



Health
Innovation
South West

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

Appointment of Corporate Services Director

April 2026
Ref: ABXNB

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 is delivered for the people of the South West and regional economic growth.

This is an exciting time for our organisation. There is a growing recognition of the South West as a testbed for rural and coastal innovation. There is an increasing national recognition of our strengths as a network, with a clear mandate from the 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 Corporate Services Director to join our Senior Management Team. This pivotal role will lead the organisation's corporate services, ensuring that our people, systems, and processes enable an agile, high-performing and impact-focused organisation. Working closely with the Executive Team, you will oversee functions including human resources, governance and compliance, communications, business systems and programme management, while managing key outsourced services such as IT and estates. You will play a central role in shaping organisational culture, strengthening operational effectiveness and supporting the delivery of our strategic ambitions. Deputising for the Executive Director of Operations when required, you will build trusted relationships with colleagues and suppliers, ensuring that corporate services align seamlessly with our mission and ambitions.

We look forward to welcoming a dynamic and strategic leader who shares our commitment to excellence and is motivated by the opportunity to support innovation that transform health and care for rural and coastal communities.

Thank you once again for your interest.



Anna Lodge
Executive Director of
Operations and
Company Secretary



“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:

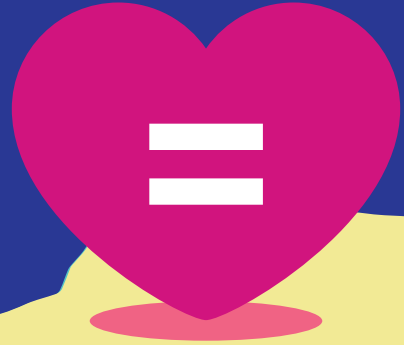
- **Our health and care system** – NHS partners and local authorities.
- **Our partners** – university, care sector, life science and voluntary, community and social enterprises.
- **The Health Innovation Network** - We are one of 15 local Health Innovation Network organisations across England, established 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 Corporate Services Director, you will be a key member of the Senior Management Team of Health Innovation South West. You will be responsible for all non-financial corporate functions critical to ensuring we have systems, processes, policies and people capable of supporting an agile, high performing and impact focused organisation. The Senior Management Team is accountable to the Executive Team for the effective running of the organisation and responsible for leading our people, operational delivery and business development to realise our strategy and delivery plans, lead our operational risk management and performance oversight.

Responsibilities

Senior leadership:

- As a proactive member of the Senior Management Team, be 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.
- Provide clear direction, coaching, and support to specialist leaders in the team to enable them to deliver their roles effectively and to develop professionally.
- Lead and develop the organisation's integrated corporate services functions, ensuring they align and deliver professional, efficient and responsive support to all teams, maintaining a clear focus on the impact Health Innovation South West is seeking to achieve from its people and its systems.
- Manage outsourced contracts for HR, estates, and IT, ensuring delivery against agreed KPIs and budget.
- Oversee and coordinate the work of direct reports to ensure that corporate services meet agreed service levels, deliver value for money, and are continuously improved.
- To maintain effective relationships with counterparts in local partner organisations to ensure effective systems are in place for delivering impact at scale by working as part of a consortium where appropriate. Similarly, to operate with colleagues across the wider Health Innovation Network (15 health innovation networks in total) to make good use of expertise and share best practice.
- Deputising for the Executive Director of Operations, as required.

Human Resources & Organisational development:

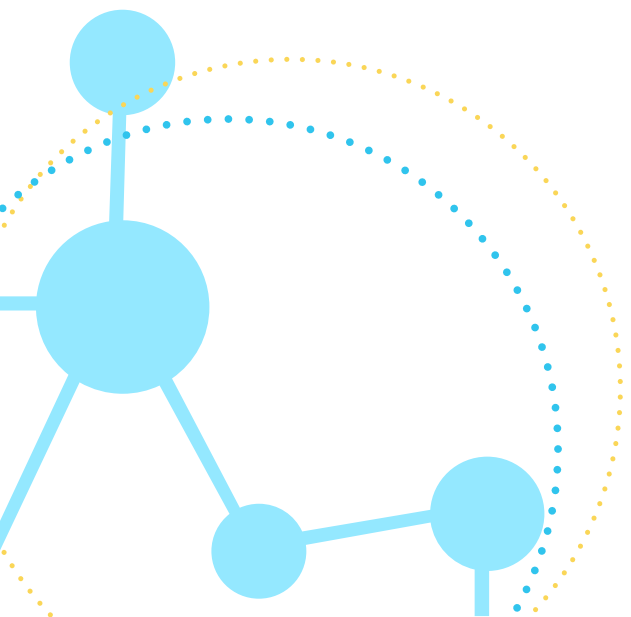
- Provide leadership and advisory on people resourcing, workforce development, and organisational culture. Act as the organisational lead for HR and OD, overseeing the outsourced HR provision and in-house HR support.
- Oversee all aspects of the employee lifecycle in partnership with the outsourced HR provider and internal HR support, ensuring high-quality, timely and legally compliant advice and support.
- Lead our People Strategy to deliver an expert, engaged and agile workforce to deliver against strategic ambitions.
- Encourage a culture of high performance and attention to results through a clear focus on skills development, career pathways, and effective performance management.
- Lead workforce planning, resourcing, talent development, and organisational culture initiatives.
- Ensure policies, procedures and systems are in place to meet employment legislation, promote agility and responsiveness, and support a safe, inclusive and engaging work environment.
- Ensure appropriate provision of leadership development, coaching and organisational change support to equip and empower managers across the organisation.
- Monitor and manage HR-related risk, escalating to the Executive Director of Operations as required.

