



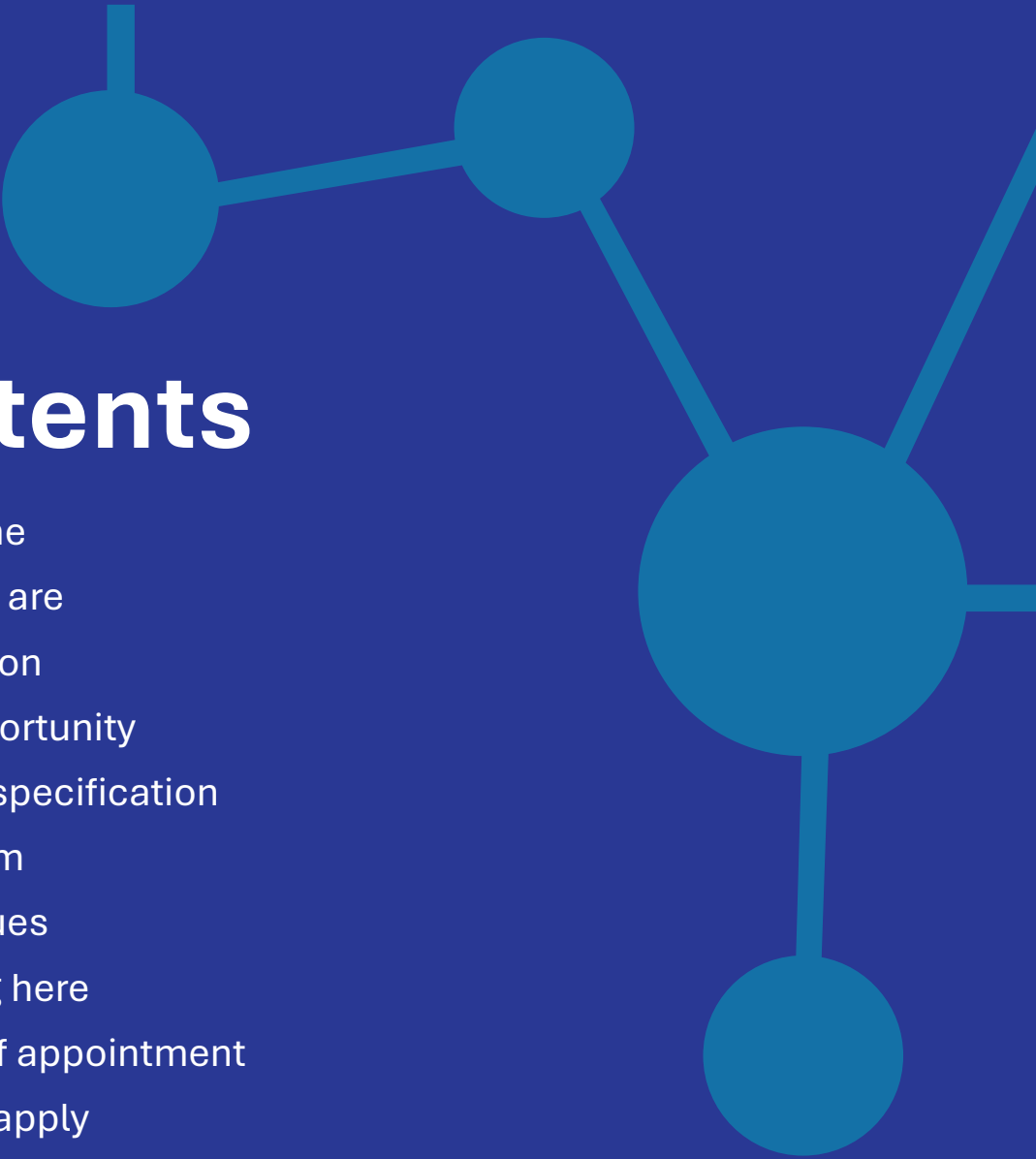
Health
Innovation
South West

Transforming lives
through **innovation in**
health and care

Appointment of Senior Portfolio Director

August 2026
Ref: ABXNC

Saxton Bampfylde



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Welcome

Thank you for your interest in joining Health Innovation South West at a pivotal and highly ambitious moment for the organisation.

