



AQUARIUS POPULATION HEALTH

Transforming health,
for everyone

CONSULTANT
Ref: C01

Job Title

Consultant (CO1)

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 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 an MSc/BSc/BA degree and/or in a relevant working experience in a relevant field will be considered for this position. They will be working with clients, external collaborators, internal colleagues and the Directors. 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 also have opportunities at the Analyst level 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. 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?

- Supports the planning, design, and conducts original health research and make a difference to public health
- Conduct quantitative analytical work including health economic models, data analysis, decision tools and a wide range of other research/consultancy activities
- Conduct or support our qualitative work including survey design and analysis, qualitative and market research, writing discussion guides, conducting semi-structured interviews with clinicians, policy-makers and other stakeholders, patient pathway mapping and validation, design and user testing of our tools, and other activities
- Manage successful (small whole or elements of larger) projects: planning and delivery including day-to-day management, working on multiple projects against tight deadlines, with our core team and external collaborators
- Conduct reviews and evidence synthesis to feed into our models, tools and other analyses
- Present findings to clients/collaborators, external audience, both in print and oral form
- Contribute to proposals, grant applications, peer-reviewed journal articles, HTA submissions, reports and presentations
- Contribute to the growth of Aquarius, achieving our business goals and developing our internal tools
- Support client and collaborator relationships
- Support the team on administrative tasks as needed
- Opportunities to develop skills and grow: on the job inc. project and line management feedback, regular internal training sessions, internal development projects, personal annual training budget (time and finance)

How you do it?

The Consultant has experience of the breadth of research techniques across Aquarius' repertoire and leads small scale projects or project components, and contributes to larger projects led by more senior staff.

- Works as a project lead, typically on projects that are well-defined and/or follow an established template.
- Inputs on the project (or project component) design, but is not expected to design projects without significant supervision.
- Works independently for protracted periods and consistently exercises good judgement in being able to take on and try new challenges independently (and deliver effectively when doing so), as well as knowing when to ask for direction from more senior team members.
- Manages and supports aspects of Analysts' contributions to their projects.
- Performs well across a range of the technical research skills required, as well as creating the confidence amongst the management team that they are able to take on and deliver against new tasks requiring untried skills (technical and general consultancy).

- Ability to manage/prioritise time and deliver results successfully to deadlines. Can identify delivery related bottlenecks and risks and address or escalate them appropriately. Keeps and monitors risk registers.
- Quality controls project team activities and deliverables.
- Contributes to internal development topics.
- Works within a support system, e.g., a senior team member who is linked with the project who has regular check-ins with the Consultant and can help troubleshoot problems and is available for questions if the need arises. Needs sign off before sending deliverables/documents to clients, and regularly seeks advice on non-routine communications.
- Leads on writing deliverables (client reports, peer reviewed publications, etc).
- Takes a leadership role in the Analyst meetings and interactions, provides informal support on project and non-project related questions.
- Develops an awareness and insight into the Aquarius business strategy and understands and raises opportunities with the senior team.
- Maintains highest standards of professional ethics, and Aquarius values and behaviour.
- Actively contributes to a culture of collaboration and innovation within team and acts as a role model.

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 people management skills, 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
- Uses Excel competently for data manipulation and uses statistical packages and techniques as required, under supervision.
- Has specific technical expertise equivalent to their degree, in methods and applications in a relevant discipline (e.g. health economics, qualitative analysis, statistics, public health, epidemiology, mathematical modelling, etc.).

As a small consultancy, all members of the team are expected to work on multiple ongoing projects and manage their workloads, they are also expected to make a positive contribution to the growth and success of Aquarius.

Experience and skills

	Required	Desired
A strong interest in health, healthcare, and medical decision problems	✓	
Critical thinking and decision-making	✓	
Conducting quantitative analyses, interpreting results and presenting findings	✓	
Conducting literature reviews and synthesising/summarising evidence	✓	
Strong numeracy skills including manipulating data and conducting analyses in Microsoft Excel	✓	
Ability to develop and maintain healthy and productive relationships with the internal team and external collaborators	✓	
Ability to manage/prioritise time and deliver results successfully to deadlines	✓	
Experience in project management and delivering results successfully to deadlines; demonstrated ability to prioritise		✓
Knowledge of health economic evaluations, economic modelling and costing health services		✓
Technical writing skills (peer-reviewed publications, proposals/grants, reports)		✓
Experience in qualitative research and analysis		✓
Knowledge of/experience in data science techniques		✓
Knowledge of survey design and analysis		✓
Statistical analysis and interpretation		✓
Technical writing skills (peer-reviewed publications, proposals/grants, reports)		✓
Knowledge of the UK health care system and data sources		✓
Awareness of UK/International health policy		✓
Experience working in a consultancy or as a consultant		✓

Qualifications

- PhD/MSc/BSc/BA in a quantitative or qualitative field
- 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 including a training package.

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 **CO1**. 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**.