

## Job description

**Job title:** Director of Policy

**Salary:** £95k + pension, 30-days annual leave and private medical insurance

**Contract:** Permanent, full-time

**Location:** London

**Start date:** ASAP but flexible depending on candidate

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### Nature and scope

The Independent Healthcare Providers Network (IHPN) is the membership network for independent healthcare providers. Our members deliver a diverse range of services to NHS and private patients including acute care, primary care, community care, clinical home healthcare, diagnostics and mental health across England, Scotland, Wales and Northern Ireland.

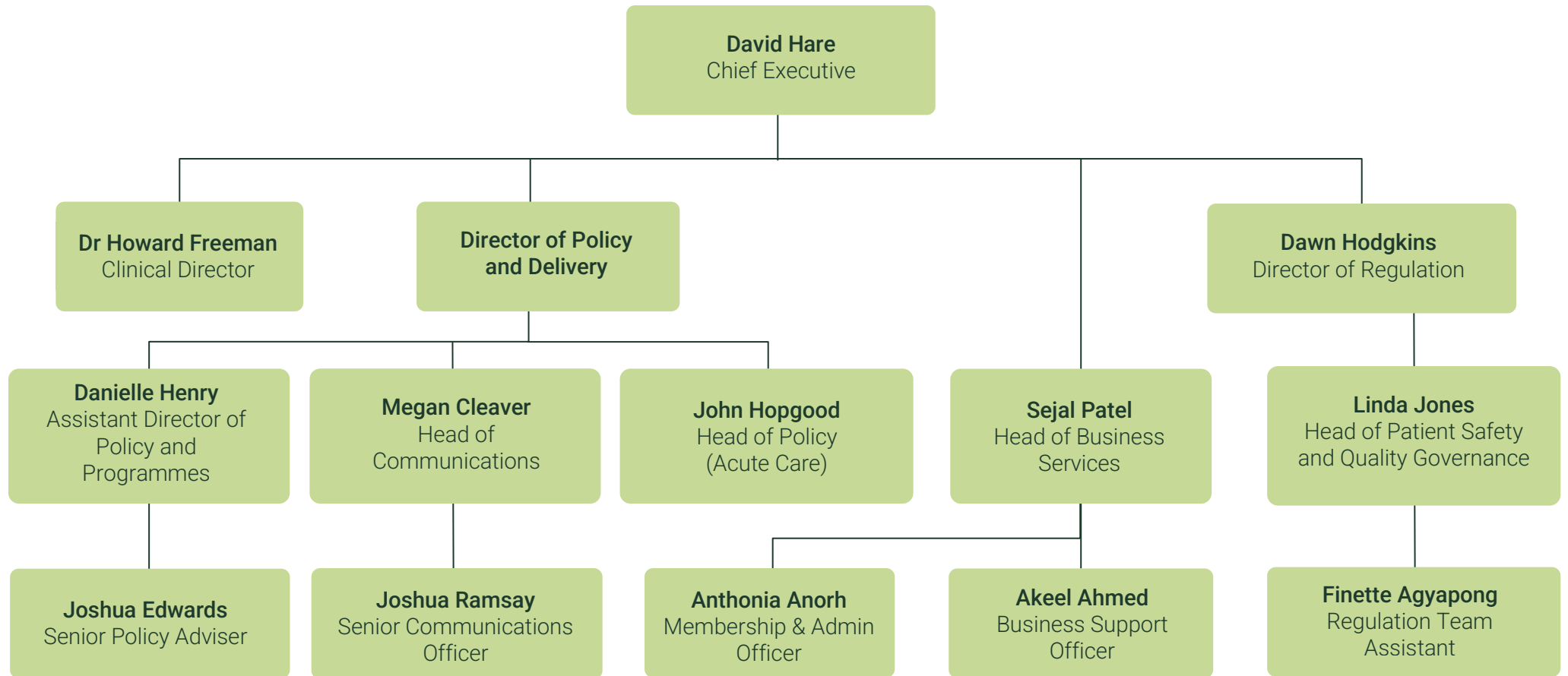
Our vision is for a thriving independent healthcare sector delivering great care to NHS and private patients. IHPN's work programme covers a diverse range of topics from supporting providers to achieve net zero; working on the contribution of the independent sector to NHS services; promoting privately-funded services to consumers and businesses; supporting the development of medical governance oversight frameworks; and much more.