Our rural and coastal context brings some of the most complex health challenges in the country, from long travel times and limited access to specialist care to the realities of an ageing population and persistent inequalities. These pressures create a compelling platform for bold, meaningful innovation that can reshape how health and care are delivered for the people of the South West and support regional economic growth.

This is an exciting time for our organisation. There is growing recognition of the South West as a testbed for rural and coastal innovation, alongside increasing national recognition of our strengths as a network and a clear mandate from government through the 10-Year Health Plan and Life Sciences Sector Plan. We are accelerating our role as a catalyst for high-impact partnerships and system-wide innovation.

We are now seeking an exceptional Senior Portfolio Director to join our Senior Management Team. This pivotal role will translate our strategic ambitions into complex, high-impact portfolios that improve health and care services, health outcomes and economic outcomes across the South West Peninsula. You will convene partners from across health and care, academia, industry and government to co-design, fund and implement transformative innovation initiatives. Working closely with the Commercial Director, you will build a strong business development pipeline, secure investment and develop partnerships that support sustainable income growth. You will also lead a skilled and diverse team, oversee a significant portfolio budget and ensure that our work delivers measurable impact for commissioners, customers and communities.

We look forward to welcoming a visionary and commercially minded leader who shares our commitment to excellence, and is motivated by the opportunity to build partnerships, scale innovation and transform health and care for rural and coastal communities.

Thank you once again for your interest.



Rebecca Whitting
Executive Director of
Implementation &
System Partnerships



“Our goal is to improve the lives of people in the South West, by scaling adoption of health innovation adapted to its rural and coastal context.”

Who we are

Health Innovation South West is a place-based innovation organisation dedicated to tackling the health, care and economic challenges facing rural and coastal communities. We act as a catalyst and connector, working with partners and anchor institutions to improve health outcomes, reduce inequalities and stimulate sustainable economic growth within our rural and coastal context.

We have built a specialist team of over 60 people with deep expertise in building partnerships to deliver health and economic impact through innovation. We are an independent company, governed by our NHS and university members, and licensed and commissioned by NHS England and the Office for Life Sciences.

We are experts in finding, testing and implementing innovative solutions, tailored to the rural and coastal challenges in our region. Working with partners, we deliver positive impact from innovative technologies, medicines and care pathways.

Our vision is to improve the lives of people in the South West through innovation by improving health and care services, health outcomes, and economic growth.

We work in partnership with:

- **Our health and care system** – NHS partners and local authorities.
- **Our partners** – university, care sector, life science and voluntary, community and social enterprises.
- **The Health Innovation Network** - We are one of 15 local Health Innovation Network organisations across England, established by NHS England in 2013 to spread innovation at pace and scale. Find out more [here](#).

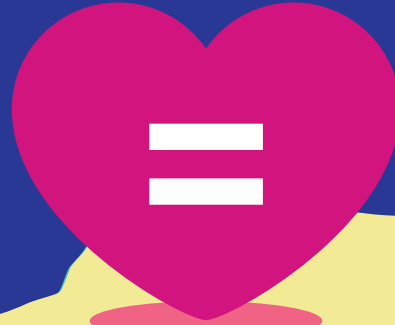
During the last five years our work has:

- Benefitted **c.600,000 patients**
- Leveraged **c.£50m of investment** into the South West region
- As part of a national network, we have helped leverage **£2.6bn of investment into the life sciences sector**, created 10,000 new jobs and released 340,000 NHS staff hours

You can read more about our work and impact in our [2024-25 Annual Review](#).



Our region



The South West Peninsula includes the English counties of Somerset, Devon, and Cornwall & Isles of Scilly. It is an isolated region, with over 600 miles of coastline. We have no major metropolitan centres, with Bristol, our nearest major city to the north, a nine-hour round trip from Penzance.

Our population of 2.2m people is scattered across large rural areas and coastal towns, resulting in the lowest population density in England with over 44% of the population living in rural areas (in comparison to 17% nationally). Some of these areas are amongst the most deprived in the country. The expansive geography and lack of major urban centres results in significant challenges in access to care. For example, the travel time to a Type 1 Emergency Department is twice the national average.

