

JOB DESCRIPTION

DIRECTOR OF INNOVATION & ENTERPRISE

Location: London
Reports to: Chief Executive Officer
Responsible for: Insight Manager, International Manager, Corporate Partnerships & New Business Manager, Strategic Development and Competitor Analyst
Grade: 6

Who we are

The Royal Pharmaceutical Society is the professional membership body for pharmacists and pharmacy in Great Britain. We advance the profession of pharmacy for public and patient benefit to secure the future of the profession and our members.

What we do

We lead and promote the advancement of science, practice and education in pharmacy to shape and influence the future delivery of pharmacy driven services.

We support and empower our members to improve health outcomes for society through professional guidance, networks and resources

How we work

We are:

- Focused on delivering for members, patients and the public
- Committed to listening and learning
- Collaborative in our approach to success
- Dedicated to excellence in everything we do

Over the next 5 years, our activities and resources will be focused on delivering six strategic goals.

1. We will improve the public's health and wellbeing
 2. We will be the professional voice of pharmacy
 3. We will support the education and development of pharmacists
 4. We will be a global publisher of medicines information
 5. We will drive and support research and innovation in medicines and healthcare
 6. We will be a viable and sustainable organisation
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JOB PURPOSE

You will be accountable for the leadership and strategic direction and oversight of the operation, management and delivery of the Society's innovation and enterprise functions.

As part of the Executive Leadership Team this role will be responsible for stimulating an environment for innovation and entrepreneurship and supporting the commercial activities of the Society by promoting and developing a strong brand for RPS International along with other initiatives that the Society may wish to pursue.

You will identify, lead and manage innovative approaches to business challenges and work with teams across the Society to deliver member and customer centric products and services that generate revenue and profit for the Society, which can be reinvested in activities that support the aims expressed in our Charter.

You will ensure that insights and analysis of the environment in which the Society currently operates and may operate in the future are brought into consideration and alongside elected member and employees experiences, used effectively to help shape the member and customer offer.

You will lead new thinking and nurture new ideas from concept, through pilot and and into mainstream activity.

The role holder will work closely with colleagues across the organisation however, the innovation, development of the commercial strategy and international sales for our publishing business is not within scope of this role as these activities are currently undertaken within that function.

MAIN ACCOUNTABILITIES

To evaluate, develop and where appropriate, support, the exploitation of intellectual property, effectively working with other functions within RPS along the innovation pathway, from conception of innovation through to its eventual commercialisation, adoption, and dissemination, where required.

Determine the most appropriate route for commercialisation and progress the development of innovative products and services.

Carry out market research and market entry feasibility studies, in support of the assessment of the clinical or commercialisation potential of innovation.

Undertake searching of published patent documents, and existing technology, in support of the assessment of the originality of the innovation and its clinical or commercialisation potential.

Develop and deliver an international strategy which builds upon the foundations of existing relationships with pharmacy and medical professional leadership organisations around the world and identify new opportunities to work in partnership that furthers the professional and commercial ambitions of the Society.

Work closely with the publishing function within RPS to ensure a coordinated offer for overseas customers is developed, where appropriate to do so, and ensure that global sales activities are not compromised through lack of coordination of effort across the functions of the Society.

Develop a network of contacts within professional healthcare organisations, other Royal Colleges and Societies in order to identify and foster suitable partnerships.

Provide clear guidance on matters relating to intellectual property and its management, as they arise and work closely with the legal function within RPS to ensure the best interests of the Society are preserved.

Support and manage a portfolio of projects

Provide clear guidance on routes to commercialisation as the need arises.

Help to engender a culture of intellectual property and innovation awareness across the Society and our member functions and beyond.

With support from the legal function, develop licences/assignments and other commercialisation agreements, to support the commercialisation of innovation.

Develop collaboration agreements to support the commercialisation of innovation.

Ensure that all personal ways of working and those of your team are consistent with the values and culture expected within the Society

SUCCESS MEASURES

- Clear Innovation and International strategies are developed which are easily translated into implementation plans.
- The Society is viewed externally as being at the forefront of innovation within its field
- Revenue streams are increased
- Relationships with stakeholders are strong, mutually beneficial and sustained
- An active contribution is made as part of the organisation's Executive Team

This list is a summary of the main accountabilities of this role and is not exhaustive. The role holder may be required to undertake other reasonable duties from time to time.

CORE RESPONSIBILITIES FOR THIS JOB

- Personal responsibility
- Executive level leadership
- Managing and developing people
- Managing budgets and resources
- Managing the organisation
- Achieving results/delivering performance
- Problem solving

BEHAVIOURAL COMPETENCIES

Behavioural competency	Level required – ops, mgr, senior mgr
Strategic perspective	Senior Manager
Delivering a member and customer focussed service	Senior Manager
Communication	Senior Manager
Planning and organisation	Senior Manager
Openness to change	Senior Manager
Negotiating and influencing	Senior Manager

KNOWLEDGE & SKILLS FOR THIS JOB

- Extensive understanding of Healthcare and the pharmacy profession, with a Pharmacy degree and with ideally 10 years of experience in pharmacy practice (desirable)
- RPS member (desirable)
- Operating at Executive leadership level
- Experience in marketing functions or in branded product development (desirable)
- Experience of working on an international portfolio of products and securing new business while retaining existing business within a competitive environment
- Experience at using insights and analysis of competitor activity to generate strategic approaches and using insight and evidence to influence organisational direction and action
- Experience of excellent stakeholder management, with the ability to win strong support for your ideas
- Proven track record in managing and developing a team
- Significant experience in management, prioritisation, balancing competing demands and delivering in line with objectives and quality
- Experience and understanding of a service environment
- Excellent communication skills
- Proactive and able to work according to strategic direction.
- Experience and awareness of governance, financial management and risk management
- Experience of developing and maintaining effective working relationships with stakeholders
- Experience of coaching and developing others
- Ability to motivate others to deliver

DATE JOB DESCRIPTION AGREED: April 2018