer available to women. The post-holder will be embedded in to the NHSEI Behaviour Change Team, working with behavioural scientists, quality improvement and process engineers, knowledge managers and other clinicians.

The Fellowship would likely suit a candidate with a strong implementation science background looking to get practical programme experience, or equally a candidate wanting to build their research and behaviour change experience. The role requires a current or very recent frontline NHS clinical background because its main aim is to educate and support General Practitioners (GPs), practice nurses, community pharmacists and others on menopause and clinical management, particularly the appropriate prescribing of menopause treatments.

The Fellowship is expected to evolve, but will certainly incorporate the following scoping and development phases:

- Leading a rapid mixed-methods baseline evaluation of both the barriers and enablers of community and primary care (including but not limited to: allied health professionals, general practice, pharmacy) colleagues 'thinking menopause', and any inequities in the current approach;
- Delivery of a written summary of the findings and associated proposed implementation strategy for a development programme for community and primary care to 'Think Menopause';
- Starting implementation of the subsequently agreed strategy to embed wider awareness of menopause which will rely on addressing the barriers and enhancing enablers to 'thinking menopause'. It is anticipated this will encompass a core focus on teaching, training and education;
- Proactive knowledge dissemination of the baseline findings and subsequent implementation strategy (e.g. peer-review publications, reports).

A key output of the work, working alongside behavioural scientists, is to deliver approaches and materials that will increase the number of primary and community care clinicians who 'think menopause' when women with peri-menopause and menopause present to them. This

output will be a key lever to achieve the strategic outcome of more women receiving better support and care to manage their symptoms of menopause.

The Fellowship will be hosted by the Behaviour Change Team, Medical and Nursing Directorates, NHSEI, with the successful candidate working closely and collaboratively with both WoW, NHSEI and wider stakeholders. The postholder will jointly report into the Director of Behaviour Change, NHSEI and the Chair of WoW. The role is offered on a fixed-term basis due to funding: job shares, secondments and fixed-term contracts will all be considered.

The NHSEI National Menopause Programme is delivered across three Directorates – People, Medical and Nursing. The fellow will be expected to support the Programme Leads to ensure they deliver against all objectives for the menopause programme as well as any other areas identified by the Steering Group. Stakeholder management and engagement experience will be vital to garner support and ensure wider engagement of the programme. Having a demonstrable interest and experience in either behavioural science/ human factors and/or process engineering/quality improvement will be an advantage.

The NHSEI Behaviour Change Team is a friendly team prioritising equality, diversity and inclusion, team wellbeing and the principles of kind leadership in its ways of working. The postholder will be expected to play a key role in nurturing, ensuring and contributing towards this culture.

Salary

Remuneration is offered at a rate commensurate with experience and current salary in the range £47,126-£75,874.

Application process and timetable

Please submit a CV with covering letter describing your suitability and motivation for the role, and a brief (approximately half-page) plan of how you would approach the project.

Applications should be submitted by email to hello@wellbeingofwomen.org.uk

Applications will close at 1700 on 15th July 2022.

Successful candidates will be invited to a brief initial phone interview during the week of 1st – 5th August to assess fit and motivation for the role.

Final interviews will take place from 1100-1400 on 11th August and will involve a brief presentation and questions to assess technical and competency skills.

Personal Specification		
Criteria		Essential/ Desirable
Qualifications	Medical or nursing degree, or qualified allied health professional with current registration with the relevant Professional Body, and current/recent frontline NHS clinical practice	E
	Additional qualification - or equivalent experience - in business processing/healthcare improvement science of working at a senior level in relevant specialist area an advantage	D
	Qualification in behavioural science or experience of working with a behaviour change approach and/or knowledge mobilisation	D
Knowledge & Experience	Experience of leading healthcare-related quality improvement projects and evaluating these, including setting and delivering against pre-agreed outcome criteria	D
	Working to the existing evidence base. This includes being comfortable identifying, retrieving and assessing existing evaluation and research studies, and rapidly appraising them to provide evidence-based recommendations	E
	Experience and interest in teaching, training, education and professional development of others to improve clinical practice	E
	Demonstrable interest in women’s health issues, including an understanding of the background to and aims of current healthcare policy and appreciate the implications of this on engagement	E
	Understanding of differences in outcomes from healthcare and support services experienced by different groups (health inequalities), and an appreciation for methods of reducing disparities	D
	An appreciation of the relationship between the Department of Health and Social Care (DHSC), NHS England and NHS Improvement (NHSEI), Health Education England (HEE), and individual provider and commissioning organisations	E
	Experience of delivering against competing priorities and deadlines while also directing the work of teams/individuals	E
	Experience of transformational change management, including ability to use information and evidence to change culture and behaviours across systems and professions	D
	Experience of embedding theories, principles, processes and behaviors of optimal improvement across the organisation and the	D

	wider health system	
Skills, Capabilities & Attributes	Ability to work effectively with national, local and internal stakeholders and use insights to deliver strategic change	D
	Provide and receive highly complex, sensitive and contentious information, and present complex and sensitive information to large and influential groups	E
	Strategic thinking – ability to anticipate and resolve problems before they arise, and adjusting plans to reflect changing circumstances	E
	Problem solving skills and ability to respond to sudden unexpected demands	E
	Works with Stakeholders to develop performance-improvement plans and to develop plans for innovation	E
Values & Behaviours	Able to make a connection between their work and the benefit to patients and the public	E
	Consistently thinks about how their work can help and support clinicians and frontline staff deliver better outcomes for patients	E
	Works well with others, is positive and helpful, listens, involves, respects and learns from the contribution of others	E
	Consistently looks to improve what they do, looks for successful tried and tested ways of working, and also seeks out innovation	E
	Demonstrates knowledge and understanding of equality of opportunity and diversity, taking into account and being aware of how individual actions contribute to and make a difference to the equality agenda	E
	Values diversity and difference operates with integrity and openness	E
	Actively develops themselves and supports others to do the same.	E