Communications and External Affairs:

- Oversee effective delivery of communications and external affairs function, including events, to ensure alignment with strategic priorities, effective relationship management of key stakeholders and horizon scanning for opportunities to raise impact profile and influence of Health Innovation South West in line with strategic priorities.
- Ensure a library of resources, including impact stories, pitch packs and branding assets in order to raise the profile and market the services of the organisation to new and existing customers.
- Working with the Finance Director, ensure compliance in all our communications, including effectively managing required public disclosures, FOIs and requests for official comment.

Operational Governance & Compliance:

- Ensure operational services are aligned to strategic priorities, legal compliance including on data protection, insurance and information governance, and sector best practice.
- Work closely with the Head of Executive Support to ensure effective support to the Executive Team and compliance with statutory, contractual, and regulatory obligations.
- Provide assurance to the Executive Director of Operations on corporate services performance, risk management, and compliance.
- Working with the Finance Director and direct line reports, provide high quality and timely reports that facilitate effective operational and strategic governance, and provide assurance of contractual compliance and delivery to commissioners and other partners.
- Act as a champion and leader of ESG within the operations of Health Innovation South West. Ensure that the organisation is compliant and able to utilise best practice in this area to support the delivery of our work and support of our people.



Business Systems and PMO:

- Ensure an effective business planning process and ensure effective monitoring arrangements to monitor delivery and impact aligned with the Performance Monitoring Framework.
- Ensure robust business systems, programme management processes, and governance arrangements are in place to support organisational objectives.
- Oversee cross-cutting operational projects, including transformation of business systems, policy development, and organisational improvement that will make best use of resources and optimise organisation agility.
- Ensure we have an effective digital strategy, with clear development planning for infrastructure, including facilitative and compliant AI.
- Oversee delivery of our day-to-day IT provision, cyber protection and business continuity planning.
- Ensure that our business systems and digital provision and systems are compliant, ever ready and supports our business evolution.

Key success factors:

- **Organisation performance:** achievement of business objectives and risk management.
- **Corporate Service leadership:** managing a range of services to deliver seamless integrated and agile support to delivery teams through our specialist leaders.
- **Delivering an enterprise-first approach:** consistently demonstrating a dynamic and proactive approach, with strong commercial flare and drive for effective marketing and customer satisfaction.
- **Leading processes:** developing and overseeing the operational systems and processes needed to support this type of work within the finance team and across the organisation
- **Leading people:** expert HR/OD leadership providing effective people and resourcing support.
- **Team leader:** effective leader of leaders and people manager, with a proven ability to motivate and develop others to achieve outstanding performance.
- **Effective reporting:** leading the production of timely, accurate and accessible financial information for staff, executive and Board members and committees.
- **Adaptable:** comfortable with ambiguity, with the ability to look around problems, adapt approaches and make hard choices to achieve goals.
- **Forward looking:** maintaining awareness of relevant policy environment, operating context, and cutting edge thinking in order to anticipate change and develop corporate services accordingly.



Person specification

The ideal candidate will be a dynamic and ambitious leader, bringing all or most of the following:

Experience, skills and abilities we are looking for:

- Proven track record of leadership in a corporate or operations management role.
- Strong understanding of HR management, employment law, and organisational development in complex organisations and networks.
- Experience of one or more of the following areas is highly desirable: commissioning and managing outsourced service contracts; performance management, business systems and communications and programme and portfolio delivery.
- Strategic thinker with the ability to translate strategic and organisational goals into operational delivery, and across disciplines.
- Experience of proactively supporting commercial deliverables, ensuring agility and making best use of resources.
- Excellent leadership, communication, and stakeholder management skills.

Abilities and attributes:

- Proactive and highly motivated: ability to effectively manage a complex range of competing priorities, uses initiatives, and makes hard choices to achieve goals. Confident in problem-solving and using decision-making skills.
- Commercially minded: lead with a focus on ensuring a viable sustainable business for the benefit of the region.
- Exceptional organisational skills and attention to detail: committed to careful attention on issues relating to compliance and contract delivery.
- Forward looking: maintaining awareness of relevant policy environment, operating context, and cutting edge thinking in order to anticipate change and develop corporate services accordingly.
- Commitment to continuous improvement: evaluating effectiveness of business systems and processes to improve effectiveness
- High levels of flexibility and adaptability: able to work under pressure, within a changing operational context and reach deadlines and milestones.
- Determined and resilient: sets high standards and achieves them.
- Builds trust: excellent people skills, works collaboratively to build relationships with internal and external stakeholders.
- Strong communicator: ability to communicate convincingly to a wide range of audiences.
- Passionate: about innovation in health and care and committed to responding to the distinctive needs of rural and coastal communities across the South West.

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
- Peter Collins, Devon ICS Representative and CMO, NHS Devon
- Chris Reid, Cornwall ICS Representative and CMO, NHS Cornwall and Isles of Scilly
- 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 £70,000 - £80,000 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.

Interviews

Successfully shortlisted applicants will be invited to an **interview day w/c 22 June**, at our office in Exeter.

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 Rhys O'Connell-Davies by emailing: rhys.davies@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 **ABXNB**.

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 **Tuesday 26 May 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
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registered in England and Wales. Company number 08495463.



**ACCELERATED
ACCESS
COLLABORATIVE**

