

SHAPE YOUR STORY

Recruitment Information Pack



Insert Full Job Title here





Our Vision To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

Value	Key behaviours
W WELCOMING 	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you <ul style="list-style-type: none"> Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E ENGAGING 	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you <ul style="list-style-type: none"> Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C COLLABORATIVE 	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health <ul style="list-style-type: none"> Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A ACCOUNTABLE 	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion <ul style="list-style-type: none"> Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R RESPECTFUL 	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations <ul style="list-style-type: none"> Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E EQUITABLE 	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly <ul style="list-style-type: none"> Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



Job Particulars

Job Title	Macmillan AHP Cancer Lead
Pay Band	8b
Location	Cross-Site across Barts Health
Reports to	Group Director of AHPs
Responsible to	Group Director of AHPs

1. Job Purpose

The Macmillan AHP Cancer Lead will provide specialist expert clinical strategic leadership to coordinate and enhance the current AHP cancer services offered by Barts Health and assess the opportunities for their future improvement and growth to reduce the variation in cancer care and rehabilitation provided to patients. They will oversee innovative, creative and transformational service redesign and delivery through collaboration with clinicians, patients and managers across the breadth of Barts Health and North East London. The post holder will enhance the AHP contribution to the Trust's Personalised Care Agenda to improve and sustain the experience and quality of care for people living with and beyond their cancer diagnosis.

The Macmillan AHP Cancer Lead will engage widely to optimise the current AHP offering and workforce, and grow this where possible through:

1. Improvement - Delivering existing services and tasks in new and different ways e.g. holistic assessments and discharge summaries, via engagement, education and training
2. Expansion - providing a greater contribution to the needs assessment, rehabilitation and discharge planning of cancer patients where the capacity allows for it
3. Gap Analysis- identify the existing service gaps and opportunities for greater AHP input to the BH cancer pathways
4. Capacity Building – work with the relevant service managers to advocate, negotiate and support business case development to grow the AHP cancer workforce where indicated

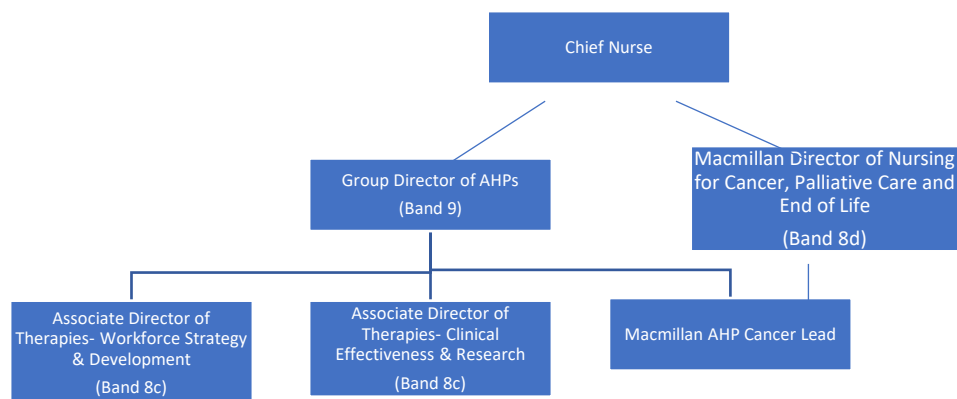
2. Key Working Relationships

Internal	External
Macmillan Director of Nursing for Cancer, Palliative Care and End of Life	Macmillan Partnership Manager
Macmillan Personalised Cancer Care Lead	Macmillan Quality Lead
Hospital Heads of Therapies	Programme Lead for Personalised Care and End of Life Care in Cancer, North East London Cancer Alliance
AHP Service Leads	



Therapies Clinical Leads	
Trust & Hospital Cancer Clinical Directors	
Associate Director Nursing, Midwifery and AHP Education	

