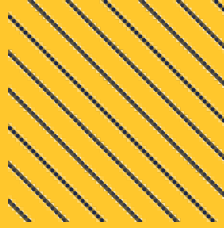


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Appointment of

# Chief Health Officer

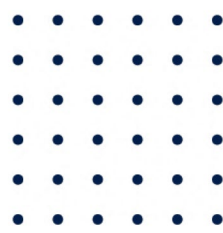


Saxton Bampfylde

# Contents

3. Letter from Dr Raghiv Ali, CEO, Our Future Health
4. About
7. The role
9. Position specification
10. How to apply

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## Letter from our CEO

**Dr Raghیب Ali**  
CEO, Our Future Health

My journey to leading Our Future Health began long before I ever imagined heading up a national research programme. My father developed glaucoma in his 40s, which meant he began to lose his eyesight and so was unable to work. Times were hard but my mother took on a job as an administrative assistant in the NHS and worked tirelessly to ensure that we could focus on our studies.

As a child on free school meals and attending one of the worst-performing schools in the country, my chances of going to Cambridge and becoming a doctor were almost zero. But against very long odds, I was able to get into medical school and fulfil my ambition to serve as an NHS doctor.

I quickly encountered the fundamental struggle that every doctor in our healthcare system experiences. We don't see our patients until symptoms start showing.

Too many patients were arriving in hospital with diseases that were preventable, or at least delayable, if we had intervened earlier. I treated people with cancer, diabetes, heart attacks and strokes – all with risk factors that could have been identified and acted upon sooner. It became clear to me that the system was not really working and so alongside my clinical work, I began my research career – with a focus on understanding the causes of the major non-communicable diseases – and how they can be prevented.

While I did complete my clinical training in Acute Medicine, I was always more interested in how we could reduce deaths and disability from the diseases my patients were suffering from, improve population health and reduce inequalities. In March 2020, I decided to return to frontline clinical duties in Oxford and those early Covid waves were like nothing I had ever seen before. Alongside my hospital work, I also advised the Government on Covid and later worked on the vaccine programme, focusing on increasing uptake among ethnic minority groups. In 2022, I was honoured to receive an OBE for this work, though what mattered most to me was contributing to the national effort at a time of crisis. These experiences have reinforced a conviction I have held throughout my career: modern healthcare systems, including the NHS, deal with sickness rather than health. Too many people live with disease for too many years, when earlier intervention could have changed the outcome. That is why Our Future Health matters so deeply.

By bringing together up to five million volunteers from across the UK, linked health records, genomic data and blood samples, we are creating the largest health research programme of its kind in the world. This resource will allow researchers to discover new ways to prevent, detect and treat common diseases – and it will allow individuals to benefit too, by understanding their own risk of conditions such as diabetes, heart disease and glaucoma.

This is a once-in-a-generation opportunity to change the whole paradigm of healthcare. In the future, the first interaction most people will have with the health system will be to understand their risk of disease, rather than to seek treatment when they are already unwell. Genetic profiles and population-scale data will allow doctors to intervene earlier, offer screening, and prevent conditions from taking hold. It is an exciting future, one that we in the UK have a chance to lead. We are already making a national impact, with Government describing Our Future Health as a “unique UK asset” and committing significant investment to our work. But our ambition goes further. To achieve it, we need leaders who are motivated by the scale of this challenge and inspired by its potential.

That is why now is such a compelling moment to join us. We are still young enough as an organisation for new leaders to shape how we work, how we grow, and how we deliver for our participants, our partners and for society – but established enough to have the resources, credibility and momentum to make change happen at scale. The decisions we make together over the next few years will determine whether Our Future Health fulfils its potential to transform healthcare for generations.

This is why I am excited to open up an opportunity to join us. You will be joining at a pivotal moment, helping to shape how our organisation grows, ensuring we continue to build and deepen the value and connection we offer to our volunteers, partner groups, and wider stakeholders, playing a vital role in how we deliver success.

