

## Job Description: Head of Research, Evidence and Learning

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| <b>Hours</b>              | We are recruiting for a full-time UK-based role (37.5 hours per week) although we are open to considering reduced hours and flexible working for the right candidate. |
| <b>Reports to:</b>        | Chief Executive Officer   |
| <b>Salary:</b>            | This role is offered at a starting salary of £53,173 (Inclusive of London weighting)  |
| <b>Responsible for:</b>   | Research, Evidence and Learning Manager (who manages the REL Coordinator)   |
| <b>Location</b>           | Hybrid (access to a co-working space near London Liverpool Street)  |
| <b>Length of contract</b> | Permanent   |

### About THET

Today, one billion people will never see a qualified health worker in their lives. For over thirty years, THET has been working to change this, training health workers to build a world where everyone has access to affordable and quality healthcare. We do this by leveraging the expertise and energy of the UK health community and supporting health partnerships between hospitals, colleges, and clinics in the UK and those overseas.

From reducing maternal deaths in Uganda to improving the quality of hospital care for injured children in Myanmar, we work to strengthen local health systems and build a healthier future for all. In the past seven years alone, THET has reached over 84,000 health workers across 31 countries in Africa, the Middle East, and Asia in partnership with over 130 UK institutions.

THET offers a range of benefits including 25 days annual leave (pro-rata) plus 3 days winter closure between Christmas and New Year; 5% pension contribution when Employee contributes 3%; Cycle to work scheme; and a Child Care voucher scheme.

You can learn more about our work on [our website](#).

### The team and role overview

THET's Research, Evidence and Learning Team (RELT) plays a pivotal role in assuring the quality of THET's work, providing expertise across our grants, programmes, and external engagement activities, and maintaining our position as a thought leader in the Health Partnership space across the UK and internationally.

The RELT has undergone recent changes to strengthen its focus and capacity, to ensure we gather and generate robust evidence and promote the use of this for our own learning, and

for that of the wider Health Partnership community and health sector. The RELT also plays a lead role in representing THET in technical discussions with key partners, including the World Health Organization, with whom we are an NGO in Official Relations, the NHS and governments in the UK and overseas.

The RELT consists of a Head of Research, Evidence and Learning, a Research, Evidence and Learning Manager, and a Monitoring, Evaluation and Learning Coordinator, who together deliver three main work areas:

- Programme MEL
- Organisational MEL Research
- Evidence and Learning

The Head of Research, Evidence and Learning is a vital appointment for THET and provides the successful candidate with the opportunity to engage at the highest levels of government and multilateral agencies and of health systems both in the UK and overseas. You will have a proven track-record in policy and MEL work and relish the opportunity to deepen the evidence base for the effectiveness of our approach, and the broader understanding of how a globally engaged UK health workforce can bring benefits both to our partners overseas, and to the UK. You will be able to respond dynamically to a fast-changing environment as well as offer insightful guidance to a highly motivated team of experts working in the monitoring and evaluation and policy space. You will have an eye to how this work can be funded and excel in brokering relationships internally and externally. You will lead a dynamic and creative team which bring their own considerable expertise across monitoring, evaluation and learning and policy.

The role is managed by the Chief Executive Officer, with whom you will work closely, and forms part of the THET Leadership Team, which supports the Senior Management Team to ensure the charity is well led.

**Key responsibilities:**

1. To provide leadership to the Research, Evidence and Learning Team at THET, championing its contribution externally and across the wider organisation, ensuring that its expertise is fully utilised with our partners in the wider global health and Health Partnership community and across every activity of the organisation.
2. To develop and implement a research, evidence and learning agenda for THET that is grounded in the evidence of its programme work and encourages continual improvement in ways which are both alert to the wider context in which THET works, and our organisation's commitment to advance Gender Equality, Social Inclusion, and combat racism.
3. To further deepen THET's and our partners' understanding of the mutual benefit the Health Partnership approach brings for individuals, institutions, and health systems in the

UK and Low- and Middle-Income Countries, maintaining our reputation for outstanding thought leadership in this space.

4. To lead THET’s thinking on the organisation’s wider research priorities with an emphasis on building a deeper understanding of our impact, working in collaboration with academic institutions to support research and evidence gathering and publications in academic journals.
5. To take responsibility for the charity’s relationships with key external stakeholders across the NGO, academia, and government sectors, and including with the World Health Organization, with whom THET is an NGO in Official Relations, by acting as an ambassador for the charity and the PLT in external meetings and conferences.
6. To ensure the team plays a leading role in shaping the content of THET events such as our Annual Conference and training programmes, both internally and externally, working to execute these in partnership with the External Engagement Team and others.
7. To ensure the team is, where necessary, actively engaged in new business development and operating within budget by maintaining a clear record of the funding for the team and ensuring adequate funds are available for ongoing staffing commitments.
8. To constructively contribute to the strategic and operational performance of the charity, making the connections between the research, evidence and learning work and the broader strategic direction of the charity and, through membership of the THET Leadership Team, assist in the task of ensuring the charity is well led.

## PERSON SPECIFICATION

|                       | <b>Essential</b>   | <b>Desirable</b>              |
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| <b>Qualifications</b> | Master’s Degree in a subject related to health or international development. | Health-related qualification. |

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| <p><b>Experience</b></p> | <p>Experience of working for an international health charity and/or of working within the UK or in Low- and Middle-Income Countries (LMICs) health system.</p> <p>Strong experience in developing and writing policy and learning positions in global health and ensuring their uptake by stakeholders.</p> <p>Demonstrable understanding of monitoring and evaluation.</p> <p>Strong experience of developing and cultivating relationships with external stakeholders.</p> <p>An understanding of the funding environment for policy and learning work.</p> <p>Experience of line-managing a team.</p> | <p>Experience of liaising with UK Government and/or NHS arms-length bodies</p> |
| <p><b>Knowledge</b></p>  | <p>Demonstrable knowledge of current global health issues.</p> <p>Deep understanding of research techniques and monitoring and evaluation.</p> <p>Specific knowledge of policies relating to health workforce capacity development in low- or middle-income countries.</p> <p>Knowledge of the mutual benefit agenda and of Health Partnerships.</p> <p>Demonstrable understanding of Gender Equality, Social Inclusion and Race Equality.</p>   |  |

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| <b>Skills</b> | <p>Highly motivated self-starter.</p> <p>Excellent communication skills, both written and oral.</p> <p>Excellent analytical skills.</p> <p>Good interpersonal skills, particularly in the context of team management and external representation of the organisation.</p> <p>Proven ability to self-organise.</p> <p>An ability to manage a team and/or departmental budget.</p> |  |
| <b>Values</b> | <p>Strong commitment to THET's cause and values.</p> <p>Intercultural sensitivity and awareness.</p>   |  |
| <b>Other</b>  | <p>Ability to travel overseas and within the UK.</p>   |  |

**How to apply:**

To apply for this role please send your CV and a cover letter to [jobs@thet.org](mailto:jobs@thet.org) by Monday, 6<sup>th</sup> April 2023.

Interviews will take place 13<sup>th</sup> March 2023. THET is an equal opportunities employer.

**This post is UK based. Non-EC nationals will require current and valid permission to work in the UK.**