

C N Consultancy Limited

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**RECRUITMENT OF
INNOVATION MANAGER
PROVIDING FUTURE
ORTHOPAEDIC TREATMENTS**

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BACKGROUND

JRI Orthopaedics is the brand name of Joint Replacement Instrumentation Limited (JRI) which manufactures, distributes and sells orthopaedic prostheses, principally hip joints, to the public and private healthcare sectors. JRI is a privately held company wholly owned by The Furlong Research Charitable Foundation which was established by its founders.

Its corporate office is located in central London and controls its finance, IT and HR functions. Its manufacturing unit is based in 57,000 sq ft custom-built freehold premises in the Chapeltown area of Sheffield where its operations include production, research, product development, warehousing and distribution. Its marketing, sales and customer service activities are also based in Sheffield.

Company History

The Company was founded in 1969 by Mr Ronald Furlong, who was then Director of the Orthopaedic Department at St Thomas's Hospital in London, and who needed to include total hip replacement in the Orthopaedic teaching curriculum. The prosthesis of choice was the Muller Total Hip Replacement from Switzerland and by 1971 the Company became the sole importing agent for the UK for Protek Switzerland. From 1975 onwards JRI, with the blessing of Professor Muller, became UK manufacturers of the JRI Muller prosthesis and by 1977 became the first company to forge in titanium alloy, now the most commonly used alloy in the prosthetic industry.

Mr Furlong continued to design innovative products such as the Furlong Straight Stem prosthesis until the introduction of the revolutionary Furlong Hydroxy-apatite Ceramic Coated Total Hip Replacement in 1985. More than 100,000 patients have benefited from the Furlong H-AC coated prosthesis and its unique concept of prosthetic fixation. The Company is proud that its products were the prosthesis of choice for HM Queen Elizabeth, The Queen Mother in 1995 and 1998. In 1993 JRI received the Queen's Award for Technological Achievement.

Operations and Sales

JRI currently has an annual turnover of £17m (currently around 66% UK and 33% international) and has plans for further significant sales growth, both at home and overseas. It has a UK customer base of approximately 300 hospitals and Primary Care Trusts and a smaller international market - there is potential to increase the export market. Owing to the specialised nature of its business it holds 1500 SKUs and around 30 loan sets of equipment.

The Current Opportunity

The acquisition of spacious and modern premises in Sheffield created the opportunity for JRI Orthopaedics to considerably expand its manufacturing capabilities and thereby improve its customer service and sales revenues. The Company's quality management system is accredited to ISO 9001, ISO 14001 and OHSAS 18001.

The position of Innovation Manager is newly-created and contains ample opportunity for quality candidates to realise further career progression.

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The major focus will be on developing JRI's established and widely-respected product range by initially formulating, publishing and implementing an innovation plan that reflects the Company's strategic objectives and priorities. The Innovation Manager will play an important role by contributing to the formulation and development of the corporate strategic plan with the Board.

The role encompasses an exciting challenge to promote change and to build a culture of innovation throughout the whole Company. It will provide leadership to the research, design and compliance team and will work closely with the sales and marketing team to respond to changing clinical needs whilst promoting research and new product development programmes.

JRI operates in an informal, non-hierarchical manner, placing high value on team working. It thrives on open communication, is receptive to new ideas and it encourages individual empowerment and decision making.

CN Consultancy Limited is advising on this appointment and has been briefed to identify an exceptional professional within the medical devices sector who possesses strong innovative skills and who will be attracted by the challenge and the potential for personal growth.

JOB DESCRIPTION

Job Title	Innovation Manager
Location	Sheffield, South Yorkshire
Responsible to	Managing Director
Responsible for	A current team of 20 personnel. Research Manager Design Manager Compliance Manager
Key Working Relationships	External: Customers - NHS Trusts, purchasing consortia and private hospital groups Overseas Distributors Regulatory bodies Universities and Research establishments Internal: Finance & Administration Director Sales & Marketing Director Operations Manager Marketing Manager
Areas of Accountability	<p>The prime purpose of this appointment is to direct and lead the research, design and compliance team to develop new innovative product lines and to enhance JRI's reputation as an innovative orthopaedic company. This will be achieved through developing an innovation plan; managing its delivery and bringing novel products to market, ensuring that all regulatory requirements are fulfilled.</p> <p>This embraces:-</p> <ul style="list-style-type: none">• Contributing, as a member of the Executive Team, to the development of corporate strategic plans• Formulating and implementing an innovation plan reflecting the Board's strategic plans and priorities.• Leading the research, design and compliance team to ensure departmental and individual objectives are aligned to the innovation and strategic plans.• Developing appropriate key performance indicators and ensuring they are monitored and reported.• Developing plans and leading change to build a culture of innovation throughout the Company.

