



AQUARIUS POPULATION HEALTH

**Transforming health,
for everyone**

Managing Consultant

Ref: MC1

Job Title

Managing Consultant (MC1)

About Us

Join an exciting and fast paced team generating evidence at the intersection of public health and commercial strategy.

Aquarius Population Health is a fast-growing and dynamic healthcare consultancy based in Kings Cross, London. We are now considering applications from UK and sponsorship of non-UK based candidates for permanent positions based at our London office. We are searching for like-minded colleagues who are as driven as we are to make a difference in their work, and who are inspired by our vision to *Transform Health, for Everyone*.

What's in it for you? You will have significant opportunities for growth and progression, supported in your development as researchers, managers, and leaders.

The reward package is very competitive, and you will benefit from working alongside a team that combines both strong academic and commercially orientated expertise. Our team reports the high levels of support and encouragement they are given to try new challenges and in going outside of their comfort zone. There is an emphasis on learning and the development of wide-ranging technical and consultancy skills, with on-the-job training complemented by formal learning: everyone gets a training budget to spend, refreshed every year. If you relish the challenges, your skillset will inevitably broaden and deepen.

We are committed to co-creating a detailed, structured career and development plan for everyone on the team – we want you to develop your career with us, providing you with new opportunities for growth. We believe that as each one of our talented team grows, so Aquarius grows and, because we are still small, you will also benefit from being close to the action and decision-making. You will be asked to create, shape and deliver internal business development projects, for example.

At Aquarius we value evidence and innovation, problem solving and creativity, and are driven to have an impact in health care decision making.

Our defining mission is “*To generate the evidence required to inform rational healthcare decisions*”. We attract people who have an excellent track record in delivering great results, demonstrate agility and creativity in their thinking, and are willing and able to work closely with our wider team and collaborators to optimise our impact.

You will be working to high standards, with the focus on evidence generation. We always take a creative approach in designing and delivering projects with consistent, high-quality outputs, tailored to what our clients need (not necessarily what they want), compellingly delivered, and within the time and budgetary limits that are scoped.

Working with us, you will join a wide range of projects spanning quantitative and qualitative research, across public, private, and non-profit sectors.

Our team consistently reports that their work is stimulating and continually expands their horizons as they learn new skills and knowledge. Our clients and collaborators come from the broad spectrum of life-science organisations around the world, from innovative start-ups to the very largest multinationals. We work on projects spanning medtech, pharma and service delivery; collaborating with industry partners, healthcare providers, charities, academia and government. We target six focus areas, to which all members of the team can actively contribute: economic evaluation, interactive decision tools, market evidence & insight, pathway mapping & micro-costing, writing & communication, and patient insight. Our work has influenced regional, national and international policy, and we are looking to expand this work geographically and across population health as we grow.

If you are passionate about delivering excellent results, working in and leading a talented team, being flexible and dynamic and contributing to the growth of a company that is doing good in the world, we want to hear from you.

Job description: summary

We are recruiting a highly motivated, experienced and enthusiastic individual for a Managing Consultant role. This is a full- or part-time permanent post to help us grow and expand the work we offer. Our offices are based in a creative hub – Tileyard, near King’s Cross, London – and currently we operate a ‘hybrid’ working arrangement (home/office working, outside of restrictions and with minimum expectations for office-based working to facilitate team collaboration and synergy). We are now considering applications from non-UK based candidates for sponsorship to work from the UK on permanent or long-term contracts (e.g., 12+ months). Please note we are **not** considering short term contracts for this role.

The successful candidate will be responsible for identifying, analysing, and summarising evidence to support the team on delivery of a wide range of our projects. The right person will be familiar with different analytical and critical thinking approaches and will be able to conduct technical analyses under supervision and with the support of senior staff. The types of activities will depend on the skill set and experience of the candidate, but could include; data analysis and preparing outputs, conducting statistical analysis, creating surveys and analysing results, programming, qualitative research (planning, conducting and analysing results), writing, data identification (e.g. literature searching and finding inputs for our models and decision tools), user testing, audits, and much more. Many of our projects culminate in peer-reviewed publications, so there is the opportunity at all levels to be a published first author or co-author.

Candidates with a PhD or MSc and/or relevant working experience in a relevant field will be considered for this position. The successful candidate will be responsible for, and contributing to a wide variety of projects. They will be working with clients, external collaborators, internal colleagues and the Managing Director. There will be many opportunities to learn skills and gain knowledge of a wide range of approaches to support the work we do and grow our offering. They will have opportunities to be actively involved in the sales process and growing our client base and revenue.