We have over 100 member organisations from large multinationals to small specialist providers and interact with thousands of individuals across the sector every year through our groups, forums, events and newsletters. We also run a thriving Commercial Associate programme with over 30 different corporate partners and in 2024 were named 'Association of the Year' at the Association Excellence Awards. We enjoy high levels of member support and as a small team punch well above our weight.

The Director of Policy role is a critical position within the organization and reports directly to the Chief Executive.

The postholder will lead on all aspects of IHPN's policy development and implementation work, liaising closely with a wide range of member and external stakeholders to ensure that IHPN policy positions are reflective of the views of members and have maximum impact in the policy making environment. The role will require an in-depth understanding of UK health policy and the postholder will continually be updating that understanding with a particular focus on how it applies to the private healthcare sector. The postholder will also play a key leadership role across the sector and in the organization itself and be comfortable operating at Board and CEO level.

Structure chart



## Accountabilities

### Policy

Deliver the Independent Healthcare Providers Network's business plan priorities and be accountable for the successful completion of all policy objectives. This will involve being or becoming a subject specialist in UK independent healthcare covering a wide range of sectors including acute, primary, community, clinical home healthcare, diagnostics and ophthalmology. It will also require close engagement with members at Board level to understand members' policy challenges and to develop clear and focused solutions.

Lead the team in developing a compelling and high impact programme of proactive policy and influencing work which embeds independent sector healthcare into the fabric of service delivery and policy development at a national, regional and local level.

Act as an external spokesperson for members and represent their views to politicians, civil servants, senior healthcare leaders, the media and other stakeholders as required. Be seen as a leader in the health and care system.

Build influential relationships with key players in the health system and across business, getting ahead of policy change and positioning IHPN effectively to key stakeholders. This will also involve developing and maintaining a wide perspective on the external fiscal, political, regulatory and policy changes that affect the UK healthcare market.

Working with the team and external organisations where appropriate, assess the organisation's programme of external research to ensure that we are developing positive content with the power to inform and influence the debate on healthcare delivery in England.

In particular quality assuring all policy work that goes out and ensuring that there is a clear strategic approach to all influencing and engagement work.

Lead the policy aspects of IHPN's annual business planning process including setting industry-wide objectives.

Overseeing IHPN's commercial partnership function including our commercial associate scheme, the management of the Annual Summit and potential new member engagement.

### Leadership

Assuming clear responsibility and accountability for all aspects of the job description with the IHPN Strategic Council, setting out clearly and concisely the work that is being done and how IHPN is addressing sector-wide challenges.

Line management of at least four staff, ensuring staff are supported to discharge their duties, regularly appraised with learning and development opportunities identified and supported.

Leading the policy function's contribution to the IHPN's budgeting process, liaising with the finance team to set annual budgets, managing the overall run-rate position and working with the Chief Executive to ensure strong budget management.

## Member management

Lead the team's management of all the relevant IHPN member forums and groups including primary care, community services, diagnostics, specialist ophthalmology, and insourcing, to ensure that each group has an up to date work plan for the year ahead and members are discussing key policy issues of the day.

Ensure that IHPN's activities are being communicated to all members and that members have a route in to policy development. In addition, oversight of IHPN's annual member survey including developing the resulting action plan as part of the annual Business Plan cycle.

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## KNOWLEDGE, SKILLS AND EXPERIENCE

### Essential

- Senior management experience in a membership or health sector organisation
- Experience of building and maintaining a wide network of contacts
- Excellent knowledge and insight of the healthcare system in the UK and a proven ability to influence policy formulation
- Experienced leader with a proven record of dealing with challenging policy issues and demonstrating excellent judgement and delivery
- In depth understanding of the political environment
- Understanding political and organisational sensitivities and ability to tailor approach accordingly
- First rate communicator comfortable operating at Board level and speaking in front of groups
- Extensive experience of working in a regulated industry with a proven track record of understanding, interpreting and influencing the policy-making process
- Excellent written and oral communication skills with the confidence to speak to senior level audiences
- Proven experience of leading teams, developing staff and planning and managing budgets and work plans
- Strategic thinker with high analytical skills that deliver insight.

### Desirable

- Experience of leadership in a membership organisation.
- Direct experience of private healthcare service delivery across both NHS and privately funded activity.
- Experience in cultivating commercial opportunities in a membership or associated organisation.