3. Structure Chart



4. Main duties, responsibilities and results areas

Clinical Leadership

- Provide expert clinical leadership, develop innovative practice and act as a resource of cancer expertise, spanning and influencing different staff groups and organisations.
- Provides a visible, accessible and authoritative presence and acts as a professional role model by providing leadership and support within the multidisciplinary team which include AHPs.
- To work in partnership with the multidisciplinary team to ensure that patient pathways are designed and delivered in a seamless way to achieve the highest standards of care and rehabilitation within the area for which they are delivered.
- To lead on any aspects of Bart's Health Cancer Strategy that relates to AHPs
- To provide professional leadership to the Cancer AHP Workforce within the organisation



- Assess the current level of specialist AHP cancer services and care across Barts Health
- Lead the development of innovative proposals for service change and improvement
- Promote developments of multi-professional AHP practices and patient-centred services in line with the multidisciplinary working model and national strategy for AHPs
- Provide centralised, coordinated and consistent senior AHP leadership to the wider Trust Cancer Care priorities including, but not limited to, the development and implementation of prehabilitation pathways where indicated, the Personalised Care Agenda (e.g. Holistic Needs Assessment, Health and Wellbeing Information and Support, care plans and treatment summaries) and Stratified Follow Up.
- Improve the parity of access to and consistent delivery of high quality, evidence based care and rehabilitation to Barts Health cancer patients across all sites, thus improving patients' functional outcomes, quality of life and experience of cancer treatment
- Develop and implement evidence based, innovative, consistent patient rehabilitation pathways pre and post treatment across the Barts Health Group
- Deliver AHP Cancer leadership for Barts Health, mapping the AHP touchpoints to the relevant tumour pathways and liaising with Multi-Disciplinary Teams to optimise the AHP contribution and thus patient outcomes. This could include, but not be limited to, prehabilitation for Gynae-oncology and Gastro-intestinal patients
- Influence and engage for change and improvement at a site and group level which may include both clinical practice and resourcing
- Establish standardised AHP care pathways for Cancer patients
- Introduce a pilot prehabilitation service where indicated
- Provide the AHP perspective and collaborate with existing team members to adopt a collective, holistic, patient centred multi-disciplinary approach to the widespread implementation of comprehensive and timely Health and Wellbeing Information and Support, Holistic Needs Assessment, care plans and Treatment Summaries in order to ensure all patients needs are identified and addressed.
- Introduce AHP oversight and a coordinated contribution to the Personalised Care Agenda and Stratified Follow Up work stream, initially through the utilisation of the Rehabilitation eHNA.



- Oversee the appropriate undertaking of Holistic Needs Assessments by AHPs including an improvement in the utilisation performance of the rehabilitation eHNA
- Establish and embed the appropriate input to Treatment Summaries by AHPs
- Assess the impact upon admission avoidance through improved discharge practices and information
- Optimise the skills and knowledge of AHPs to contribute to the support of the most frequently reported patient concerns such as pain and fatigue and the main information request on diet and exercise.
- Lead, where indicated, the increased AHP input to the growing number of pre-treatment education sessions offered at BH, e.g. chemotherapy education sessions, prostate radiotherapy school, planned sessions for Gynaecology and Bladder.
- Assess these education programmes to facilitate improved AHP engagement where capacity allows or identify any unmet need.
- Provide leadership in respect to using Quality Improvement tools and techniques in order to embed sustainable improvements within AHP teams in respect to cancer care
- Lead the identification of AHP cancer related clinical research questions and commission or coordinate the undertaking of relevant research projects as indicated
- Develop and lead a Barts Health AHP Cancer Service and Workforce Strategy in line with National and Cancer Agenda recommendations including the identification of service gaps and opportunities and the required staffing to address these
- Provide collective specialist AHP Cancer representation and input at the following Trust forums:
 - Cancer Clinical Board
 - Personalised Care Board
 - AHP Board
 - Hospital Cancer Boards (as required)
- Deputise for the Director of AHPs at internal and external forums as appropriate
- Support the North East London (NEL) Cancer Alliance's Personalised Care Improvement Plan via active participation and Trust representation at the Rehabilitation Project and Personalised Care Governance Group through priority setting and implementation.
- Provide expert representation to the wider NEL Cancer Alliance to optimise pathways across NEL and address the identified priorities of the Rehabilitation Project which



include Prehabilitation, seamless transition from acute to community services and clinical leadership to improve the patient's rehabilitation pathway between providers, experience of care and ultimately outcomes.

