

mjmedical

Senior Consultant Healthcare Planning
Recruitment Pack

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1 Why work for MJ Medical?

Do you want to have a career working on some of the world's most complex design and construction projects – projects which make a substantial impact on improving healthcare services in the communities where they are located? Come and work at MJ Medical, and you will join a team who specify, design, and equip hospitals and other healthcare facilities for communities around the world.

Established for 35 years, we are based in Cornwall but have offices around the UK. We are a leader in our field and work on all types of healthcare projects, from large world renowned hospitals like London's Great Ormond Street Children's Hospital, to small rural health clinics in Uganda. We are a forward thinking and dynamic family business with a focus on the welfare and happiness of our team. Our overriding aim is to provide an excellent quality of output to our clients and the communities they serve. We do this by providing our team with all the support and resources they need to be effective and feel valued. We place a premium on work/life balance, and invest significantly in training and skills development.

We are proud of what we have achieved over the last 35 years, and are looking for people to join us who want a career that makes a real impact on people's lives. If you are hard-working and motivated by a challenge, thrive in a flat management structure where everyone is able to air their views, and enjoy a light-hearted but dedicated team culture, then we might be the right fit for you. Working at MJ Medical comes with the following benefits:

- A career working on healthcare design and construction projects around the UK and World
- The opportunity to have a professional career with structured development and nationally competitive salary levels, with the option to be based in Cornwall, one of the most beautiful parts of the country with an exceptional work-life balance
- A clear annual training and development plan, co-developed between team-member and their manager, along with generous associated individual budget
- A well-structured and transparent performance evaluation and remuneration system
- An annual profit share system
- Flexible working hours as standard
- Flexible work from home and from office arrangements
- Private health insurance
- Accrual of additional annual leave entitlement with each year served and additional one off allowance after 10 and 20 years of service
- Employer-contributed pension scheme
- Electric vehicle salary sacrifice leasing scheme

35
years'
experience

75
countries

300
healthcare
facility projects

US\$100 billion
capital value

1 Why work for MJ Medical?

- Cycle to work scheme
- Season ticket loan
- Generous sickness, maternity, paternity and parental provision
- A strong, enjoyable and light-hearted team culture
- A flat management structure where team members are encouraged to express their views
- Regular whole company and team social events
- Free Monday team lunch
- Support for, and contribution to, charity raising efforts and participation in community organisations
- Contribute to a structured and funded research and development programme
- A 'family first' attitude to long-term and last minute working arrangements



“MJ Medical has an amazing company culture. I love the variety, the openness to innovation, the support received from management, and the tight-knit structure of our team. I feel privileged to work for a company helping to shape healthcare services and infrastructure for our future generations”

Rose Jago, Consultant

“I started with the company as an ICT graduate, developing a bespoke hospital planning system, over 25 years ago. I am now a Masters qualified Principal Consultant and Company Director; there is no-limit to where you can go at MJ Medical”

Dan Gibson, Director



“The company has a fantastic culture, striking the right balance between providing excellent outputs and investment in the team. This includes training and internal knowledge transfer, and lots of gatherings to bring us all together both in and out of work.”

Debbie Cortes, Finance Manager



“The company has always provided me support through the development of my career, and support in my family and home life too. It’s a great place to work.”

Andrew Bertram, Senior Consultant



2 About the role

Job title: Senior Consultant - Healthcare Planning

Salary: Competitive - Available on application

Department: Service Delivery

Location: UK - Flexible

Summary:

Senior Consultants work as a part of an integrated Service Delivery team to deliver first class healthcare planning services to our clients. You will be part of a team of health planners, working on a programme of hospital development projects that will re-define how healthcare is delivered across the UK for a generation.

You will support your team lead on assigned projects, liaising and forming close working relationships with healthcare and hospital management executives, senior clinicians, design leaders, and other design and construction leaders. You will have the responsibility for producing all required outputs and services, to the very highest levels of quality, on assigned projects.