We have a rapidly growing older population due to the number of retirees and elderly residents. Nearly two in three people in our region will be over sixty-five by 2045. Our population is on average six years older than that of England. There are stark inequalities due to high levels of economic inactivity, low incomes, and poor health, especially in coastal towns. We have some of the lowest levels of investment into research and development in the country.

Together the South West Peninsula's rural and coastal demography, distance and sparseness present distinct and significant challenges from our urban and suburban counterparts. This is an essential lens for how we shape and deliver our strategy to have an impact on our region's health and care needs and priorities.





As Senior Portfolio Director, you will be a key member of the Senior Management Team of Health Innovation South West. You will be responsible for translating strategic ambitions and business objectives into workable plans and portfolios of work to deliver impact for our region. The Senior Management Team is accountable to the Executive Team for the effective running of the organisation and responsible for leading our people, leading the operational delivery of our strategy, performance oversight and risk management.

You will lead the design and development of complex portfolios of work to achieve our impact goals (**improving health and care services, health outcomes, and economic outcomes**) in the South West Peninsula, aligned to local and national priorities. To successfully deliver portfolio outcomes you will convene consortia of partners spanning multiple sectors to co-design, fund, and implement transformative health innovation initiatives. You will ensure appropriate resourcing of our portfolio in terms of skills, expertise, assets, and financial investment.

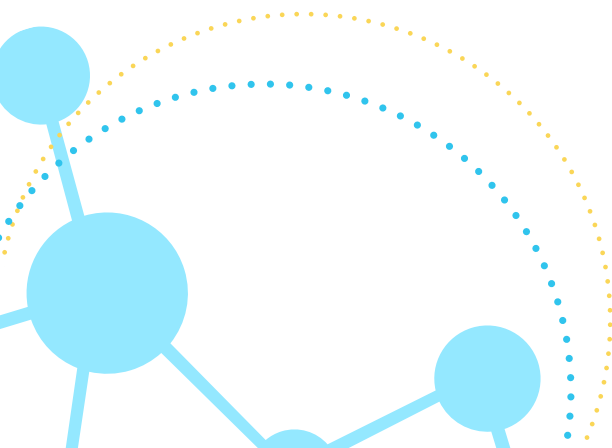
Working with our Commercial Director, you will be responsible for generating and leading a strong business development pipeline and business development initiatives for your portfolio by developing growth opportunities and forging key partnerships aligned to our Business Development strategy, to deliver income growth over the next three years.

Portfolio delivery will be achieved through management of a skilled and diverse team. You will be responsible for **managing a budget of £2m - £3m** and delivering to commissioner and customer requirements.

Success in this role demands visionary leadership and personal accountability for cultivating trusted, high-impact relationships; externally with funders, sponsors, and system partners to co-design and scale innovative care pathways and workforce models to benefit from innovative technology, and internally to align and mobilise a high-performing organisation around finding, testing and implementing transformative innovations.

Responsibilities

- **Senior leadership:** be a proactive member of the Senior Management Team, responsible for developing and executing the annual delivery plan, embedding a culture of accountability and attention to results. By visibly demonstrating our values, contribute to a positive and inclusive culture to secure the continued success of Health Innovation South West. Deputising for the Executive Director of Innovation and Commercial Partnerships/ Executive Director of Implementation and System Partnerships, as required.
- **Strategic leadership:** design, develop and deliver portfolios aligned with local and national priorities, driving measurable impact for the region. Provide clear strategic direction to realise the 10-year ambition to become a rural and coastal centre of excellence, ensuring the portfolio champions the needs of underserved rural and coastal communities and addresses the distinct health challenges they face. Translate long-term vision into short, medium and long-term objectives, underpinned by a culture of accountability, inclusion and results-focused delivery.
- **Business development:** in partnership with the Commercial Director, you will be responsible for building and leading a robust business development pipeline for your portfolio, aligned with our Business Development Strategy. A key part of your role will be to proactively identify, pursue, and secure funding and investment opportunities - ensuring the financial sustainability of the portfolio and driving income growth over the next three years.
- **Account management:** you will convene cross-sector partners to co-design and deliver an integrated portfolio focused on regionally defined missions and system-wide 'grand challenges'. You will develop, manage and influence long-term relationships with partners, to support portfolio delivery, including local NHS organisations, local authorities and health and care providers, NHS England, Office for Life Sciences, and other regional and national bodies. You will be responsible for delivering to commissioner and customer requirements.
- **Sector leadership:** you will forge and maintain high-value strategic relationships across the sector to enable collaboration, influence system-wide innovation, and drive sustainable impact. Provide authoritative advice to Health Innovation South West colleagues on effective engagement approaches. Actively develop networks of influence, identify opportunities for collaboration, and convert these into measurable outcomes that strengthen the organisation's portfolio, reputation, and business success.
- **Portfolio leadership and people management:** provide strategic portfolio leadership and people management, empowering a high-performing, matrix-managed team to deliver coordinated programmes that advance innovation across the health and care system—from finding and testing through to implementation. Mobilise talent and resources to achieve portfolio outcomes, embed transformative technologies, and drive system-wide impact with agility and precision.
- **External engagement:** represent the organisation externally, acting as an ambassador for both your portfolio and the wider organisation at a local, regional and national level, and deputising for executive directors as necessary.



