

Sands
Application Information

Head of Research and Prevention (Job-Share)

September 2021

About Sands

Every day in the UK, 14 babies are stillborn or die shortly after birth.

Sands is the leading stillbirth and neonatal death charity and exists to reduce the number of babies dying and to support anyone affected by the death of a baby, before, during or shortly after birth.



Sands provides bereavement support services both nationally through its Freephone helpline, mobile app, online community and resources, as well as locally through a network of around 100 regional support groups based across the UK and run by trained befrienders.



Sands works in partnership with professionals, trusts and health boards and offers a range of training programmes and bereavement care resources to ensure that every bereaved parent and family receives the best possible care wherever they are in the UK.



Sands promotes improvements in practice and supports research to better understand the causes of baby deaths and save babies' lives.

Sands raises awareness of baby loss and works with governments, key influencers and other stakeholders to make reducing the number of babies dying a priority nationally and locally.

Over the past 43 years, Sands has grown into a national charity with a powerful vision shared by dedicated volunteers, fundraisers, members, donors, healthcare professionals, partners, staff and bereaved parents and families.

Sands has grown its income by over 40% since 2012 and, as part of our strategic plan, is focusing on how we can make the biggest difference to the lives of bereaved families and save babies' lives. To find out more, visit www.sands.org.uk

our vision at Sands is for a world where fewer babies die and anyone affected by the death of a baby receives the best care and support for as long as they need, wherever they live in the UK.

Join us and help create a world where fewer babies die.

Sands Staff Benefits

Annual Leave

Staff receive 28 days annual leave per annum pro rata, plus bank holidays. Staff will be required to take 3 days annual leave during the period between Christmas & New Year.

Employee Assistance Service

As part of its commitment to employee wellbeing, Sands offers independent, free and confidential counselling and information telephone service. Support is available on a range of issues including legal, financial, emotional, health issues and work related concerns.

Sand Cycle to Work Scheme

Sands has teamed up with Cycle Solutions to provide a Cycle to Work Scheme, which you can join to make considerable savings on the cost of a new bike and equipment.

Sands Pension Scheme

Subject to eligibility, you will be automatically enrolled into the Aegon Personal Pension scheme as soon as your employment commences. You can decide whether to remain in the scheme and/or make additional voluntary contributions if you wish.

Sands is a vibrant, growing charity!

With a clear strategy, Sands is repositioning as a learning, developing organisation which aims to achieve excellence through people and offers a collegiate, collaborative working environment – making it an especially exciting time to join the charity!

About the role

Sands is seeking a Head of Research and Prevention on a job-share basis to develop and implement effective strategies for our Research and Prevention activity. This role is vital to Sands' strategic objective of reducing the numbers of babies dying before, during and shortly after birth.

In this exciting and high-profile role you will be responsible for leading on change programmes, ensuring that Sands' activities are evidence-based and increasing the profile of our research and prevention activity both internally and externally.

Working at a strategic level, you will collaborate with key influencers in Government, Royal Colleges and the NHS to ensure the delivery of safer maternity and neonatal care. This will enable Sands to increase understanding of why babies die and how to save babies lives through research, audit and review. You will ensure that the diverse experiences and views of bereaved parents and families are represented to decision-makers and researchers.

We are looking for an inspirational person who has the ability to make change happen, lead a high-performing team and provide creative solutions.

With extensive senior leadership experience, you will have significant subject knowledge and expertise in current research, policy and guidelines in perinatal health care.

The ability to manage complex projects from start to finish is essential, as well as being able to create and implement departmental strategies and develop effective partnerships with key external stakeholders.

An excellent communicator and influencer, you will be able to communicate complex messages to a wide range of audiences and translate the diverse experiences of bereaved parents into relevant initiatives and resources. Additionally, you will be highly diplomatic with the ability to discuss challenging issues in a sensitive way.

To apply:

Please submit your CV, together with a supporting statement in a separate word or PDF document that demonstrates how you meet the criteria in the person specification to recruitment@sands.org.uk. Please also complete the Diversity and Equality Monitoring Form and send this with your application.

Closing date for applications: 17th October 2021

Interview Date : w/c 25th October 2021

As we have limited staff resources, we are unable to provide candidates with feedback about their applications. **Interviews will be held online via Zoom.**

Job Description

Job Title:	Head of Research and Prevention (Job-Share)
Responsible to:	Director of Research, Education and Policy
Department:	Research, Education and Policy
Location:	Home based in the UK
Contract:	Permanent – job share
Salary:	£23,500 per annum (£47,000 FTE) plus £156 Home Worker Allowance per annum (£312 FTE)
Hours:	17.5 hours per week

Main Purpose of Job:

Lead Sands' activity to reduce the numbers of babies dying before, during and shortly after birth:

1. Strategy, planning and budget management
2. Lead and develop the Research and Prevention Team
3. Work strategically to prevent deaths and identify and implement the actions needed to reduce the number of babies dying
4. Increase understanding of why babies die and how to save babies lives through research, audit and review
5. Ensure that the diverse experiences and views of bereaved parents and families are represented to decision makers and researchers
6. Help ensure pregnant women are aware of how to reduce the risk of stillbirth and neonatal death

Key Responsibilities:

Strategy, planning, budget and management

1. Strategy, planning, budget and management

- In conjunction with the Director of Research, Education and Policy, develop and maintain effective strategies for Sands Research and Prevention activity

- Demonstrate impact, set and report on annual objectives and KPIs for Research and Prevention activity
- Maintain strategic oversight of the Research and Prevention Team ensuring opportunities are maximised and planning is joined-up
- Develop, monitor and maintain the annual budget for Research and Prevention activity, including processes for awarding funding for research and projects
- Identify and support opportunities to secure external funding
- Be a member of the Senior Management Group contributing to key decisions relating to strategic direction as well as delivery of objectives.