- Conducting research to identify new technologies, changing clinical needs and competitor products; attending relevant conferences to appraise market trends.
- Initiating research and new product development programmes; authorising progress via the stage gate product development (SPD) system
- Overseeing research projects to ensure measurable outputs that increase the Company's knowledge and capability
- Leading technical and regulatory aspects of new product development to deliver new and enhanced products; ensuring they are available at product launch will full regulatory approvals.
- Closely monitoring research and product development projects against plans; taking necessary remedial action to ensure project delivery on-time and in-budget.
- Managing and developing the Company's intellectual property portfolio
- Authorising and approving technical files, design dossiers and risk analyses.
- Monitoring clinical trials on JRI products
- Managing the preparation of departmental budgets and monitoring performance
- Managing the recruitment and development of departmental personnel.
- Managing the motivation and development of personnel in order to meet or exceed Company and individual career plans.
- Providing technical support, information, training and presentations to customers and the sales & marketing team
- Managing and developing strong relationships with universities and commercial R&D partners, including establishment and management of collaboration agreements, license agreements and joint developments.
- Ensuring reporting of relevant management information for the department.
- Full accountability for the achievement of innovation and learning targets of the Company's balanced scorecard and all innovation activities of the Company.

CANDIDATE PROFILE

Age	There are no age limits.
Qualifications	A good first degree is required. A post graduate degree or MBA is preferred.
Experience	<p>Candidates should demonstrate a successful career as a senior research and innovation professional gained with a reputable medical device manufacturer, preferably orthopaedic. Previous experience in the medical devices sector is considered to be an essential requirement.</p> <p>Experience should include the following:-</p> <ul style="list-style-type: none">• Previous success developing innovative and clinically based products.• Demonstrable experience in the formulation and implementation of innovation plans• Strong record of successful management in the recruitment, development and motivation of research and development personnel• Meticulous record keeping and other requirements to satisfy regulatory obligations for new product development• Experience in ensuring strict compliance with health, safety, environmental and regulatory requirements• Demonstrable success in leading and delivering innovative solutions in a reputable medical device manufacturer• The development and monitoring of departmental budgets• Previous achievement in driving culture change so that the philosophy of innovation becomes embedded in personnel and activities throughout the organisation.• Previous experience of working in an environment overseen by regulatory bodies is considered essential.• Identifying market trends and changing clinical needs and thereafter driving the search for appropriate solutions and their successful delivery.
Personal Qualities	<p>The successful candidate should:-</p> <ul style="list-style-type: none">• Be energetic, goal oriented and self-starting• Possess exceptional communication skills and the

ability to work effectively as part of the management team.

- Possess evident skill in building relationships and a charismatic leadership style
- Be well organised, resourceful and proactive with a tenacious and empowering team-oriented management style
- Be commercially aware with sound judgement and business acumen
- Be creative thereby encouraging others to offer innovative solutions
- Possess a highly organised mindset with a strong and principled approach to the creation and maintenance of accurate records both for company and regulatory requirements

REWARD PACKAGE

Basic Salary	Negotiable. Basic salary is not seen as a limiting factor in order to attract quality candidates to the organisation.
Bonus	Discretionary bonus scheme.
Pension Scheme	Non-contributory defined contribution (money purchase) scheme whereby the Company pays a contribution of 7.5% - eligibility after one year's service.
Life Assurance	2 times base salary after three months' service.
Medical Insurance	Provided free to employee after three months' service. Premiums at reduced rate are available to provide cover for dependants.
Travel Insurance	Provided free to employee whilst overseas on Company business
Car	Fully expensed quality car provided
Holidays	25 days per annum. Entitlement increases by 1 day for every five years' completed service up to a maximum of 30 days
Notice	3 months from both parties on completion of probation period
Relocation	Assistance with the costs of relocation will be offered where necessary