If you share our vision of helping people live healthier lives for longer, I warmly invite you to consider joining us.

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## About us

**Despite advances in healthcare and medicine, large numbers of people in the UK still spend many years of their later life in poor health because of common diseases and health conditions such as cancer, Alzheimer's, heart disease, arthritis, diabetes and stroke.**

**Our Future Health helps health researchers to tackle this growing burden of disease. With our data, they can develop new ways to detect diseases at an earlier stage, and even prevent them from occurring in the first place.**

From the very start of Our Future Health, we've had a big target in mind. We want up to 5 million adults in the UK to take part in our programme, so that people can live longer and healthier lives. The target is hugely ambitious. No other health research programme has come close to recruiting so many people, anywhere in the world. It is these achievements that led to the equally unprecedented announcement in July that we had been awarded up to £354 million in the 2026-2030 spending review, which is the highest government grant ever given for a single research programme.

Today, we're proud to say we're over half the way to our volunteer recruitment goal thanks to our volunteers and over 300 staff. As of July 2025, more than 2.5 million people have consented to take part in our programme. That means their health records can be analysed by researchers, to discover new ways to prevent, detect and treat diseases.

We're now the world's biggest health research programme of its kind and our volunteer group is also more diverse than other, similar health research programmes. We're building a community of volunteers to create a detailed picture of the nation's health. Thanks to the phenomenal support of the public, registered health researchers are already studying an incredibly detailed picture of the UK's health. We currently have around 50 approved studies that are actively analysing our data, including studies on cancer, cardiovascular disease, diabetes and kidney disease.



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## Our values as an organisation



**Our values guide how we behave in all our work, our engagement with others and in our communications.**

They complement and support our overarching aim, which is to help people live longer and healthier lives through better prevention, earlier detection, and improved treatment of diseases.



### **United by Purpose, Evolving Together**

"We are a team united in our mission, committed to evolving together through collaborative decision-making, continuous learning, support for change, and transparent communication. Our shared purpose drives us to engage in meaningful discussions, adapt to new challenges, and maintain open and honest communication, ensuring we grow and evolve together."



### **Empowered Expertise, Enabling Innovation**

"We empower individual and collective expertise as the foundation for enabling innovation. We encourage specialisation and creative problem-solving, fostering an environment where innovation is welcomed, and knowledge is shared freely. This approach allows us to leverage our deep expertise to drive forward-thinking solutions and advancements."



### **Diverse Contribution, Inclusive Collaboration**

"We embrace diverse contributions and exercise inclusive collaboration, recognising the strength that comes from different perspectives. We are committed to creating an environment where individuals are heard, participation is equitable, and differences are celebrated. This inclusive approach enriches our organisation and enhances our collective effectiveness."



### **Measurable Impact, Lasting Legacy**

"Our focus is on creating measurable impact and building a lasting legacy. We align our actions with clear, achievable goals and hold ourselves and each other accountable for our contributions. Our commitment to sustainable and reflective practice ensures that our work not only meets immediate needs but also contributes positively to our organisation and our stakeholders over the long term."

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To read more, go to :  
[www.ourfuturehealth.org.uk](http://www.ourfuturehealth.org.uk)

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## The role

We are building one of the richest, most trusted health research datasets in the world – large-scale, diverse, longitudinal, multimodal, and securely linked to health records. We set the global benchmark for data trustworthiness and usability. Our data is a stamp of credibility, enabling groundbreaking discoveries that improve lives. We are also committed to delivering a delightful, user-centric researcher experience – providing fast, intuitive access to insights, robust support, and innovative tools that accelerate translational impact. The Chief Health Officer (CHO) is the organisation’s senior health leader, executive sponsor for the participant pillar that takes overall ownership for all participant-facing activities, and accountable at Board level for participant recruitment, retention, clinical safety and health outcomes.

