



## JOB DESCRIPTION

### Details

Job title:	<b>Senior Physician - Principal Strategy Implementation Manager</b>
Department:	System Safety & Health
Post reports to:	Professional Head of LHSBR Delivery
Issue date:	February 2022
Location:	London

## About the team

RSSB works with the rail industry to create a safer, healthier, more sustainable, and efficient railway. We bring industry leaders together, through the Rail Wellbeing Alliance, to transform workforce health and wellbeing. We aspire to having the healthiest railway workforce anywhere in the world.

The rail industry employs 250,000 people. By focusing on health, we have a once in a lifetime opportunity to transform our people's lives to keep them safe and well, and facilitate continuous improvement of our railways. Our approach is defined by world-beating preventative measures to mitigate against ill health occurring in the first instance.

Workforce health is a key risk identified in Leading Health and Safety on Britain's Railway (LHSBR), the rail industry's health and safety strategy. RSSB has a multidisciplinary team of health and wellbeing specialists, who work with industry leaders on the Rail Wellbeing Alliance (RWA), to address the challenges set out in the strategy. Working with the RWA you will provide direction and be guided by Managing Directors who are passionate about health. As well as working with other health and wellbeing specialists in your immediate team, your work will intersect with safety specialists in the wider LHSBR team, bringing health and safety together.

## The role

As the 'Senior Physician - Principal Strategy Implementation Manager' you will be responsible for the delivery of RSSB's biomedical workstreams (occupational health, occupational hygiene and public health workstreams, amongst others) that are fundamental to protecting a quarter of a million employees. You will use your expertise to assess and prioritise the industry's needs, collaboratively refine roadmaps for these areas, help secure resourcing for solutions, and oversee all projects from inception through to implementation and evaluation. You will work closely and share responsibility with our Psychosocial Principal Strategy Implementation Manager to deliver a joined up biopsychosocial programme. You will need to work jointly whilst being able to hold a position of authority and autonomy. You will provide technical supervision and line manage a team.

The most challenging part of the job is to establish effective ways of working with industry partners, building collaboration, overcoming barriers to help mitigate risks in health and safety and realisation of the LHSBR strategy. The biomedical workstreams will reflect your vision and the vision of the RWA, and it must be part of a cohesive wider health and wellbeing programme. You will need to be able

to influence from top-down and bottom-up.

The purpose of this role is to provide technical expertise and leadership on the prevention and management of ill-health at a population and individual level, through developing guidance, research projects and contributing to diverse communication channels.

## Key responsibilities

### Technical Leadership

1. Assess stakeholders needs and develop a diverse range of activities in the health and wellbeing programme to meet them
2. Provide technical and strategic leadership to RSSB members by designing and delivering projects, standards and initiatives on behalf of the RWA. You will be the industry go to point for knowledge leadership.
3. Identify where change needs to happen, gain buy-in for change and drive change forward.
4. Ensure activities have clearly defined objectives and a supporting business case, building evidence of the benefits (including financial).
5. Drive forward implementation of RWA activities within rail companies.
6. Assimilate and evaluate relevant information from a range of sources and translate it into a robust and defensible intelligence that will form output from the programme.
7. Oversee and manage proposals to add or change activities in the biomedical workstreams, and wider health and wellbeing programme.
8. Manage the delivery of complex projects to deadline, budget and quality.
9. Ensure robust evaluation of all projects, including health interventions within the programme.
10. For outsourced projects, evaluate and develop specifications, select and provide technical management of contractors, review and interpret outcomes, ensuring deliverables meet the specification and all other technical requirements
11. Demonstrate excellent technical understanding of risks to and management of employee health
12. Contribute to work of other technical specialists in the Health and Wellbeing team to facilitate cross-pollination, for example through brainstorming, quality assuring documents, developing joint projects and championing the work of colleagues.
13. Develop and manage links with the other health and wellbeing workstreams, and other relevant RSSB departments (particularly RSSB's standards team) so that RSSB has a coordinated approach, and expertise is made available accordingly.
14. Maintain an up-to-date knowledge of health and wellbeing within and outside the railway industry, nationally and internationally.
15. Through horizon scanning activities, identify future risks and opportunities for mitigation.
16. Manage the delivery of all quality and assurance procedures as stated in the Quality Management System.
17. Line manage technical specialists who support the health and wellbeing programme.

18. Contribute to an improved level of understanding within RSSB and across the wider industry of the LHSBR strategy and implementation.
19. Provide progress reports for the LHSBR quarterly report, RSSB Board meetings, and other governance forums.

### **Engagement and Communications**

1. Lead stakeholder forums (e.g. the Occupational Health Advisory Group and Occupational Hygiene Management Group), ensuring the exchange of information, ideas and data to support the improvement of health and wellbeing. Facilitate agreement to an optimal approach to deliver on group objectives.
2. Ensure that rail companies can easily access quality, rail-specific resources that support them in managing risks to employee health
3. Build a network of effective, representative and influencing members on each of the groups you support.
4. Build a rich network with sector groups, wider industry, and subject matter experts.
5. Ensure assigned health and wellbeing groups have appropriate remits and effective membership, measuring dissemination and engagement.
6. Oversee, develop and disseminate communications for a range of different stakeholders, adapting appropriately for technical and non-technical audiences. This ranges from research papers to podcasts, social media, trade magazine articles, webinars, maintaining health and wellbeing topic hubs on the RSSB website etc.
7. Write and review high quality reports, guidance and tools to inform stakeholder activity.
8. Present the activities from the Health and Wellbeing Programme at industry events (e.g. Rail Wellbeing Live, the Trade union safety representatives' conference) and health and wellbeing events outside the industry.
9. Establish excellent working relations with the Chairs and Sponsors of RWA groups.

### **Qualifications, experience and skills**

1. Full GMC licence
2. Full membership of the Faculty of Occupational Medicine (FOM) is desirable, however other relevant qualifications will be considered such as FOM Associateship, completion of the FOM diploma in occupational medicine, post graduate qualification and/or professional or management qualification in public health or related area (e.g. epidemiology), plus evidence of continuing professional or managerial development.
3. Registration as a recognised doctor under the ORR is desirable. RSSB will consider applications from individuals interested in pursuing registration and can help facilitate the appointed candidate in meeting requirements of registration.
4. Proven strategic experience of leadership in occupational or public health and partnership working, including experience including managing staff and budgets.

5. Experience working in a safety critical industry and understanding of associated risks relating to medical fitness is desirable.
6. Established experience of & ability to influence and motivate senior leaders and organisations to contribute to evidence-based approaches to improving workforce and public health.
7. Experience of communicable disease control in a variety of settings
8. Experience in dealing with biological, environmental and chemical hazards
9. Experience commissioning, interpreting and advising on occupational hygiene as affects health risks (for example, noise, heat, cold, ergonomics, chemical & biological exposure, lasers, vibration, radiation)
10. Experience of research and service evaluation
11. Comfortable with organisational complexity and process
12. Experience of delivering a health communications strategy.
13. Excellent engagement skills, be articulate and a competent presenter at a senior level
14. Line management experience
15. Excellent writing skills and the ability to understand technical documents
16. An understanding of the operational railway is desirable with demonstratable ability to apply specialist knowledge where appropriate.
17. Ability to oversee and steer operational development programmes within a multi-stakeholder environment
18. Analytical skills and the ability to apply them in the context of the railway system
19. Competence in Excel, Word and PowerPoint