

Commercial Senior Advisor

Department:	Commercial Team
Salary:	£49,899 - £70,547 dependent upon experience
Hours of work:	Full time. 37.5 hours per week.
Base:	Cambridge We offer flexible working arrangements. Our staff combine on-site and remote working, enabling us to come together when it matters most and promote a healthy work-life balance.
Reports to:	Principal Advisor
Closing date for applications:	9am 14 July 2025
Date of First Interview:	w/c 28 July 2025

About Health Innovation East

Health Innovation East is dedicated to transforming great ideas into positive health impact. Established by the NHS, we unite partners across the health sector to develop and deliver innovative solutions in health and care, with a focus on the East of England. As part of a national network, we deliver at scale by fostering collaboration among citizens, academia, health services, and industry.

<https://healthinnovationeast.co.uk/>

Our values and commitment to equity, diversity and inclusion

Health Innovation East is fully committed to being an inclusive employer, affording equity of opportunity and welcoming applicants from broad and diverse backgrounds.

Staff at Health Innovation East have come together to co-produce our values and expected behaviours. Our values focus on providing trusted expertise, being inclusive, kind and collaborative in all our working relationships and implementing innovations that truly matter to our communities and partners.

What are we looking for?

We seek colleagues who share our values and are passionate about making a difference. We value dynamism, curiosity, creativity, and adaptability, appreciating evidence-based approaches while embracing innovative problem-solving and resilience in the face of ambiguity and challenges.

Job summary and purpose

The Commercial Team leads the Office for Life Sciences commission, supporting innovators and companies in developing and implementing healthcare innovations in the East of England. We guide SMEs and larger corporates towards adoption readiness by advising on market access, commercialisation, IP, and funding to drive growth and regional job creation. In parallel, we also lead on the delivery and growth of our teams non-core commission income growth.

The Commercial Senior Advisor will lead consultancy projects and other targeted non-core commission income work within the Commercial Team. The role focuses on providing strategic consultancy services, including market analysis, business case development, and stakeholder engagement to help drive our non-core commission income growth.

This role is pivotal in helping us deliver diverse and high-impact consultancy services and helping drive income growth within the commercial team.

Key responsibilities

Key Responsibilities:

Consultancy Expertise

- Deliver high-quality consultancy services, providing strategic advice on market access, business development, and commercialisation in healthcare.
- Conduct market analysis and develop robust business cases to support NHS and industry partners in adopting innovative solutions.
- Understanding of regulatory landscapes, including requirements for medical devices and digital health technologies.
- Utilise health economics and value proposition development to craft compelling cases for innovation adoption within the NHS.
- Stay informed about funding opportunities and investment landscapes, guiding clients toward securing financial backing.

Project and Programme Management

- Plan, manage, and deliver complex consultancy projects, often spanning up to one year, adapting to changing client needs.
- Oversee multiple projects concurrently, balancing priorities and deadlines while ensuring efficient resource allocation.
- Apply project management methodologies to maintain oversight, using tools to track progress and communicate effectively with clients and teams.
- Identify, manage, and escalate risks, ensuring projects are delivered on time and within budget.

Stakeholder Engagement and Communication

- Build and maintain strategic relationships with NHS organizations, industry partners, and other stakeholders to deliver consultancy outcomes.
- Lead challenging conversations with clients, providing constructive feedback on project feasibility and strategic alignment.
- Present complex or sensitive information to diverse audiences, from small teams to senior leadership, with clarity and professionalism.
- Represent Health Innovation East at professional events and on social media, promoting consultancy services with nuanced messaging.

Team Management and Development

- Lead and support team members, fostering professional growth and creating a collaborative, learning-focused environment.
- Conduct line management responsibilities, including appraisals, absence management, and objective setting, in line with organisational policies.
- Build rapport with direct reports, addressing concerns and supporting their development.

Business Development and Income Generation

- Generate income through provided leads and self-sourced consultancy leads, including extended engagements, workshops, and one-off projects.
- Develop tailored proposals to meet client needs, with a proven track record of successful project acceptance.
- Expectation to achieve additional non-core contract gross income equivalent to at least 120% of annual salary (plus oncosts and corporate overheads) through business development activities.
- Maintain accurate records of commercial activities, including reporting, raising Purchase Orders, and issuing invoices.

Key Skills and Competencies:

- **Consultancy Expertise:** Strong knowledge of healthcare market dynamics, regulatory requirements, and business case development.
- **Project Management:** Proven ability to manage complex projects, ensuring timely and cost-effective delivery.
- **Communication:** Advanced communication skills, adept at engaging diverse audiences and navigating challenging discussions.
- **Stakeholder Management:** Expertise in building and sustaining strategic relationships with NHS, industry, and other partners.
- **Business Development:** Confidence in pitching consultancy services, crafting proposals, and generating revenue.
- **Team Leadership:** Ability to lead, develop, and support teams in a collaborative environment.