- **Governance and oversight:** ensure that portfolios operate in full alignment with compliance, organisational governance, processes, and performance frameworks. You will be accountable for delivering annual financial performance in line with agreed budget expectations for all projects within your portfolio. This includes effective financial management across contracting, invoicing, and cash collection, as well as proactive risk management and contribution to organisation-wide performance oversight.
- **National Network engagement:** lead our involvement in the Health Innovation Network as relevant to your portfolio leadership, engaging with national programme and portfolio governance structures ensuring our work is aligned to national priorities, and, through positive engagement and influence, ensure the needs and priorities of the South West are represented when developing new national programmes.

Key success factors:

- **Organisation performance:** achievement of business objectives and risk management, individually and collectively as part of senior management team.
- **Income generation:** delivering a pipeline and income generation and working with colleagues across the organisation to realise responsive and planned business development opportunities.
- **Leading portfolio design and delivery:** design, develop and lead a portfolio of multi-year, multi-organisational, complex projects and programmes with a focus on impact.
- **Deploy knowledge** of government strategy, policy and evidence-base required for successful portfolio design and delivery.
- **Leading people:** direct, motivate and develop others to achieve outstanding performance.
- **Influencing:** build compelling narrative to influence and persuade stakeholders at all levels; using knowledge of effective account management approaches and refined communication and negotiation skills.



Person specification

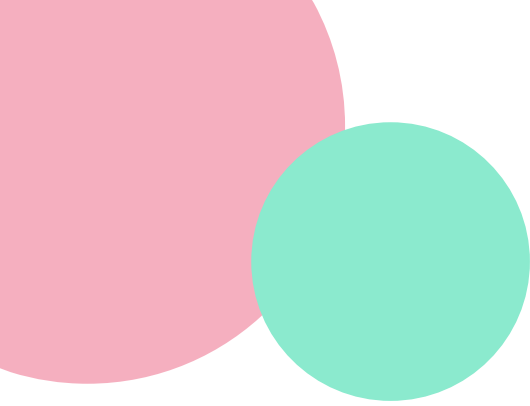
What you'll need to succeed:

Experience we are looking for:

