



AQUARIUS POPULATION HEALTH

Transforming health,
for everyone

Senior Consultant
Ref: SC1

Job Title

Senior Consultant (SC1)

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 Senior 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 leading projects and project teams with a high level of autonomy (senior level support and counsel will be provided as required/to the benefit of the project). The SC has a leadership role within Aquarius, to drive positive change and outcomes in our team and our work. We will prioritise applicants who can demonstrate proven consulting skills and experience, including showing they have a developed commercial awareness. They should have experience of delivering and communicating rigorously conducted research designed and conducted within the boundaries of commercial realities, leading project team and maintaining client engagement throughout.

Project lead duties include; inputting into or writing proposals, leading the design and scope of the project, project planning and management, leading and supporting Consultant and Analyst team members. The right person will be familiar with different analytical and critical thinking approaches and will be able to conduct technical analyses.. The types of activities will depend on the skill set and experience of the candidate, but could include leadership of: model design and build (including HE models), 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. 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?

- Plan, design and conduct original health research
- Lead and conduct quantitative analytical work including health economic models, data analysis, decision tools and a wide range of other research/consultancy activities (depending on expertise)
- Conduct reviews and evidence synthesis to feed into the economic models and other analyses
- 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 project planning and delivery including day-to-day management, working on multiple projects against tight deadlines,
- Managing our core team and external collaborators as part of project delivery,
- Lead on proposals, grant applications, peer-reviewed journal articles, HTA submissions, reports and presentations
- Present findings to clients/collaborators, external audience, both in print and oral form
- Contribute to the growth of Aquarius, achieving our business goals
- Support on developing our internal tools – including leading internal development projects, as required
- Manage client and collaborator relationships
- Line manage and develop junior staff (including as part of projects)
- Support the team on administrative tasks as needed
- Contribute to acquiring new clients and generate new revenue for Aquarius
- Contribute to our internal resources and knowledge base
- 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 Senior Consultant has a thorough understanding of the breadth of research techniques in Aquarius' repertoire and how they are used, leads multiple projects (3-5) across different topics with different clients, and has line management responsibilities for Analysts and Consultants.

- Has developed significant expertise in one or more research techniques in Aquarius' repertoire.
- Designs projects with the support or partnership (as necessary) of more senior team members.
- Demonstrates end-to-end project management capabilities in the process of successfully delivering projects to completion requiring only periodic high-level support/counsel, to time and budget, and uses internal and external resources effectively and efficiently.
- Manages own time and supervises timelines of team members and their deliverables across multiple projects. Defines and monitors project plans and assures project component alignment with overall project plan. Assesses and manages project risks, and escalates issues.
- Maintains the highest standards of work and thinking, and supports others to achieve quality standards.

- Actively engages with clients to create opportunities for new or follow-on business, and engages in strategic discussions, e.g. opportunities or risks, and manages client expectations.
- Drives internal development and supports/provides development and delivery of training (formal or informal).
- Engages in public speaking and presentation (e.g. of research, at conferences, careers events, etc.).
- Demonstrates strategic insight, discusses strategic project decisions with clients and project teams, and gains the confidence of others by their authoritative communication.
- Line manages Analysts/ Consultants and supports them with their professional development.
- Encourages the development of their project team, including project-led learning, identifying areas for development, communicating these to line manager and assisting with development plans.
- Participates in recruitment of junior team members and peers.
- Leads on publication of papers in high-impact peer-reviewed journals and conference presentations, and oversees junior members of staff in this task.
- Acts as a mentor promoting high professional ethics/technical standards, demonstrating Aquarius' values in their work and behaviours (i.e., critical, curious, creative, collaborative, client focused).
- Actively contributes to a culture of collaboration and innovation within team and acts as a role model.

Person specification

- Highly motivated, ambitious, enthusiastic and committed to making an impact in healthcare
- Excellent work ethic and integrity
- Commercial interest and awareness of healthcare markets and interventions
- A strong client focus, and demonstrable capability to build relationships and negotiate with them
- Ability to network
- A natural communicator: excellent communication skills (written and oral) with people across all levels of expertise
- Good presentation writing and delivery skills
- Able to work independently and in a team
- The capacity to develop strong relationships
- People management skills and strong leadership potential: evidence of positions of responsibility and have intuition for leading a team and stepping up to a challenge
- Multitasking and time management skills and experience
- Able to work under pressure to tight timelines
- Flexible and able to adapt easily and innovate
- Creative, and solutions-focused
- A problem-solver: can demonstrate how you've face into a challenge and how you have diagnosed and then solved the problem
- Detail-orientated
- Curious and interested in acquiring new knowledge and skills
- Demonstrates ability to self-reflect and the willingness to develop to address areas of weakness

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
Extensive experience in health, healthcare, and medical decision problems	✓	
Designing and conducting quantitative analyses, interpreting results and presenting findings	✓	
Designing and conducting literature reviews and synthesising/summarising evidence	✓	
Strong numeracy skills including manipulating data and conducting analyses in Microsoft Excel	✓	
Technical writing skills (peer-reviewed publications, proposals/grants, reports)	✓	
Ability to develop and maintain healthy and productive relationships with clients, collaborators and the internal team	✓	
Experience in project management and delivering results successfully to deadlines; demonstrated ability to prioritise and lead a team	✓	
Experience in managing junior team members	✓	
Experience of research in commercial healthcare markets		✓
Statistical/econometric analysis and interpretation: designing analyses, interpreting results, and using at least one of the following software/languages: R, STATA, SAS, SPSS		✓
Knowledge and experience of health economic evaluations, economic modelling and costing health services		✓
Experience in conducting qualitative and/or market research, e.g. interviewing, and any qualitative software, e.g. NVivo, Atlas, etc.		✓
Programming in any language, e.g. Java, C/C++, Python, etc.		✓
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		✓
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**.