Nav has been a doctor since 1992 and a Consultant Psychiatrist specialising in Substance Misuse since 2002. He has been the Executive Medical Director of the Rotherham Doncaster and South Humber NHS Foundation Trust (RDaSH, a mental health and community services provider) since 2012 and its Director of Research since 2013. He has a wide range of portfolio responsibilities including media management, medico-legal leadership and patient information systems.

He has postgraduate qualifications in psychiatry, management and leadership, and education. He holds leadership positions in these areas at a local, regional and national level.

He had undertaken research personally and as a principle investigator in studies but he sees his role primarily in building organisational research culture and understanding, driving performance as well as Board level governance. During his time as the Trust’s Director of Research the tiny (but wonderful) research team has gone from an embarrassing 42 recruits per year to smashing its CRN target every year usually by 200-300%, with 1200-1900 in 2018-2020 alone. His mantra is that research must involve every staff member (including the domestics and the Chief Executive) and every patient/citizen especially those who are vulnerable or marginalised. He likes to challenge ‘traditional’ thinking and ways of doing things.