The role provides operational and clinical leadership across participant recruitment and diversity, participant operations, clinical operations and digital health. The postholder will work closely with the CEO/chief investigator in shaping the health strategy, the Chief Product Officer in ensuring a coherent participant experience across operational and digital touchpoints, and with the Chief Compliance and Integrity Officer to ensure participant-facing activities are ethical and grounded in public trust.

### Overall scope & accountability

The CHO has executive accountability for:

- Participant recruitment and diversity, including participant communications, community engagement activities and community outreach.
- Participant operations and service quality, coordinating, monitoring and driving performance for all participant-facing activities and holding responsibility for study support (our participant contact centre), including complaints and service performance.
- Clinical and laboratory operations, with management and oversight of third-party services for participant recruitment including blood collection, logistics, blood processing, genotyping and storage, as well as participant-facing activities on clinical trials.
- Owns the clinical framework, requirements and safety standards governing participant-facing products and services that directly impact participant health.

In collaboration with the Chief Product Officer:

- Ensuring a coherent end-to-end participant journey, from attraction and recruitment through participation, recontact, and feedback across digital and operational touchpoints.
- Digital health and participant insight, including participant-facing digital services and health feedback.

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## Essential duties and responsibilities

### Executive leadership & strategy

- Set the overall health strategy aligned to organisational objectives and public health impact.
- Provide leadership across senior functional leads ensuring coherence across all participant-facing and clinical activity.
- Chair the cross-functional Participant Steering Group, ensuring strong oversight of all activities, the alignment and planning of key priorities, the successful completion of deliverables and the active management of risks and issues.
- Balance scale, pace, quality, safety, equity, and innovation in executive decision-making.
- Act as a senior advisor to the CEO, Executive Team, and Board on clinical, health, and participant matters.

### Participant recruitment, engagement and retention

- Accountable for delivery of agreed recruitment, engagement and retention metrics including diversity of the cohort.
- Accountable for recruitment metrics for participation in clinical trials (Clinical Research Recruitment Service).
- Ensure recruitment and engagement approaches support health equity for under-represented communities.
- Oversee community engagement and delivery partnerships supporting recruitment and clinical trial participation.
- Ensure engagement approaches reflect clinical integrity and ethical standards, in collaboration with the Chief Compliance & Integrity Officer.

### Participant operations & service quality

- Own the quality, consistency, and performance of the participant experience across all operational touchpoints, ensuring effective operational coordination, planning, and performance management.
- Ensure structured planning and management of all recruitment activity, maintaining a strong focus on the delivery of organisational commitments and milestones, whilst managing performance, efficiency and cost effectiveness to ensure the best possible value for money.
- Oversee participant support services, complaints handling, and escalation processes, ensuring common themes and issues are proactively resolved and addressed.
- Define and monitor service standards, experience measures and other critical performance metrics, using feedback and insight to drive improvement.

- Partner with User Centred Design to ensure participant feedback and user-insights are used to inform strategy and improve the participant experience.

### Clinical and laboratory operations

- Executive accountability for clinical operations, including blood collection, logistics, and participant-facing activities on future clinical trial activity.
- Work with the Chief Compliance & Integrity Officer (who has responsibility for clinical governance) to ensure safety, and risk management across all clinical activity.
- Oversee laboratory operations, including blood processing, storage and genotyping.
- Lead and assure delivery partnerships for clinical and laboratory services, including NHS and commercial providers.

### Digital health & participant insight

- Partner with Product and Compliance to define clinical requirements and ensure health products are safe and effective.
- Provide clinical assurance for features involving health information, feedback or recontact.
- Partner with Product to align roadmap priorities with recruitment and health impact objectives.
- Establish integration with NHS services and/or appropriate support (whether via our charity partners or directly) to ensure participants are supported after receiving feedback.

