



Sands
Application Information

Head of Saving Babies' Lives (job-share)

April 2024

About Sands

Sands exists to save babies' lives and ensure that anyone affected by pregnancy loss or baby death receives the support and care they need.

We promote improvements in policy and practice, and support research to better understand the causes of deaths and save babies' lives.

Sands works in partnership with professionals, trusts and health boards and offers a range of training programmes and resources to ensure that every bereaved parent and family receives the best possible care wherever they are in the UK.

We provide bereavement support services both nationally through our Freephone helpline, mobile app, online community and resources, as well as locally through a network of more than 100 regional support groups based across the UK and run by trained befrienders.

Sands raises awareness of baby loss and works with government, key influencers and other stakeholders to make reducing the number of babies dying a priority nationally and locally.

Since 1978, Sands has grown into a UK-wide charity with a powerful vision shared by dedicated supporters, healthcare professionals, partners, staff and bereaved parents and families.

Sands has grown its income by more than double since 2019 to £7m and, as part of our strategic plan, is focusing on how we can make the biggest different to the lives of bereaved families and save babies' lives. To find out more, visit www.sands.org.uk

Our vision at Sands is for a world where fewer babies die and anyone affected by the death of a baby receives the best care and support for as long as they need, wherever they live in the UK.

Join us and help create a world where fewer babies die.

Sands Staff Benefits

Annual Leave

Staff receive 28 days annual leave per annum pro rata, plus bank holidays. Staff will be required to take 3 days annual leave during the period between Christmas & New Year.

Employee Assistance Services

As part of its commitment to employee wellbeing, Sands offers all Staff access to the Bupa employee Assistance service which offers free and confidential counselling and wellbeing support. Support is available on a range of issues including legal, financial, emotional, health, and work-related concerns.

Sands Cycle to Work Scheme

Sands has teamed up with Cycle Solutions to provide a Cycle to Work Scheme, which you can join to make considerable savings on the cost of a new bike and equipment.

Sands Pension Scheme

Subject to eligibility, you will be automatically enrolled into the Aviva Personal Pension scheme as soon as your employment commences. You can decide whether to remain in the scheme and/or make additional voluntary contributions if you wish.

Life Insurance

All Staff are covered by a Life Insurance Policy which pays 3 x annual salary to nominated beneficiaries. Staff also have access to additional services from Legal and General including legal and financial support, a medical helpline, and a health and wellbeing platform. Additionally, Staff have access to a wide range of shopping offers and discounts, plus advice on finding and funding later life care for their loved ones or themselves.

Flexible Working

All Staff can apply for flexible working with effect from their first date of employment.

Maternity Pay

Staff on maternity leave are paid their full salary for the first 26 weeks of their period of leave.

Leave for the Death of a Baby or Pregnancy Loss

Any member of Staff affected by the death of baby or pregnancy loss will be granted leave paid at their normal salary, regardless of the type of loss.

Sands is a vibrant, growing charity!

With a clear strategy, Sands is repositioning as a learning, developing organisation which aims to achieve excellence through people and offers a collegiate, collaborative working environment – making it an especially exciting time to join the charity.

Sands is an inclusive and diversity-friendly employer. We are committed to promoting equality, valuing diversity and working inclusively. We welcome and encourage applications from people of all backgrounds and do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion, sexual orientation, age or any other category protected by law.

About the role

Sands is seeking a Head of Saving Babies' Lives on a job-share basis to build an understanding of why babies die and how deaths can be prevented, as well as to share knowledge and evidence to improve safety in pregnancy, birth, and the neonatal period and to reduce inequalities in perinatal mortality.

This role is vital to Sands' strategic objective of reducing the numbers of babies dying before, during and shortly after birth.

In this exciting and high-profile role you will be responsible for ensuring that the diverse experiences and views of bereaved parents and families are heard and drive changes in research, learning and the delivery of care.

Working at a strategic level, you will collaborate with key influencers in Government, Royal Colleges and the NHS to ensure the delivery of safer maternity and neonatal care. You will also work to increase understanding of why babies die and how to save babies lives through research, audit and review.

We are looking for an inspirational person who has the ability to make change happen, lead a high-performing team and provide creative solutions.

With extensive senior leadership experience, you will have significant subject knowledge in current research, policy and guidance.

The ability to manage complex projects from start to finish is essential, as well as being able to create and implement departmental strategies and develop effective partnerships with key stakeholders.

An excellent communicator and influencer, you will be able to communicate complex messages to a wide range of audiences and translate the diverse experiences of bereaved parents into relevant initiatives and resources. Additionally, you will be highly diplomatic with the ability to discuss challenging issues in a sensitive way.

To apply:

Please submit your CV, together with a supporting statement that demonstrates how you meet the criteria in the person specification to recruitment@sands.org.uk. Please also complete the Diversity and Equality Monitoring Form and send this with your application.

CVs and supporting statements should be sent as attachments to an email in either Word or PDF format. The title of the attachments should be your first name, surname and either CV or supporting statement e.g. "Robert Harvey CV".

Closing date for applications: 7th May 2024 at 9am

Interviews will be held online in the w/c 20th May 2024

As we have limited staff resources, we are unable to provide candidates with feedback about their applications.

Job Description

Job Title:	Head of Saving Babies' Lives
Responsible to:	Director of Research, Education and Policy
Location:	Home-based
Contract:	Permanent
Salary:	£26,060 per annum (£52,120 FTE) plus £156 per annum Home Worker Allowance (£312 FTE)
Hours:	17.5 hours per week jobshare

Main purpose of the job:

Lead Sands' activity to save babies lives:

1. Strategy, planning and budget management.
2. Lead and develop the Saving Babies Lives Team.
3. Ensure that the diverse experiences and views of bereaved parents and families are heard and drive changes in research, learning and the delivery of care.
4. Build understanding of why babies die and how deaths can be prevented.
5. Share knowledge and evidence to improve safety in pregnancy, birth, and the neonatal period and reduce inequalities in perinatal mortality.
6. Empower parents to make informed choices around their pregnancy, birth and when their baby dies.