Depending on restrictions, there are possibilities for national/international travel on projects and presenting results at conferences/workshops. We also do this activity remotely so there are great opportunities for exposure and growth in this direction. The transition to remote working has meant that both our client portfolio and projects increasingly have an international dimension – including LMICs.

The successful candidate will be passionate about delivering excellent results while managing their work in an efficient and professional manner.

What is the job?

- Lead, plan, design and conduct original health research
- Oversees a range of projects being run by the Senior Consultant and Consultant teams
- Lead on project planning and delivery including day-to-day management, working on multiple projects against tight deadlines, leading the internal team and external collaborators/clients
- Lead quantitative analytical work including health economic models, data analysis, decision tools and a wide range of other research/consultancy activities
- Lead on data analysis projects including conducting analyses of large datasets
- Lead on development and deployment of our decision tools, including model integration and front-end design, in collaboration with our creative designers and user experience experts
- Support on other health economic and research/consultancy activities
- Oversee reviews and evidence synthesis to feed into economic and other analyses
- Lead on proposals, grant applications, peer-reviewed journal articles, HTA submissions, reports and presentations
- Develop strategy and an implementation plan to develop the consultant team and offering
- Support managers in their management duties, to include mentoring and coaching
- Recruit, manage and train junior staff
- Present findings to clients/collaborators and external audiences
- Lead and manage client/collaborator relationships and ensure client satisfaction
- Identify new areas of growth for Aquarius, lead on achieving our business goals
- Acquire new clients and collaborators, and generate new revenue for Aquarius
- Actively participate in professional and networking events to build our client and collaborator network
- Develop our internal resources and knowledge base

How do you do it?

The Managing Consultant designs and leads projects without supervision, and oversees the delivery and quality of projects led by junior staff and supports them as required. They also take a team leadership role in line managing junior staff, designing and delivering training (formal and informal), seeking opportunities for new work and collaborations, and supporting the growth of Aquarius including taking an active role in recruitment.

- Provides technical or strategic support across multiple technical or consultancy domains.
- Leads multi-functional teams (including internal and external collaborators) on simple and complex projects.
- Leads internal best practice development including development of processes and systems.
- Manages quality control (QC) processes, QCs internal and external documents, does not require any support on this (i.e. proofreading, critical check for meaning, presentation, etc).
- Develops and supports proposals and grant initiatives to win new revenue streams.
- Engages in full client management across their product portfolio and pipeline.
- Develops and maintains client partnerships, including new client generation.

- Develops the team to be more efficient and effective, in line with business strategy, including coaching/mentoring and helping design the supporting processes and procedures with a focus on evidence and integrity in our work delivery
- Leads internal best practice development including development of processes and systems.
- Develops and delivers training (technical and consultancy).
- Participates in strategic decisions about team recruitment, and leads on recruitment of junior team members.
- Actively engages with the wider scientific community, to build links and develop a network of potential collaborators, contractors, employees and clients, deriving value from this network.
- Develops key areas of thought leadership and engages in public speaking.
- Assumes formal line management responsibility within the team with focus on experienced staff (Consultant and Senior Consultant) and takes responsibility for their professional development
- Acts as a coach and develops high professional ethics/technical standards in the team, demonstrating Aquarius' values in their work and behaviours (i.e., critical, curious, creative, collaborative, client focused).
- Is part of the senior management team (STEAM) and actively participates in strategic discussions and decisions.

Person specification

- Excellent communication skills (written and oral) with people across all levels of expertise
- Highly motivated, ambitious, enthusiastic and committed with a strong client focus
- Able to work independently and in a team
- Strong leadership and people management skills including client relationship abilities, and/or the interest to develop these skills
- Multitasking and time management skills and experience
- Able to work under pressure to tight timelines
- Flexible and able to adapt easily and innovate
- Curious and interested in acquiring new knowledge and skills
- Creative, and solutions-focused
- A real problem-solver
- Detail-oriented
- Excellent work ethic and integrity
- Ability to network