Using a variety of tools and techniques you will lead the development of care models, operational policies and hospital design briefs for major new healthcare facility development projects. You will link these outputs to an established evidence base, and use demand and capacity analysis to guide and support your outputs. You will undertake stakeholder engagement, using best practise techniques to ensure that the voices of stakeholders are heard and captured. You will contribute to the design development process, ensuring that the emerging design for a new facility delivers the requirements as determined the design brief.



2 About the role

You will contribute to the company's research and development programme, pursuing relevant topics of interest and representing the company at conferences, seminars etc., You will contribute to the delivery of training via the company's graduate training programme and through the various external stakeholder training delivered by the company.

You will work within a multi-disciplinary team of economists, architects, health planners, procurement specialists, and engineers. You will report in to your team lead in the Service Delivery department, a Associate Director. They will provide you with support and supervision and work with you to develop a structured training and development plan tailored to meet your needs. You will enjoy a team atmosphere which is relaxed, and light-hearted but also dedicated, and a management culture which is flat and open to hearing ideas and thoughts from everyone. You will be given the opportunity to work on all types of healthcare projects all around the world, and have the real prospect of career progression and longevity.



3 About you

Your background will be in either healthcare planning, clinical care, capital planning, hospital operational management, or healthcare architecture and design. You will have experience in providing healthcare planning or capital development advice to major hospital development projects, either as part of the consultant advisory team or as part of the hospital operator/healthcare provider client team.

You will have a good knowledge of different models of care for a variety of clinical services, and you will understand how these affect the specific operational approach of clinical departments and hospital-wide systems. You will have an understanding of how different care models may affect different outcomes in terms of service capacity, and be able to translate these variables into design briefing outputs such as operational policies, schedules of accommodation, patient, goods, and services pathways, and departmental functional relationships.

You will have experience in dealing with and gaining the confidence of stakeholders at the most senior levels, including healthcare and hospital management executives and senior clinicians. You will have good experience in stakeholder engagement, and have the knowledge and tools required to contribute to the engagement throughout the entire hospital development process.

You will have a good overall knowledge of the standard hospital briefing and design development process, understanding the requirements of each design stage and being confident in reviewing design drawings, specifications and other documents. In addition, you will have an understanding of the business case process employed by UK public sector organisations and particularly the NHS, again being aware of the specific requirements of each stage and how these relate to the hospital development briefing, design, and construction process. You will understand different construction procurement and contracting approaches and associated frameworks, and how these affect the design process and business case development process.

You will have advanced problem solving skills and be able to deploy these to overcome barriers to difficult situations. Your communication and presentation skills should be good, and you should be able to tailor your message and its delivery to be best understood by a wide range of different audiences. You should be committed to delivering the very best output possible, and not be prepared to settle for anything less.

You will have a passion for the subject of hospital design and development, and keep up-to-date with healthcare policy the latest evidenced-based trends in healthcare delivery and hospital design. You will be motivated by the prospect of undertaking research and development in relevant topics of interest, and be prepared to contribute to the wide industry dialogue and debate through the publishing of papers, presentations at conferences and delivery of training. You should be keen for a career that involves continual learning and development, requires hard-work but delivers significant opportunities for effecting real change in people's lives.



