



# Accelerate

## Job Pack Opportunities for Non-Executive Directors

### Message from our Chair

Thank you for your interest in the Non-Executive Director (NED) role at Accelerate CIC.

Accelerate is an innovative, dynamic and forward thinking social enterprise whose ambition is to boldly transform chronic wound, lymphoedema and mobility outcomes for as many people as possible.

We engage and motivate people in their personal journey, every step of the way, and can demonstrate having a really positive impact on people's lives. Our approach is informed by many years of experience by an amazing group of people, but also by the pioneering and experimental trials undertaken in our Centre of Excellence for the most challenging and complex chronic wound and lymphoedema cases.

Having been successful in East of London, we want to increase our reach, and bring benefits to more people. We are looking for NEDS to assist us to take forward the next stage of our strategy, to make our pioneering approaches to lower leg management available to people throughout the country

Dr Helen Glenister Chair

We have developed what we are calling Accelerate X, which is a ready-to-go approach to transformative care to assist others to take forward and embed the learning from Accelerate.

We are looking to appoint 3 NEDs who share the values and vision of Accelerate CIC, are supportive of the organisation and what it is wanting to achieve, assist the organisation to develop new perspectives, willing to give access to their expertise and wisdom and are able to critique and challenge in a way that helps Accelerate grow.

Backgrounds or experience in finance, business development, scale up of a Social Enterprise are particularly welcomed. Further details are given in the pack. If you are successful, being a NED with Accelerate will be a rewarding and worthwhile experience. If you would like to discuss the role after reading the information pack, further please contact myself at [Helen@hmglenister.com](mailto:Helen@hmglenister.com) . I look forward to hearing from you.



## Welcome to Accelerate

This could be a life-changing moment, and not just for you. We are simply on a mission to change lives.

Accelerate Community Interest Company is an award-winning healthcare social enterprise, working within the NHS to serve patients coping with chronic wounds and/or lymphoedema. We are dedicated to providing exceptional patient care. We listen, we consult, we analyse and we care deeply about the people we are responsible for.

We work at all stages of need - from early identification to the most complex of cases – and are committed to growing our care field in partnership with others. We work in London and further afield, and it is in the realisation of this expansion that your experience could be invaluable.

Accelerate is seeking Non-Executives who would be committed to taking our mission forward. These are exciting times for us, and we are looking forward to meeting the challenges of growth and expansion of services beyond our current boundaries. In order to do that, we need to select the right people - expert individuals who can advocate with passion, influence with sensitivity and are skilled in networking and communication.

We need people who share our commitment, and who have some insight into the challenges facing a growing business in the health economy. We need people who will work well alongside our expert clinicians and business team and understand their drive and challenges. This is a rare opportunity for you to make a difference to a community and make your mark within an organisation that has a reputation for clinical excellence and innovation.

We have made remarkable strides in our short history, and we are deeply committed to upholding our values and uncompromising standards. We understand our responsibilities and we take enormous pride in the positive differences we are making to our patients' lives. We have shown that we can make those lives better when all else has failed. Accelerate is an exciting place to work and develop. We provide exceptional care to our patients thereby providing a great environment for staff development. See our CQC report demonstrating outstanding areas of practice: [https://www.cqc.org.uk/sites/default/files/new\\_reports/AAAG9794.pdf](https://www.cqc.org.uk/sites/default/files/new_reports/AAAG9794.pdf)

I trust that the information contained in this pack will whet your appetite further and provide a context to our developments and the opportunity this role brings.

Alison Hopkins - Chief Executive

07534 254 242 | [alison.hopkins@acceleratecic.com](mailto:alison.hopkins@acceleratecic.com)



## Our Vision

To boldly transform chronic wound and lymphoedema care.

## Our Mission

### What we do:

- ✔ We pioneer and trial experimental new treatments for the hardest-to treat chronic wounds and lymphoedema cases at our Accelerate Centre for Innovation.
- ✔ We make our world-leading Accelerate approach to healing chronic wounds and lymphoedema accessible to more people through our Accelerate X partnerships.
- ✔ We give people the tools they need to take charge of their leg health through our Wellness Optimisation Programme.

## What we value

Our values underpin everything we do and steer us in fulfilling our mission. They are reflected in our behaviour and the experience of our patients and partners. The users of our services are at the core of all we do and we strive to create a partnership environment delivering a professional service where everyone feels validated and respected.

### Leadership & discovery

We are experts whose skill, compassion and drive to find better ways of doing things is changing the way services are delivered and changing lives.

### Preparedness & resourcefulness

We think ahead, anticipate near and long term needs, and find imaginative solutions to new challenges so that we can have the greatest impact.

### Accountability & reliability

We take ownership and responsibility for our work and are empowered to do whatever we can to best serve our patients.