Corporate and personal responsibilities

- Promote equal opportunities and affirm that staff, colleagues, patients, and others who encounter Health Innovation East are afforded equality of access, experience and outcomes.
- Observe Health Innovation East's equity, diversity and inclusion pledges in every aspect of your work, avoiding any behaviour which discriminates against colleagues, potential employees, patients, or partners on any grounds.
- Uphold and promote the organisation's values.
- Work flexibly and collaboratively with others to achieve the organisation's goals and support its values.
- Support the organisation in creating an environment that values risk management and promotes the highest standards of health and safety for Health Innovation East's employees, supported by policies and procedures as appropriate.
- Ensure up to date knowledge is maintained and comply with current data protection laws and company data protection and confidentiality policies and procedures.
- Ensure that we only operate within our remit and do not offer clinical advice.
- Adhere to all company policies and procedures and any applicable legislation.

Person specification

	Essential	Measured at:	Desirable
Qualifications and training:	Educated to degree level, or with equivalent professional experience.	Application	
Knowledge and understanding:	Extensive experience in life sciences/medtech consultancy or business development. In-depth knowledge of developing business cases and value propositions for health technologies. Strong understanding of NHS strategic challenges (Eastern region preferred).	Application / Interview	Experience of project management methodologies

	<p>Knowledge of risk management best practices.</p> <p>Awareness of information governance, security, and GDPR legislation.</p>		
Skills:	<p>Ability to craft compelling consultancy proposals.</p> <p>Strong data and analytical skills.</p> <p>Excellent communication skills for conveying complex information accessibly.</p> <p>Robust relationship-building and stakeholder management skills.</p> <p>Advanced IT skills, including spreadsheet and project management tools.</p> <p>Strong organisational skills for multitasking and meeting deadlines.</p> <p>High attention to detail and accuracy.</p> <p>Strong emotional intelligence and resilience.</p>	Application / Interview	
Experience:	<p>Experience delivering consultancy services in health tech or related industries.</p> <p>Experience analysing complex qualitative and quantitative data.</p> <p>Proven track record in managing complex projects or programmes.</p> <p>Experience leading and</p>	Application / Interview	<p>Experience of translating policy into practice</p> <p>Experience of working with or across international health care markets</p>

	developing team members.		Can demonstrate developing team members beyond basic HR functions
Disposition/ Aptitude:	Ability to develop solutions collaboratively with teams. Strong relationship-building with senior colleagues internally and externally. Demonstrable interest in healthcare consultancy and improvement. Ability to maintain credibility for self and team. Flexibility to work autonomously and within a team.	Interview	
Right to work in the UK:	Applicants must be able to provide evidence of their right to work in the UK at the point any job offer is made	Application	

Personal development responsibilities

- Understanding and awareness of own personal development needs
- Maintenance of a compliant professional portfolio where required

Key relationships

Internal - all Health Innovation East employees will be expected to form key relationships within the organisation relevant to the role.

External - in addition, the successful appointee will need to develop and build relationships with external colleagues as relevant to the role. These may include, but are not limited to, relationships with:

- Industry partners including SMEs and large corporates within the health arena
- Academic partners in Health Education Institutes and Tech Transfer Offices
- Funding/investment organisations
- Applied Research Collaboration (ARC) East of England colleagues
- NHS Trusts and NHS Foundation Trusts.
- Local Government.
- Integrated Care System and Clinical

Commissioning Groups etc.

- NHS England
- Office for Life Sciences
- Third Sector Organisations
- Patient Advisory Groups/Services
- Other HINs

Benefits of working at Health Innovation East

As part of the benefits package, Health Innovation East employees are entitled to 27 days of annual leave plus bank holidays (pro rata for less than whole-time equivalent) and are offered a company pension (employer contribution up to 10% of annual salary), life insurance (on completion of probation) as well as a cycle to work scheme. In addition, all employees have unlimited access to the company's well-being programme which is fully confidential.

Team members on secondments will remain on their employer's terms and conditions.

How to apply

To apply please submit your CV and a covering letter by **9am on Monday 14 July 2025** to recruitment@healthinnovationeast.co.uk specifying your motivation for applying and how you meet our person specification. Interviews will take place w/c 28 July 2025.

For an informal discussion, please contact philip.shelton@healthinnovationeast.co.uk.

This job description is intended as an outline of the general areas of activity and may be amended in the light of the changing needs of the organisation.