4 Person specification

Selection Criteria	Essential	Desirable
Skills		
Exceptional communication skills	✓	
Ability to develop effective professional relationships with senior managers and clinicians	✓	
Strong analytical and problem solving skills	✓	
Good at organisation and planning in the delivery of high quality and complex outputs	✓	
Development of care models for variety of clinical services	✓	
Development of key briefing outputs (operational policies, schedules of accommodation functional relationship concepts)	✓	
Understanding of healthcare design guidance requirements	✓	✓
Team leadership and inspiring the best from colleagues		✓
Demand and capacity data modelling		✓
Research and development		
Behaviours		
Deploys problem solving skills to overcome barriers	✓	
Committed to excellence	✓	
Highly organised	✓	
Positive 'can do' attitude	✓	
Embraces challenges	✓	
Team player	✓	
Commitment to continual professional development	✓	
Commitment to equal opportunities	✓	
Qualifications		
Graduate qualification or equivalent – preferably in one of the following fields: - Healthcare Planning, Analytics, Statistics, Architecture, Quantity Surveying, Project Management, Health Economics, Healthcare Management, Nursing, Medicine, Allied Health Professional courses	✓	
Experience		
10 years plus relevant experience	✓	
Leading and developing a team		✓
Establishing effective relationships with senior executives	✓	
Undertaking and publishing research		✓
Other Factors		
Prepared to work away from home when required	✓	

5 Job description

Job Title:	Senior Consultant - Healthcare Planning
Department:	Projects Department
Grade:	A
Reporting to:	Head of Service - Healthcare Planning



Summary of Duties, Skills & Approach

Primary Activities:

- Lead delivery of technical aspects of all designated projects to required quality standard utilising identified tools, processes, assigned resource and methodologies
- Lead provision of health planning inputs into the project initiation, feasibility study, and business case process for the development of healthcare facilities, including project visioning, clinical service strategies, development of models of care, care pathways, projected activity and capacity analysis, and cost modelling
- Lead production of clinical design briefs, including whole hospital and departmental operational policies, Schedules of Accommodation, functional relationship diagrams (departmental adjacency), patient, clinician and FM pathways, and accompanying narrative
- Collaborating with cross-functional teams, including engineers, multi-disciplinary consultants and architects to support the design development process through review and commentary of design drawings at site, facility, departmental, and room by room scale
- Attend or lead client, stakeholder, and design team presentations, workshops, design review meetings, and commercial meetings (including those overseas)
- Liaise with clients and client representatives regarding all technical aspects of a project
- Identify and, in conjunction with others, manage risks and issues that may affect successful project delivery
- Plan and assign, in conjunction with others, deployment of project resource
- Manage, in conjunction with others, the project programme



5 Job description

- Assist in the identification and development of new business opportunities
- Attend industry seminars, trade fairs and exhibitions on behalf of the company (including those overseas)
- Undertake and share research into latest healthcare facility design best practice and guidance, medical technologies, and healthcare issues in general
- Coordinate the filing and referencing of all project related technical information
- Undertake training and development in line with personal requirements as identified between you and your Department/Team Leader
- Undertake any other duties as assigned by your Department/Team Leader in support of work of any department in Company



Key Skills

- Excellent organisation, coordination and problem solving skills
- Excellent communication, negotiation and people leadership skills
- Detailed knowledge of clinical planning principles, techniques and guidelines
- Good knowledge of operational approach of healthcare providers