### Care & Nurture

We care deeply about our patients, the sharing of our expertise and knowledge with the wider healthcare community, and the growth and support of our people.

### Appreciation & respect

We see the individual and believe that by listening to each other we create environments where everyone can thrive.

## Our Goals for 2020/21

- ✔ Continue to increase our national reach, visibility and recognition as an organisation that challenges the status quo through publications, data analysis and service critique.
- ✔ Develop the community hub as an exemplar to demonstrate the impact of early intervention and holistic management on people, partners and the health economy
- ✔ Develop a Centre of Excellence and Innovation that is known for the treatment of the most complex and challenging of people with innovative disrupting techniques, a research programme and clinical leadership
- ✔ Develop an e-consult care package and patient facing portal in AIMS to further enhance the offering of Accelerate Information Management System
- ✔ Develop and demonstrate the value of personalisation and a patient empowerment framework
- ✔ Increase reach and leadership via a focussed education portfolio that includes a new virtual platform and video library. To be recognised as 'the ultimate place of learning for the lower limb'.



## About Accelerate

We are a member of Social Enterprise UK - see more here

<https://www.socialenterprise.org.uk/about-membership/>

We are registered with the Care Quality Commission. Read our most recent report from 2018 describing our outstanding practice <https://www.cqc.org.uk/location/1-312220130>

Accelerate Community Interest Company (CIC) is a not-for-profit health care social enterprise delivering excellence in chronic wound and lymphoedema care for our patients. We work at all stages of need, from early identification to the most complex of cases, and we encourage patients to actively engage with their care by including them in the decision making and planning processes.

We are changing people's lives <https://www.acceleratecic.com/about/our-ambition/>

To get a taster of our journey and growth over the last few years, please see [https://www.youtube.com/channel/UCVwv0Wx7YGIpl55zkyO\\_STg](https://www.youtube.com/channel/UCVwv0Wx7YGIpl55zkyO_STg)

We recognise the difficulties that people living with chronic wounds and lymphoedema face. We want our patients and carers to feel confident in their understanding and day-to-day self-management of these long-term conditions, and we aim for our patients to achieve a sustained level of well-being with reduced levels of discomfort and pain in their daily lives.

Our multidisciplinary team comprises clinicians with a wide range of specialisms working together to provide the best care for our patients' needs. The team includes nurses, therapists, a Consultant Dermatologist and a Personalisation Lead. This team truly enables us to take a holistic and tailored approach with each patient. We embrace leadership and innovation in our field and recognise the limitations of current guidance.

Clinical services are delivered within our Centre of Excellence and Innovation (CEI), at home or in other community settings within our community contracts. We manage Dressing Optimisation Schemes to a growing number of CCGs and have delivered significant savings to local health economies. We also provide bespoke services to providers and commissioners to help them find solutions in order to provide better wound or lymphoedema care to their populations. Finally, we have a developing Accelerate Academy education programme that provides national access.

## Our contracts

- ✓ Tower Hamlets community wound and lymphoedema services and education
- ✓ City and Hackney community lymphoedema service
- ✓ Tower Hamlets Dressing Optimisation Scheme
- ✓ City and Hackney Dressing Optimisation Scheme
- ✓ Barking Havering and Redbridge Dressing Optimisation Scheme
- ✓ Barking Havering and Redbridge Managed Care Model
- ✓ Newham Lymphoedema Service through the CEI
- ✓ Waltham Forest leg ulcer and lymphoedema services through the CEI
- ✓ Wandsworth Lymphoedema service via managed support

## Non-contracted revenue

- ✓ We accept non-contracted referrals to the CEI from around 40 CCGs from Greater London and beyond
- ✓ Our portfolio of education within the Accelerate Academy is a significant growth area
- ✓ Accelerate Consultancy providing analysis and insight

## Our structure

Accelerate has a small Board of three Non-Executives, two Executive Directors and a Membership Rep that provides an agile steer to our strategic plans and the assurance framework for delivering a safe and sustainable business.

See <https://www.acceleratecic.com/about/our-board/>

Accelerate has 5 business areas managed by the Senior Leadership Team

1. Community Hub managing Tower Hamlets and City and Hackney community contracts
2. Centre of Excellence and Innovation (CEI) delivering contracted and non-contracted complex care and clinical research
3. Education and training via the Accelerate Academy
4. Managed Care services supporting other providers to deliver enhanced lower limb care
5. Business team and this includes management of Dressing Optimisation Schemes across our STP

## Our growth potential

Accelerate spun out of the Tower Hamlets Primary Care Trust in 2011 as an ambitious team of 7. By September 2020 we will have a team membership of around 36. Our turnover has increased from £1m in 2013 to £3m by March 2020. Our reach and impact on lives has extended from a caseload of 700 to around 2800 people impacted by our services annually. Currently we manage over 13,000 appointments per year. Our portfolio of services includes direct clinical care to consultancy plus a trading arm.

