

Diversity and Inclusion Manager

Hours	37.5 hours/week
Location	Working from Home with some in-person meetings.
Reports to	Head of External Engagement
Salary	Agenda for Change Band 8a: to match existing pay point, or entry point if currently Band 7.
Duration	12-month secondment
Key contacts	Senior Management Team and colleagues within the External Engagement and Policy and Learning Teams, other departments, and country teams, as well as external stakeholders.

About THET

For over 30 years, THET (the Tropical Health & Education Trust) has been working in partnership to strengthen health systems and build health workforce capacity in low- and middle-income countries (LMICs). Working closely with Ministries of Health and in partnership with UK and LMIC health institutions, and as an NGO in Official Relations with the World Health Organization, we strengthen health systems by responding to local and national priorities, supporting the training of health professionals, facilitating knowledge exchange and the development of policy and regulatory environments, and offering thought leadership and project management expertise.

At the centre of our approach, is the model of [Health Partnerships](#), long-term relationships between UK and LMICs health institutions, which improve health services through the reciprocal exchange of skills, knowledge, and experience. They are rooted in an understanding that equitable relationships between health professionals across borders can benefit all involved.

The Diversity and Inclusion Manager is a new role for THET and is positioned in the External Engagement Team. This team has expanded its remit in exciting directions over the last three years and now plays a vital role in positioning THET with external stakeholders. The team's remit includes fundraising and events, communications and campaigns, and digital transformation, drawing on funding from diverse sources such as Health Education England and the Bill & Melinda Gates Foundation. The team works across the whole organisation and with external stakeholders across the UK and low- and middle-income countries. It is one of four UK-based teams and works closely with our colleagues overseas, as well as the members of the Programmes Team, and the Policy & Learning Team.

About this role

As Diversity and Inclusion Manager, you will be building on our work to recognise the contribution made by NHS diaspora staff to global health, expressed in our recent policy paper, [Experts in Our Midst](#).

Experts in Our Midst starts with a recognition that almost 1 in 7 NHS staff report a non-British nationality, connecting the NHS to over 200 health systems around the world. It moves on to recognise that unconscious bias and racism have marginalised diaspora staff and hindered their opportunities to engage in global health activities historically. This has inhibited the UK's ability to learn from the insights and expertise they bring into how healthcare is delivered around the world.

As such, Experts in Our Midst seeks to contribute to broader efforts to address equity and inclusion, as outlined in this recent blog, [NHS's secret equity weapon](#). The programme we are launching with your appointment, will give practical expression to the ideas contained in the original policy paper.

You will enjoy considerable autonomy to shape this work. However, here are some of the tangible outcomes that we anticipate you will achieve:

- Working with at least six Trusts and Health Boards, each of which have committed to being part of this programme, you will discuss how they propose to celebrate the Experts in Our Midst, making suggestions about events, talks and/or publicity initiatives within individual Trusts and attending in person when appropriate. This will lead to an annual programme of work in each Trust and Health Board.
- Using your knowledge and connections, through the Chief Nursing Officer Office you will engage similarly with additional Health Boards and Trusts in NHS Wales, and Trusts and Boards more widely across the UK, growing the network of committed organisations.
- You will channel information between these Trusts and Boards, encouraging them to learn from each other.
- You will establish a 'Diversity in Global Health' network across the UK, and build connections outside of the NHS, for example with diaspora-led organisations representing NHS professionals and private healthcare providers.
- You will build national recognition for this work across the four nations of the UK, working closely with an independent Steering Group, THET's senior management and other interested parties.
- You will support the Welsh government's ambitions to strengthen global health activity across NHS Wales, seeking opportunities to align with this agenda wherever possible. This will include:
 - Being involved with and sharing role developments with the Chief Nursing Officer Office and key stakeholder groups
 - develop a report with recommendations to supporting professional equity aligned to other work being taken forward in this area.
- You will shape a programme of work designed to improve THET's approach to diaspora and internationally recruited staff, ensuring that the global health programmes we run are as inclusive as possible. We must 'walk the talk' internally, as well as externally.
- You will document this work carefully, in partnership with colleagues from THET's Policy and Learning Team, using surveys, interviews and reports to capture the activities and learn lessons for what we hope will become a national initiative. Such documentation will both amplify the achievements of NHS diaspora staff and influence policy development at a national level across the four UK countries, and with our sponsors, including the Welsh Government, Health Education England and the Bill and Melinda Gates Foundation.