General Approach to Role

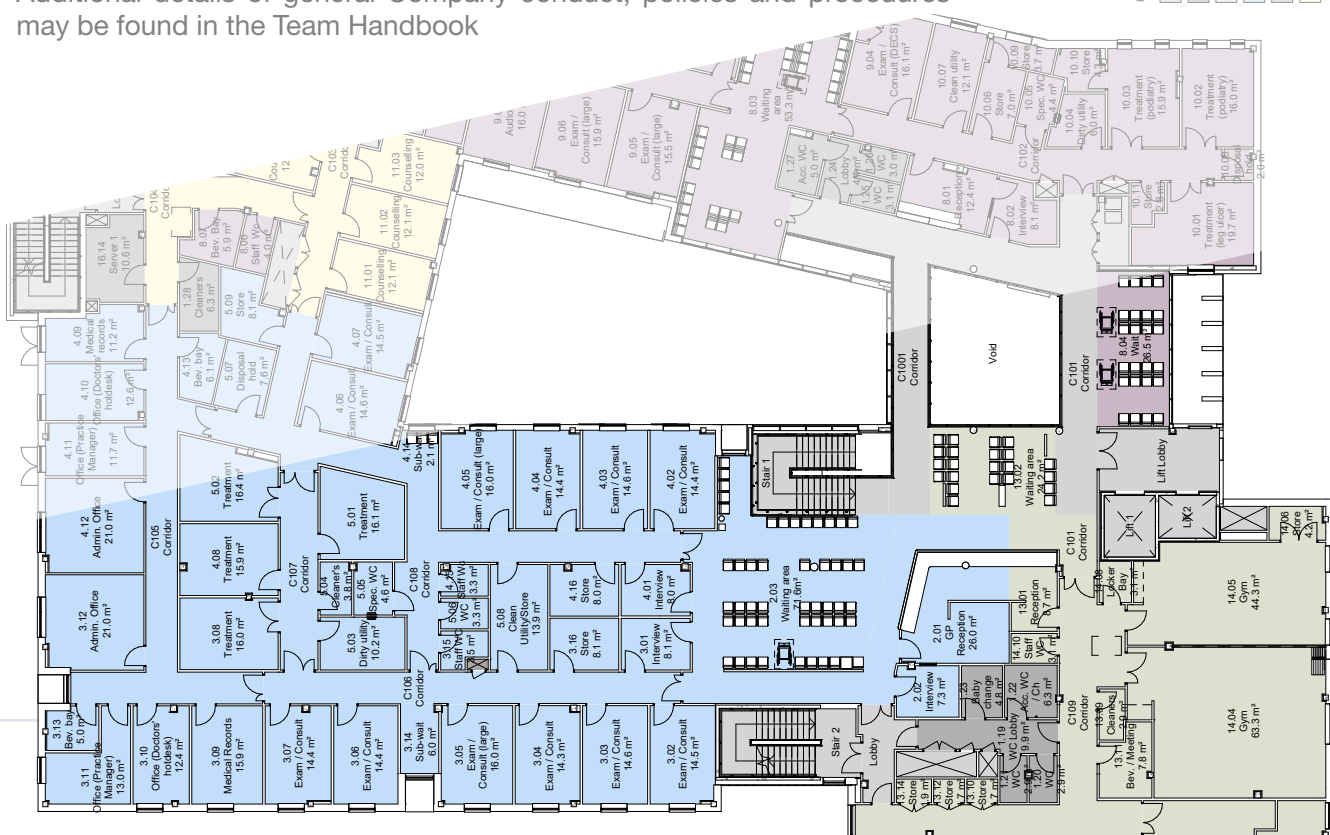
- Conform to guidelines for general behaviour as outlined in the Team Handbook
- Contribute to general company social and philanthropic activities
- Strive for continual improvement and development of knowledge and skills
- Contribute to company innovation by suggesting new ideas, processes and techniques

Additional Points

- Depending on workload and subject to agreement personnel may be required to perform overtime activities to meet deadlines.
- Additional details of general Company conduct, policies and procedures may be found in the Team Handbook

Key

[Light Blue Box]	Pub
[Light Grey Box]	Public
[Light Green Box]	Output
[Medium Blue Box]	GP Clus
[Light Yellow Box]	Long-term
[Light Pink Box]	Mental Hts.



6 Application process

If you are interested in applying for this position, please email an up-to-date C.V., along with a covering letter outlining why you are suitable and highlighting any relevant projects that you have been involved in, to applications@mjmedical.com. Please include the reference SCHP-04/24 in the subject field.

Following a preliminary assessment, shortlisted candidates will be invited to an initial interview. Successful candidates from this stage will be invited to a final interview, after which offers will be made to selected candidates and detailed feedback provided to others.

Successful candidates should have the right to work in the UK from the start of their employment.

For further information about this position, please contact Nicola Chandler on

e-mail: Nicola.chandler@mjmedical.com

tel: 01872 226770

