



Health
Innovation
Manchester

Work at the forefront of healthcare innovation

Information for job applicants





Thank you for your interest in working at Health Innovation Manchester

This information pack provides an overview of our organisation, bringing together key information about our vision, values and ways of working.

You can find more in-depth information about our work on our website:

<https://healthinnovationmanchester.com>





Work at the forefront of healthcare innovation

Thank you for your interest in working with us at Health Innovation Manchester.

You would be joining us at a transformative moment - not just for our organisation, but for the entire health innovation ecosystem in Greater Manchester and beyond.

HInM was established to drive the discovery, development and deployment of innovation into health and care, at pace and scale for the 3 million people of Greater Manchester. We act in partnership between NHS, local government, academia and industry, with a vision to be world leading in improving the lives of local people, transforming care and boosting the economy through innovation.

The ambition and integration across our city region, is fast becoming a magnet to global players in the health innovation supply chain for partnership and investment.

We are looking for individuals with bold vision, learning agility, and drive. If you are excited by the challenge of transforming healthcare, and if you want to be part of a dynamic, inclusive and forward-thinking organisation we warmly invite you to consider joining us.



Our Strategy

[View our strategy here](#)

Our vision

Health Innovation Manchester's vision is to be world leading in improving the lives of local people, transforming care and boosting the economy through innovation.

Impact 1:

Improve lives and outcomes for GM people by addressing the priority drivers of population health.

Impact 2:

Support a safe and sustainable GM health and care system through deployment of innovation at scale.

Impact 3:

Boost jobs and economic growth for the GM city-region through industry collaboration and partnerships.

Objective 1:

Address high priority drivers of population health by deploying proven innovations at scale, with a major focus on primary and secondary prevention.

Objective 2:

Establish GM as a global learning market for accelerated access to novel innovations at scale

Objective 3:

Optimise digital and data products and services to understand the population, define their needs and develop new models and pathways.

Objective 4:

Work with partners to enhance the GM system's capacity and capability to deliver health innovation and demonstrate impact.

Key enablers: GM Care Record, Secure Data Environment, digital transformation, industry partnerships, academic partnerships, system engagement (with commissioners, providers, patients, carers, the voluntary sector and local places), user-led design.

Foundations: OKR framework, HInM people and OD plan, innovation pipeline, innovation culture, benefits measurement



Our Values and Behaviours



Visionary

Embracing a culture of creative thinking and doing that seeks out innovation through extreme collaboration - *'we try new things'*

- Be brave, bold and adventurous in our thinking
- Trusted to experiment, failing fast to take the learning
- Provide innovative solutions through extreme collaboration
- Lead the way across GM, nationally and globally
- Always look for the next innovation to improve care & services



Citizen-focused

Putting people at the heart of what we do, listening and learning from their experiences to create better solutions

- Put patients and the public at the heart of what we do
- Be informed by collaboration with patients and citizens
- Constantly strive to ensure our work meets the needs of people today and in the future
- Create an environment of constructive challenge that improves healthcare and healthy life expectancy



Respectful

Actively demonstrating respect for other people's values, contribution, and feelings through showing kindness, care and compassion to all

- Listen to everyone's ideas and suggestions to ensure commitment
- Effective team communication
- Show respect and celebrate difference
- Treat people with kindness, care and show compassion



Inclusive (everyone matters)

We have a strong sense of belonging to our organisation where our culture of equity, opportunity and everyone matters is prized and celebrated

- Value and treat everyone as individual
- Operate with the team in mind treating people as 'humans'
- Encourage innovation, clarity of expectations and foster cohesion through collaboration and alignment
- Listen to others and respect differences



Accountable

Taking personal responsibility for what we can control. We actively seek out and expect to receive constructive feedback that develops our culture of psychological safety

- Deliver on personal commitments made, whether organisational or personal aims and objectives
- Lead by example to bust bureaucracy
- Celebrate our failures while demonstrate learning
- Be open, honest and transparent



Fostering Positive Work Culture

At Health Innovation Manchester, we believe the best culture is one that's *shaped by the people who live it every day*.

That's why our Values & Behaviours were built together, with input from staff across every corner of our organisation.

Through workshops, lively discussions, and idea-sharing, we all helped define what really matters to us. As every voice counts here, all staff had the opportunity to vote for the top five values that best represent who we are.

These were proudly launched and continue to guide everything we do.

These values are how we collaborate, innovate, and make a difference. They're the reason people love working here, and why you'll feel at home the moment you join us.

When you bring your career to Health Innovation Manchester, you're not just joining an organisation, you're joining a culture that everyone helps to shape.





Your Voice Matters



At Health Innovation Manchester, we don't just say we listen, we build real ways for our people to be heard and make an impact.

Freedom to Speak Up Champions

Our Champions are here to ensure everyone feels safe to raise ideas, share concerns, and suggest improvements.

People Council

A group made up of nominated and elected colleagues from across the organisation, the People Council acts as a direct link between staff and leadership, helping shape decisions and how we work together.

Equality, Diversity & Inclusion Group

We're passionate about building a workplace where everyone feels they belong. Our ED&I Group leads conversations, events, and initiatives to celebrate differences and promote inclusion at every level.

Socials and Community

We love seeing staff-led socials thrive, whether it's setting up a running club, quiz night, or just getting together after work, we support our people to create connections beyond the day job.



Shaping Healthcare Together

We are hosted by [Manchester University NHS Foundation Trust \(MFT\)](#), one of the largest acute Trusts in the UK, employing over 35,000 staff.

We're based at [Citylabs](#), a world-class hub for health innovation and precision medicine, located within Europe's largest clinical academic campus. It's a vibrant, inspiring place to work, with easy access to Manchester City Centre and a community of world leading health and university facilities.

Joining us means more than just a job, you will enjoy a wide range of employee benefits designed to support your career, wellbeing and work life balance, including:

- NHS pension scheme (employer contribution of 23.7%)
- Annual leave starting at 27 days, increasing to 29 days after 5 years and 33 days after 10 years (*plus public holidays*)
- Excellent family-friendly and caring responsibilities policies to support paid and unpaid leave
- Flexible and agile working options
- An Employee Assistance Programme offering 24/7 confidential support
- Salary sacrifice schemes for cycle to work and car leasing
- Exclusive NHS employee savings and discount offers





Applying for a Role

All of our current roles can be found on our website:

<https://healthinnovationmanchester.com/work-for-us/>

Here, you'll find more information about working for us, full details of the role and guidance on how to apply.

The job information pack also includes the contact details of the person leading the recruitment for the role, who can be contacted if you have any questions.

We work with Manchester University NHS Foundation Trust to recruit, and your job application takes place via the Trac system.

Simply create an account and start your application.





Find out more:

www.linkedin.com/company/health-innovation-manchester/



www.healthinnovationmanchester.com