2. Lead and develop the Research and Prevention Team

- Motivate and lead the Research and Prevention Team. Coach, support and encourage continued professional development amongst team members.
- Review, manage and improve staff performance as required.
- Lead change programmes, including supporting behavioural change, working across Sands with different teams to provide leadership and direction
- Ensure that Sands activities are evidence based
- Increase the profile of Sands research and prevention activity both internally and externally

3. Prevention

- Plan and deliver a strategy to ensure that Sands prevention activity is impactful and makes best use of Sands knowledge and resources
- Collaborate with key influencers - including governments, NHS and Royal Colleges - to ensure the delivery of safer maternity and neonatal care
- Work in partnership with others to create evidence-based interventions and resources and to deliver safer care packages
- Ensure a robust review is carried out after each baby's death and that parents have an opportunity to contribute if they wish
- Work to ensure that data on perinatal mortality drives improvements in safety and that recommendations from reviews are implemented and used to improve care
- Oversee the development of evidence-based policy positions, including supporting campaigning activity
- Ensure that Sands' work to reduce perinatal mortality is informed by the voices of a diverse range of bereaved parents and family members
- Maintain an overview of relevant systems, guidance, policy developments and organisational cultures and their impact on baby death and pregnancy loss
- Help ensure pregnant women are aware of how to reduce the risk of stillbirth and neonatal death
- Work in partnership with others to ensure perinatal post-mortem services address parents' needs and post-mortem data informs research to reduce deaths
- Ensure Sands uses up-to-date, evidence based statistics on baby deaths

4. Research

- Deliver the objectives in the Sands Research Strategy
- Work with others to create collaborations of research excellence, including creating and maintaining a Sands Research Network and advisors
- Support and fund research projects that will make the biggest difference in care and in saving babies lives
- Collaborate with Training and Education colleagues and external subject experts to translate learning from research into educational resources and/or training opportunities for relevant professionals
- Enable a diverse range of bereaved parents to inform and shape research
- Increase the profile of, and funding for, perinatal mortality research
- Ensure that Sands services are evidence based

5. Public representation and communication

- Ensure that Sands work to save babies lives is well known and understood
- Represent Sands at external events and conferences
- Develop and maintain good working relationships with key external stakeholders
- Manage and lead input to the national groups and forums, e.g. the MBRRACE-UK collaborative
- Support the production of press releases, responses to media enquiries and act as a spokesperson on relevant issues.
- Demonstrate the impact that Sands is having on Saving Babies' Lives
- Oversee the development of relevant web pages and communication resources and platforms

6. General

- Deputise for the Director of Research, Education and Policy when required
- Undertake any other duties commensurate with the role as required by the Director of Research, Education and Policy, Chief Executive and Board of Trustees
- Model the culture and values of Sands at all times and facilitate the successful delivery of Sands core aims
- Work flexibly with other members of staff and team, occasional evening/ weekend working is likely
- Maintain a high level of confidentiality and professional conduct
- Abide by all Sands Policies and Procedures
- Undertake all mandatory training as required
- Be familiar with matters relating to Health & Safety Management, affecting themselves, their department and the organisation as a whole

This Job Description is not contractual and is liable to change over time.

Person Specification

Skills and Experience		
Importance	Criteria	Assessment
Essential	Experience of leading, motivating and improving the performance of a team, including setting and achieving individual and team objectives	Application and interview
Essential	Experience of being a member of a senior management team and contributing to organisational strategic direction	Application and interview
Essential	Experience of managing new and complex strategic projects from start to finish, including leading project groups made of different professionals/skills and experiences	Application and interview
Essential	Experience of creating and implementing strategies, budgets and operational plans	Application and interview
Essential	Ability to assess risk/benefits in order to take appropriate and timely senior management decisions	Application and interview
Essential	A thorough and applied understanding of the relationship between research, policy and practice	Application and interview
Essential	Significant subject knowledge and expertise in current research, policy and guidelines in perinatal healthcare	Application and interview
Essential	Ability to understand, evaluate and extract key messages from complex scientific papers	Application and interview
Essential	Excellent communication and presentation skills, with an ability to communicate complex messages in a compelling way to a variety of audiences, lay and professional	Application and interview
Essential	Experience of developing and maintaining effective partnerships and relationships with researcher, policy makers and clinicians	Application and interview
Essential	Ability to gather and translate the diverse experiences of bereaved parents into relevant initiatives	Application and interview
Essential	High level influencing and negotiation skills	Application and interview
Behavioural Competencies		
Essential	Ability to make change happen, set an example and guide a team through change	Application and interview
Essential	A high level of strategic planning and thinking, with the ability to provide thought leadership and innovation to develop creative solutions	Application and interview
Essential	Excellent interpersonal skills with the ability lead and inspire colleagues and deliver successful cross-organisational projects	Application and interview
Essential	Ability to build effective working relationships with colleagues, volunteers and external stakeholders	Application and interview

Essential	Diplomacy and the ability to discuss challenging items in a sensitive way	Application and interview
Essential	Excellent understanding and advocacy of issues relating to equality, diversity and inclusion	Application and interview
Essential	An understanding of and empathy with the issues surrounding the death of a baby, for professionals, parents and families	Application and interview