Key Responsibilities:

Strategy, planning, budget and management

- In conjunction with the Director of Research, Education and Policy, develop and maintain effective strategies for Sands Saving Babies Lives activity ensuring opportunities are maximised and planning is joined-up
- Demonstrate team impact, set and report on annual objectives, outcomes and KPIs
- Develop, monitor and maintain the annual budget for Saving Babies Lives team, including processes for awarding funding for research and projects
- Identify and support opportunities to secure external funding
- Be a member of the Leadership Group contributing to key decisions relating to strategic direction as well as delivery of objectives.

Lead and develop the Saving babies Lives Team

- Motivate and lead the Saving Babies Lives team. Coach, support and encourage continued professional development amongst team members.
- Review, manage and improve staff performance as required.
- Lead change programmes, including supporting behavioural change, working across Sands with different teams to provide leadership and direction

Ensure that the diverse experiences and views of bereaved parents and families are heard and drive changes in research, learning and the delivery of care

- Ensure that Sands' work to reduce perinatal mortality, improve care and reduce inequalities is informed by the voices of a diverse range of bereaved parents and family members
- Enable and support a network of bereaved parents to contribute their skills and knowledge to guide, support and improve research, education and policy work at Sands
- Generate analysis and reports of parent experiences from a range of sources, including surveys and focus groups, to identify common themes and issues.

Build understanding of why babies die and how deaths can be prevented

- Work collaboratively to establish research priorities to guide where to focus our support.
- Support and fund research projects that will make the biggest difference in care and in saving babies lives
- Work with others to create collaborations of research excellence, including creating and maintaining a Sands Research Network

Share knowledge and experience to improve safety in pregnancy, birth, and the neonatal period and reduce inequalities in perinatal mortality

- Support activity to deliver evidence-based resources and education to health care professionals to help drive improvements in practice
- Improve the use of data and learning from deaths to drive improvements in care and to ensure that parents views are sought
- Ensure parent's voices inform maternity and neonatal safety programmes nationally, including working to strengthen public involvement and engagement in national collaborations and maternity safety initiatives.
- Work in partnership with others to ensure perinatal post-mortem services address parents' needs
- Support Training and Education colleagues to translate learning from research into in resources and training opportunities for health care professionals

Empower parents to make informed choices around their pregnancy, birth and when their baby dies

- Ensure Sands safer pregnancy messages and website remain up to date considering emerging evidence and best practice.

- Create a range of accessible resources and learning for Sands bereavement support services staff to support them to respond to enquiries on prevention issues and enquiries after a death from parents in an informed and timely way.
- Create resources for parents to support them to make informed choices and to take forward any concerns they may have about antenatal and neonatal care.

Public representation and communication

- Support communications team colleagues to ensure that Sands work to save babies lives is well known and understood internally and externally
- Represent Sands on national collaborations, forums and at external events and conferences
- Support the production of press releases, responses to media enquiries and act as a spokesperson on relevant issues.
- Oversee the development of relevant web pages and communication resources and platforms

General

- Deputise for the Director of Research, Education and Policy when required
- Undertake any other duties commensurate with the role as required by the Director of Research, Education and Policy, Chief Executive and Board of Trustees
- Model the culture and values of Sands at all times and facilitate the successful delivery of Sands core aims
- Maintain a high level of confidentiality and professional conduct
- Abide by all Sands Policies and Procedures and undertake all mandatory training as required

Person Specification

Skills and Experience		
Importance	Criteria	Assessment
Essential	Experience of leading, motivating and improving the performance of a team, including setting and achieving individual and team objectives	Application and interview
Essential	Experience of being a member of a senior management team and contributing to organisational strategic direction	Application and interview
Essential	Experience of managing new and complex strategic projects from start to finish, including leading project groups made of different professionals/skills and experiences	Application and interview
Essential	Experience of creating and implementing strategies, budgets and operational plans	Application and interview
Essential	Ability to assess risk/benefits in order to take appropriate and timely senior management decisions	Application and interview
Essential	A thorough and applied understanding of the relationship between research, policy and practice	Application and interview
Essential	Significant subject knowledge and expertise in current research, policy and guidelines in perinatal healthcare	Application and interview
Essential	Ability to understand, evaluate and extract key messages from complex scientific papers	Application and interview
Essential	Excellent communication and presentation skills, with an ability to communicate complex messages in a compelling way to a variety of audiences, lay and professional	Application and interview
Essential	Experience of developing and maintaining effective partnerships and relationships with researcher, policy makers and clinicians	Application and interview
Essential	Ability to gather and translate the diverse experiences of bereaved parents into relevant initiatives	Application and interview
Essential	High level influencing and negotiation skills	Application and interview
Behavioural Competencies		
Essential	Ability to make change happen, set an example and guide a team through change	Application and interview
Essential	A high level of strategic planning and thinking, with the ability to provide thought leadership and innovation to develop creative solutions	Application and interview
Essential	Excellent interpersonal skills with the ability lead and inspire colleagues and deliver successful cross-organisational projects	Application and interview
Essential	Ability to build effective working relationships with colleagues, volunteers and external stakeholders	Application and interview

Essential	Diplomacy and the ability to discuss challenging items in a sensitive way	Application and interview
Essential	Excellent understanding and advocacy of issues relating to equality, diversity and inclusion	Application and interview
Essential	An understanding of and empathy with the issues surrounding the death of a baby, for professionals, parents and families	Application and interview