Accelerate has a national reputation for delivering excellence and innovation. Our independence gives us a unique perspective that is welcomed by both commissioners and providers. We help them see the 'art of the possible' and demonstrate how this can be achieved to benefit both patients, nursing and the health economy.

The Accelerate Academy has seen a rapid growth in requests for education both face to face and online since Covid19. We also have growing number of requests for clinical research again based on our success to date and recruitment capacity.

Senior Leaders in Accelerate are at the table in the National Wound Care Strategy, the Legs Matter Coalition, the Tissue Viability Society, the European Wound Management Association and several are honorary Lecturers or Trustees. Our contribution of critique and insight is building our national reputation alongside our published outcomes.

This success requires a further focus on our strategy and growth plans. We are ambitious to realise our potential and expand safely from a primarily London base to a nationally recognised service. In

order to realise this ambition we need to appoint three Non-Executive Directors to bring additional analytical, commercial and business experience to the Board.

## About the Non-Executive Director role

The Board of Directors provides active leadership to ensure the organisation performs effectively, efficiently and economically. As a Non-Executive Director (NED) you will have a particular duty to ensure the Board works positively for the organisation's vision and goals, to constructively challenge where necessary, and to support and scrutinise the performance of the Executive Directors in meeting agreed goals and objectives. NEDs are accountable to the members and report to the Board Chair.

Your experience of analysis, commercial and business development will be an asset to the existing Board, and it is hoped that you will also bring an element of management, legal, financial, governance and/or human resource experience to the table. You will play an important part in shaping strategy and processes, helping to grow a sustainable and creative business

We seek impressive leaders with natural stature and a range of business and interpersonal skills. You'll have stand-out communication abilities at all levels, be experienced in leading teams and maintaining company governance standards, and be a motivating influencer with the ability to capture imaginations and translate strategy into actionable plans.

In line with company Articles of Association every Non-Executive Director and Executive Director on the Board will have a role in ensuring probity and in contributing to the achievement of the organisation's objectives in the best interest of the people in our care, our stakeholders and the wider public.

## Experience and skills

To stand out as an applicant for this position, you will demonstrate evidence of:

- ✔ Financial experience, demonstrating a creative perspective that reveals a depth of understanding about marketing and sales.
- ✔ Business development, a proven entrepreneur
- ✔ Scaling up a mission led organisation, bringing insights to risk management
- ✔ An excellent understanding of corporate and clinical governance
- ✔ The ability to share a clear vision and strategy whilst balancing tensions and the need for consensus
- ✔ A willingness to actively promote the organisation and its mission through personal and professional networks
- ✔ The ability to engage effectively and respectfully with Accelerate members, staff and clients

Accelerate needs a Board that reflects the communities we serve and our membership. We welcome applications from people of all backgrounds and to develop further our Board diversity we particularly encourage applications from Black, Asian and minority ethnic candidates.

Application is by CV and a covering letter, detailing your experience and skills we are looking for.

## Time commitment and remuneration

Appointed Non-Executive Directors will be expected to attend four Board meetings and one strategy/development day per year, plus additional events or meetings as required. It is envisaged that you would need to commit approximately 6 days per annum

Remuneration: £3240 per annum. Monthly invoices are expected with no additional VAT. Travel expenses from the London region will be remunerated.

Term of Office: 3 years plus 2.

## Disclosure and Barring Scheme

NEDs may occasionally have interaction with children or vulnerable adults through their work for the organisation. To safeguard service users by identifying unsuitable candidates, all appointments will be dependent upon the satisfactory completion of a Standard Disclosure through the Disclosure and Barring Service.

## Timetable for application

Open Afternoon at Accelerate Centre of Excellence

Friday 11<sup>th</sup> September 12:30 to 4pm

By APPOINTMENT only.

- ✔ Are we what you are looking for?
- ✔ Do we meet your brief?
- ✔ Come for a chat with some of the team to find out more

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|-------------------------------|---|
| Closing date for applications | Wednesday 23 <sup>rd</sup> September          |
| Shortlisting notification     | Friday 2 <sup>nd</sup> October                |
| Interview                     | Friday 9 <sup>th</sup> October                |
| Next Board meeting            | Tuesday 10 <sup>th</sup> November, 3 - 5.30pm |

## Location

Our head office is situated at:

Centenary Wing, St Joseph's Hospice

Mare Street, London E8 4SA

T 020 3819 6022 E [hello@acceleratecic.com](mailto:hello@acceleratecic.com)

Applicants should have reasonable travel access to this location for the fulfilment of their responsibilities.