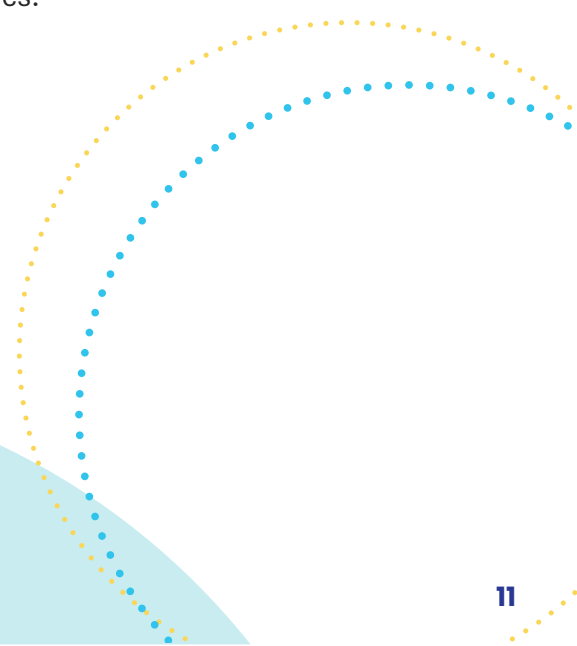
- Working in a leadership role in innovation and improvement and/or transformational change in the health and care sector, academia and/ or industry.
- Leading large scale, cross-system portfolios of projects and programmes in a complex environment to achieve quantifiable impact.
- Leading application of change methodologies, such as QI, Model for Improvement, Six Sigma, or others, to deliver transformational change.
- Ability to manage and influence senior stakeholder relationships to drive change and deliver improvement.
- Commercial knowledge and a track record of successfully generating and growing income from business development activity effectively and efficiently securing funding and investment opportunities to support portfolio ambitions.
- A track record of leading, inspiring and managing high performing multifaceted teams in a dynamic environment.
- Demonstrable management skills in planning and reporting, and operational financial planning and reporting across a diverse portfolio of projects.

Experience and capabilities you will develop in the role:

- Senior leadership experience working in a dynamic, fast-paced and mission-focused organisation with Executive and Board level colleagues.
- Designing and delivering a portfolio of projects and programmes focused on finding, testing, evaluating and implementing innovation in a real world setting, with a focus on improving health and economic outcomes.
- Applying cutting-edge methodological approaches to facilitate innovation and the spread of innovative practice.
- Working as part of a national network to transform lives through healthcare innovation, at the forefront of implementing health and life science priorities set by Government.
- Building complex, multi-partner collaborations that deliver impact across a large geography.
- Leading innovation in rural and coastal contexts, developing approaches that respond to the distinctive needs and challenges of these communities, and positioning the organisation as a national leader in rural and coastal health innovation.



Abilities and attributes:

- **Strategic and Commercial thinker:** combines strategic insight with strong commercial acumen to manage complex, competing priorities and make high-impact decisions that drive value and growth.
 - **Customer and partner focused:** understands the needs and motivations of customers, partners, and stakeholders; able to shape compelling value propositions and co-develop solutions that deliver measurable outcomes.
 - **Financially astute:** confident in financial planning, budgeting, contracting, and cash flow management. Demonstrates accountability for delivering financial performance in line with agreed targets.
 - **Impact oriented:** adapts and evolves approaches to maximise outcomes, with a relentless focus on delivering tangible impact for the organisation and its partners.
 - **Proactive and decisive:** highly motivated self-starter who uses initiative, solves problems effectively, and makes timely, informed decisions in dynamic environments.
 - **Forward looking:** maintains a strong grasp of the external policy landscape, market trends, and emerging opportunities to inform strategic direction and portfolio development.
 - **Agile and resilient:** thrives under pressure, adapts quickly to change, and maintains focus and performance in challenging situations.
 - **Adaptable:** comfortable with ambiguity, with the ability to look around problems, adapt approaches and make hard choices to achieve goals
 - **Collaborative and trusted:** builds strong, trust-based relationships across internal teams and external networks, working collaboratively to achieve shared goals.
 - **Influential communicator:** able to communicate complex ideas clearly and persuasively to a wide range of audiences, from senior stakeholders to delivery teams.
 - **Passionate and purpose driven:** deeply committed to health and care innovation, with a strong connection to the distinctive needs of rural and coastal communities in the South West Peninsula.
 - **Learning Mind-set:** a track record working on complex issues, embedding learning into practice and generating insight to inform approaches.
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Our team



Jon Siddall
Chief Executive Officer, Board member

Jon became Chief Executive Officer of Health Innovation South West in 2020. Over the last six years Jon has led us to build an integrated, place-based, partnership approach to finding, testing and scaling innovation that meets the challenges facing health and care in our rural and coastal region.

Beyond our local borders, Jon leads groups within the national Health Innovation Network, working directly with NHS England, Office for Life Sciences commissioners and policy makers, and most recently supporting the development of the NHS 10-year Plan and Life Science Sector Plan.