Experience and skills

	Required	Desired
A strong interest in health, healthcare, and medical decision problems	✓	
Designing and developing health economic evaluation studies, economic models (decision analyses, state-transition models, budget impact models, return on	✓	

investment models, cost-utility and cost-effectiveness models, etc.) and costing health services		
Extensive experience with health economic analysis, modelling, writing programs/code, statistical analysis, and interpreting results (preferably using Excel with VBA and/or R)	✓	
Experience or knowledge of creating decision tools, e.g. Shiny dashboard, PowerBI, Excel interface, etc.	✓	
Experience with statistics and/or econometric methods, such as: study design, model selection, interpreting results	✓	
Experience leading multiple projects at once, proven experience in project management and delivering results successfully to deadlines; demonstrated ability to prioritise	✓	
Demonstrable mature leadership skills: extensive experience leading teams and supervising staff/students, including acting as a role model and mentor	✓	
Experience with executive oversight of multiple projects; strategic support, allocating resources and requirements across a range of projects and managing their respective teams, ensuring quality of client management and deliverables	✓	
Ability to manage and promote healthy and productive relationships with clients, collaborators and the internal team	✓	
Technical writing skills (peer-reviewed publications, proposals/grants, reports)	✓	
Experience in Microsoft Suite particularly Excel	✓	
Awareness of UK/International health policy	✓	
Knowledge of the UK health care system and data sources	✓	
Experience in any of the following software/languages: Python, Julia, Java, C/C++, Ruby		✓
Experience of using health economic analytical packages, e.g. TreeAge, Palisade Decision Tools, Simul8, Arena		✓
Planning, developing and running dynamic models of disease/infection		✓
Experience working in a consultancy or as a consultant		✓
Experience of HTA submissions		✓

Qualifications

- PhD/MSc in Health Economics, Data Science, Business, Mathematics, Biostatistics, Public Health, or related quantitative/qualitative field, or BSc/BA with equivalent experience and skills
- Previous and proven post-graduate experience
- Fluency in English (written/oral) essential

Salary

Competitive and negotiable based on qualifications and experience. We offer ongoing personal and professional development and other benefits.

Our work

We have six primary focus areas, to which all members of the team can actively contribute.



Our independent consultancy delivers key insight to drive evidence-based decision making in healthcare delivery and patient care. We specialise in evaluating the value of implementing healthcare products and services. As part of our work, we develop bespoke solutions to address our clients' and collaborators' needs and unique challenges. We aim to:

- Put enhancing people's health and wellbeing at the centre of what we do.
- Collaborate with clients across industry, universities, health charities and government.
- Support innovation and adoption of healthcare products and services.
- Contribute to national and international health policy.
- Lead on novel academic and grant-funded research projects.
- Develop insight from complex data.
- Use creative approaches in seeking solutions, and always consider the bigger picture.
- Communicate key messages about the value of healthcare in a meaningful way to diverse audiences.
- Develop strong relationships, and we work with people who feel the same way.

Please see our [website](#) for more information and details about the work we do.

Location of the job

Our office is in Tileyard, Kings Cross, London. [Tileyard Studios](#) is a vibrant and friendly hub for entrepreneurs and the creative sector including many famous musicians and brands, and has an excellent [cafe](#), [brewery/outside bar](#), and [health & well-being centre](#) on site. There are regular free music and social events in the café and brewery. It is within easy walking distance to King's Cross/St Pancras/Euston/Camden with a car/shuttle service to King's Cross throughout the day. We are part of the wider [King's Cross development](#), a new part of the city being transformed into an exciting place to be with homes, shops, offices, galleries, bars, restaurants, sports and leisure activities, schools, and even a university. There are easy links to the rest of London, the UK, and the rest of Europe/the world with the Eurostar at St Pancras and five London airports easily accessible with public transport.

Currently we are operating on a hybrid working basis so applicants will need access to an appropriate remote working environment when they are not in the office.

How to apply

To apply, please visit <http://aquariusph.com/careers/submit-your-cv/> to submit your **cv** and **cover letter** online with the reference **AL1**. Please name your file First Initial(s) Surname_letter, e.g. A Markov_letter, and First Initial(s) Surname_cv. We will prioritise applicants who include a detailed cover letter that specifically addresses:

- Why you are the right person for the job, and **specifically** describe how you meet each item on the list of experience and skills.
- When you would be able to start.
- How you heard about the position.

This cover letter is an **essential** part of the selection process to help us understand if you are the right person for the job.

Closing date

We are considering candidates on a rolling basis with opportunities to start **immediately**.