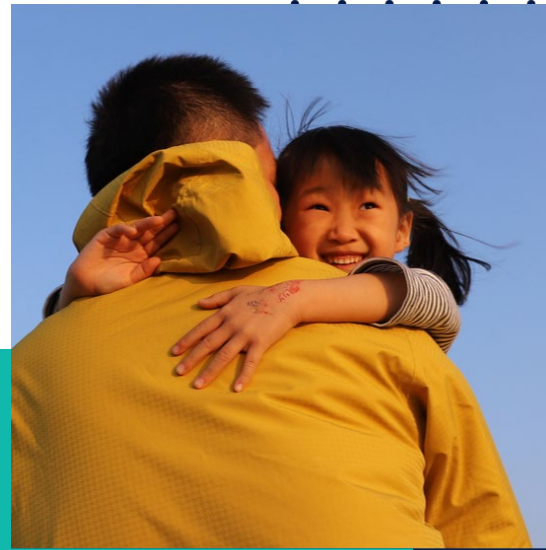
### Partnerships, government & external leadership

- Act as a senior external representative on clinical, health, and participant matters.
- Work with relevant stakeholders including NHS organisations, Government departments, regulators, academia, and industry.
- Lead NHS engagement related to digital health, data use, and impact assessment.
- Ensure partnerships support high-quality delivery, public trust, and long-term sustainability .
- Engage confidently with the media as a senior health spokesperson when required.

### Key relationships

- Board and Executive Team
- Cross-functional steering group leads including CHO direct reports and representatives from Delivery, Product, Technology, Science and Ethics.

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## Position specifications

### Qualifications & Professional Standing

#### Clinical leadership and regulated health expertise

- Registered clinician with substantial senior leadership experience and credibility within the UK health system.
- Significant experience in clinical research, clinical trials or population-scale health programmes.
- Deep understanding of the use of health records and linked data for research, including governance, consent and public trust considerations.
- Strong grounding in clinical governance, patient safety and regulated health environments.

#### Operational scale, recruitment and digitally enabled delivery

- Experience leading large-scale, operationally complex health or consumer health programmes, ideally involving participant acquisition or clinical trial recruitment.
- Demonstrated accountability for recruitment, enrolment or retention outcomes against measurable performance targets.
- Experience leading and optimising operational teams, such as study support and clinical operations, with clear performance management and service standards.
- Experience operating in digitally enabled environments where product and data platforms underpin performance.
- Ability to define clinical and operational requirements for digital services, and to work in close partnership with product and technology leaders to deliver agreed outcomes.

#### Leadership & organisational capability

- Outstanding organisational and leadership abilities, with experience leading senior, multidisciplinary teams and leveraging a broad range of metrics and reporting to drive quality, consistency and performance.
- Experience in managing a broad portfolio of activities, ensuring structured planning processes that coordinates activity in the most efficient and cost-effective way to meet organisational milestones.
- Prior experience in managing customer service functions or contact centres, with a strong focus on customer interactions, issues and complaints.
- Ability to lead through a blend of influence, negotiation, and formal authority.
- Proven capability to operate effectively at executive and board level.

#### Stakeholder engagement & communications

- Outstanding communication and interpersonal skills, with the ability to inspire confidence and trust.
- Experience working with government/NHS organisations, academia, and industry.
- Confidence engaging with the media and acting as a senior public or clinical spokesperson.

#### Values & personal qualities

- Strong commitment to the vision, mission, and values of Our Future Health, with a deep passion for promoting wellness, preventing disease, improving population health and reducing inequalities.
- Demonstrable commitment to equality, diversity, and inclusion, and to principles of openness, transparency, and respect.
- Evidence of intellectual rigour, creativity, and sound judgement, with the ability to develop original ideas and innovative approaches.
- Strong interest in working in a fast-paced, fluid, start-up environment while maintaining clinical and ethical rigour.

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## How to apply

**Saxton Bampfylde Ltd is acting as an employment agency advisor to Our Future Health on this appointment.**

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **ZBWTC**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on **17 April 2026**.

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

### **GDPR personal data notice**

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

### **Due diligence**

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

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