Previously Jon was an executive director at Guy's and St Thomas' Foundation, leading the design and development of the foundation's multi-million portfolio of urban health programmes. Jon has worked across health and social issues with national and international funders, investors and government agencies in the UK, Ireland and New Zealand, and has held a range of non-executive roles, including seats on the advisory boards of the NHS Innovation Accelerator, SBRI Healthcare, and the UK Taskforce on Multiple Conditions.

Anna Lodge
Executive Director of Operations and Company Secretary, Board member



Anna's portfolio arches across our operations, from finance to facilities, HR, comms and events, as well as our project management office and executive support.

Anna's directorate provides the key operational support to our values-based organisation, supporting our people to drive meaningful impact in health and care across the South West. This includes overseeing our digital transformation project, Environmental and Social Governance, and financial management. Anna also acts as our Company Secretary.

Anna's distinctive background spans education at the London School of Economics through to consultancy work for multinational companies, charities, and community organisations from the United States to the Far East. Anna specialises in organisational development, leadership and strategic communications, with a commitment to economic change, inequity, environmental issues, and social justice.

Rebecca Whitting
Executive Director of Implementation and System Partnerships, Board member



With a background in the NHS and working with the Armed Forces, Rebecca commandeers our team of implementation experts to drive adoption and spread of innovation hand in hand with our partners across our region.

Rebecca joined Health Innovation South West in 2019 as Programme Director, fostering a culture of learning and improvement through our Patient Safety Collaborative, before stepping out on secondment to lead the Health Innovation Network's national wound care programme. Now Rebecca holds our relationships with the NHS at national, regional and local levels, driving change through partnership and innovation adapted to rural and coastal contexts.

A trained physiotherapist, Rebecca has worked at home and abroad, at Somerset Partnership NHS Foundation Trust as the Operational Manager for Musculoskeletal Physiotherapy and Podiatry services, and a decade spent with the UK Ministry of Defence in both clinical and service management.

Our Board

[Our board](#) is led by an independent chair and composed of a mixture of both executive and non-executive directors, including representatives from our three Integrated Care Boards, our university partners and independent non-executive directors with expertise in commercial, clinical and digital sectors.

Anna Walker Chair

Anna has extensive experience of strategic roles from across healthcare and other essential services, in the public, private and charity sectors. This includes Chair of the St George's Hospital charity, as a Lay Member of the Nursing and Midwifery Council, Member of the Competition Appeals Tribunal and previously on the Board at South London and the Maudsley NHS Foundation Trust.

Anna has been responsible for energy at the Department of Trade and Industry and for rural affairs, and a Non-Executive Director on the Board of Welsh Water.

She was Chief Executive of the Healthcare Commission from 2004 to 2009 (the CQC's predecessor) and Chair of the Office of Rail and Road from 2009 to 2015.



Membership representatives

- Jonathan Higman, Somerset ICS Representative and CEO, NHS Somerset
- Dr Peter Collins, Devon ICS Representative and CMO, NHS Devon
- Professor Richard Smith, University of Exeter Representative and Deputy Pro Vice Chancellor, University of Exeter
- Professor Mona Nasser, University of Plymouth Representative and Director, Plymouth Institute of Health and Care Research
- Professor Stuart Logan, NIHR Representative and Director, NIHR ARC South West Peninsula

Independent Non-Executive Directors

- Bill Boa, former NHS Chief Finance Officer
- Hanno Ronte, Partner, Monitor Deloitte
- Karen Cox, former university Vice-Chancellor
- Nitin Chaturvedi, Strategic advisor and senior manager in life sciences
- Professor Peter Brindle, practising GP, former ICB CMO and Health Service researcher

Executive Directors

- Jon Siddall, Chief Executive Officer
- Anna Lodge, Executive Director of Operations
- Rebecca Whitting, Executive Director of Implementation and System Partnerships



Our Colleagues

Our [team](#) of highly-skilled colleagues comprises approximately 65 passionate and dedicated people who offer wide-ranging professional expertise in finance, healthcare, project management, communications, business development, data analysis, evaluation, HR, knowledge management and events management.

Our members

Health Innovation South West is a membership organisation with partners drawn from a range of collaborating organisations across the South West.