In order to achieve these goals, you will be a consummate team-player and confident communicator, relishing the opportunity to work across THET and the wider UK health community. You will celebrate and inspire NHS diaspora staff to engage in ground-breaking discussions concerning the global nature of the NHS and communicate the learning from this work to senior decision-makers in the UK and to our partners in low- and middle-income countries. In the process, you will acquire new leadership and project management skills that will enhance the development of your career within the NHS.

Finally, you will influence the work and thinking of THET and of our wider Health Partnerships, fostering more inclusive environments for international recruits – and black and ethnic minority staff more generally – to engage in global health activities.

This opportunity is being sponsored by Sue Tranka, Chief Nursing Officer of Wales and is funded by the Welsh Government.

Main Duties and Responsibilities

Programme Management

- Establish excellent relationships with staff in participating Trusts and Boards, in Wales and across the UK, each of which will be committed to improving recognition of the expertise diaspora staff bring to global health.
- Advise these teams on the development of activities, drawing on your knowledge of activities in other Trusts and Boards.
- You will work to create links between these organisations, and more broadly across diaspora staff and networks, to build a 'Diversity in Global Health' network which acts as a channel for motivating staff involved, and for the cross-fertilisation of ideas.
- You will work closely with that network to document and capture the learning from activities in ways that amplify the achievements of NHS diaspora staff and contribute to policy development at a national level across the four UK countries, and with our sponsors, including the Welsh Government, Health Education England and the Bill and Melinda Gates Foundation.

Representation

- You will deliver talks at all levels of the NHS and at THET's events.
- You will work with THET's Policy and Learning Team to develop a policy paper at the end of the year, designed to influence decision-makers
- You will seek opportunities to publish articles related to this work.

Influencing

- You will make an active contribution to the direction of the charity, influencing the work and thinking of THET and of our Health Partnerships, fostering more inclusive environments for internationally recruited, diaspora, and black and ethnic minority staff, to engage in global health activities.
- Contribute to internal discussions around Gender, Equity and Social Inclusion.
- Work with the Head of External Engagement and the CEO to ensure Trustees are kept fully informed of progress in relation to the project.
- Contribute to the wider operational performance of the charity by being an active member of the THET Leadership Forum.

Development opportunities

This is a fantastic role for a serving member of NHS staff to take on secondment.

Operating as part of THET's External Engagement Team, you will work in close partnership with the Policy and Learning Team and will have connections with most THET staff. You will have the support of a Steering Group formed specifically for this work, and a Diversity and Inclusion Officer within the Policy and Learning Team who will lead information gathering from involved trusts. The Steering Group is Chaired by Dr Navina Evans, Chief Workforce Officer at NHS England and Chief Executive of Health Education England.

Here are the top four things we think you can be excited about:

- The autonomy to develop and shape this new programme.
- The opportunity to help author a ground-breaking policy paper.
- The opportunity to work with senior leaders from across the UK health community, from management Boards to government ministers.
- The opportunity to spend a year working within, and helping to shape, one of the UK's leading global health organisations.

If this appeals to you, then we would love you to get in touch for an informal chat or apply for the role. Please contact hrops@thet.org if you would like to take up this offer.

Person Specification

Person specification	Essential	Desirable
Qualifications	<p>Current employment in NHS Wales, minimum level Band 7.</p> <p>Active registration with the NMC (nurse or midwife).</p>	
Experience	<p>Experience of engaging in global health activity either formally or personally.</p> <p>Demonstrable ability to work as part of a team.</p> <p>Excellent proven oral and written communication skills, and an ability to think creatively.</p> <p>Experience of managing projects and/or programmes.</p> <p>Direct or indirect experience of the issues affecting internationally recruited, diaspora and black and ethnic minority staff.</p>	<p>Experience of publishing blogs and/or peer-reviewed articles.</p> <p>Fluency in using social media and online content platforms.</p>
Knowledge	<p>Knowledge of international development and migration of professionals within the global health system.</p>	<p>Knowledge of THET, Wales and Africa Health Links Network and/or of Health Partnerships.</p>
Skills	<p>Ability to manage a varied workload calmly and independently.</p> <p>Strong presentation skills.</p> <p>Ability to build positive relationships and work effectively with colleagues and key internal/ external stakeholders to achieve goals.</p> <p>Ability to collaborate and work in a diverse team environment.</p>	<p>Strong written communication skills</p>
Values	<p>Commitment to THET's approach, ethos, and values.</p>	