- Devon Partnership NHS Trust
- NHS Devon
- Royal Devon University Healthcare NHS Foundation Trust
- Livewell Southwest
- South Western Ambulance NHS Foundation Trust
- Torbay and South Devon NHS Foundation Trust
- University Hospitals Plymouth NHS Trust
- University of Exeter
- University of Plymouth
- Cornwall Partnership NHS Foundation Trust
- NHS Cornwall and Isles of Scilly
- Royal Cornwall Hospitals NHS Trust
- NHS Somerset
- Somerset NHS Foundation Trust



Our values

We are impact-led – we are solutions focused, action orientated and adapt plans to achieve desired end goals.

We are improvement focused – we seek to understand problems, look at things from different angles, test ideas and learn from our experiences.

We are collaborative – we value diversity of perspectives, commit to and place trust in others to contribute towards collective goals.





Working here

Work environment

Health Innovation South West is based in Exeter, Devon, in an award-winning office – an ideal setting for collaborating, convening and growing our internal and external relationships.

Close to the M5, accessible by train and taxi, it hosts teams gathering across the region as they develop and innovate and run improvement projects. Many use it as the base to build their capabilities, through their own training or leadership programmes, or in partnership with our team at Health Innovation South West. Our space is purpose-designed to accommodate events, with a variety of options, spaces and configurations that guests can use, as well as hot desks.

Training and development

We are committed to supporting learning and development through generous individual development budgets, organisation-wide training, and peer-to-peer learning and coaching opportunities.

Benefits

We provide a generous benefits package including employer pension contributions up to 10% and an employee assistance programme.

Wellbeing

Staff wellbeing is a priority for us. We are continuously working with colleagues to provide initiatives that will enhance our team's health, happiness, and general wellbeing.

We provide free fresh fruit in the office, showers and lockers, and there are a number of employee-led social activities.

Environmental, Social and Governance (ESG)

At Health Innovation South West, staff have developed a number of ESG actions, many of which have been advanced in recent years. These include improvements to increase the inclusivity of our recruitment processes, policy updates and recycling provision for our IT and office consumables.

We encourage inclusivity and value diversity, actively seeking to work with individuals, partners and organisations from a broad range of backgrounds. We support flexible working, part-time roles and job shares, and are open to applications from people with wide-ranging experiences.

We believe that an inclusive and diverse environment can help us achieve greater impact in our work and are committed to the Health Innovation Network diversity pledges.



Terms of appointment

Salary and terms of employment

Annual salary range £80,000 - £92,000 FTE (depending upon experience) plus pension and other benefits.

Applications

We are committed to building a team that reflects the communities we serve. We welcome applications from people of all backgrounds, experiences, and perspectives. We know that innovation thrives when a wide range of voices and experiences are included in decision-making, and we value the unique insights that different perspectives bring to our work.

If there are ways we can support you through the application or interview process, whether that's adjustments to ensure accessibility, flexible arrangements, or simply understanding more about your background and experience, please let us know. We are committed to creating an inclusive and supportive recruitment process and want to make sure every candidate has the opportunity to present their full potential. Your experiences, skills, and perspectives matter, and we want to hear from you.

As part of our safeguarding approach, you may be required to complete a Disclosure and Barring Service (DBS) check in line with any project requirements. This would be discussed with you and arranged by Health Innovation South West if necessary.

PLEASE NOTE: WE CANNOT ACCEPT APPLICATIONS FROM CANDIDATES THAT REQUIRE SPONSORSHIP.

More information

If you'd like to know more about the role or selection process, and to arrange an informal conversation with our advisors, Saxton Bampfylde, please contact Neve Oliver by emailing: neve.oliver@saxbam.com.

You'll find many Health Innovation South West staff on LinkedIn as well as regular updates on our Health Innovation South West page [here](#).





“We are investing in collaborative, outcome-focused people passionate about transforming lives through health and care innovation.”

How to apply



Saxton Bampfylde Ltd is acting as an employment agency advisor to Health Innovation South West on this appointment.

Candidates should apply for this role through our website at roles.saxbam.com using code **ABXNC**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Friday 11 September 2026**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



Health
Innovation
South West

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South West Peninsula AHSN (Trading as Health Innovation Network),
registered in England and Wales. Company number 08495463.



**ACCELERATED
ACCESS
COLLABORATIVE**