- Explore, and establish where relevant, AHP links with the Macmillan Local Authority Partnership Programme (MLAPP) in Tower Hamlets where the post discharge experience and care coordination could be enhanced through AHP collaboration with both the 'Take Home & Settle' and 'Care Navigation Service' elements.
- Represent the Trust at the NEL AHP Clinical Advisory Group, Faculty or Council as required.
- Establish and optimise links with the relevant community rehabilitation providers and services across the NEL system to develop seamless transition pathways from acute to community care.
- Remain up-to-date with developments in the living with and beyond cancer agenda and disseminate these developments to the appropriate audience

Education

- To assess and enhance the AHP workforce in terms of knowledge, skills and postgraduate training in relation to cancer
- Assess, and increase where indicated, the quantity and quality of training delivered to Barts Health AHPs related to Cancer Care
- Facilitate AHP teams in identifying their own particular learning needs related to Cancer care to promote and facilitate the development of a learning environment to optimise patient outcomes and staff experience
- Deliver and coordinate training and education to staff to facilitate the required improvements in service delivery
- Liaise closely with the Barts Health Education Academy and education providers to establish and deliver a relevant training programme for staff caring for cancer patients



Communication and Networks

- Communicate AHP related information to very senior clinicians and managers both within the Barts Health Group, at Hospitals and externally that requires negotiation, persuasion skills and the ability to confidently advise and overcome challenges of perception
- Give formal presentations for both training and information purposes at all levels, both internally and externally
- Engage regularly with a range of staff and patients to foster a learning centred approach to AHP Cancer services
- Disseminate and share best practice at local and regional level
- Optimise relationships and foster multidisciplinary working between AHPs, , nursing and medical staff and other NHS Professionals to improve patient care, research and development and innovation

Project Management

- Plan and coordinate a large, multi-facted complex programme of work across the whole Barts Health Group, including all four acute hospital sites' inpatient and outpatient services
- Ensure coordination and alignment of internal Barts Health plans and developments with those of the North East Cancer Alliance
- Flexible approach to readjust and reformulate plans as required to meet the tight deadlines required by stakeholders and partners both internal and external to the Trust.
- Develop and embed sustainability and flexibility into long term service and strategic plans across the organisation
- Support the 2021 Macmillan Plan and in particular the ambition for everyone to have their vital needs met by high quality services
- Analyse cancer data and intelligence to identify trends, key messages and opportunities to improve patient outcomes and experience
- Lead the definition, collection and monitoring of outcome measures and evidence to assess the impact and benefit of the post for Macmillan and the Trust



- Prepare and deliver the annual review report for Macmillan Annual Review including the review of performance, achievements and challenges of the first year and the action and improvement plans for the 2nd year.
- Prepare and deliver the final post evaluation for Macmillan outlining the outputs and outcomes of the post

Patient Care and Clinical Practice

- Aligns the Trust’s AHP Cancer Strategy with best models of clinical care and practice and reflecting the multi-disciplinary nature of the patient centred pathway
- Develop AHP education and workforce solutions to support the successful delivery of the organisation’s AHP Cancer Strategy
- Opportunity to be responsible for a select, small complex caseload, providing highly skilled and specialised clinical interventions and expert advice to clients and carers in field of expertise where appropriate

Financial Management

- In conjunction with the Director of AHPs, oversee the appropriate deployment of the assigned budget for this role / project
- Uphold the contracted commitments with Macmillan Cancer Support as the investors in this post
- Proactively and collaboratively seek HEE and other funding streams where available for innovative relevant workforce development and training opportunities
- Create the case (clinical and financial) for specific targeted investment for relevant training programmes and roles as required
- Abide by the Trust’s Standing Financial Instructions

5. Working conditions

Criteria	Description
Physical	Keyboard skills, sitting at a desk for prolonged times, required to travel between Sites as necessary, e.g., for meetings and to



	regional meetings as appropriate, required to sit, stand and walk frequently
Emotional	Deals with emotive issues and negotiations and will need to deal with staff in distressed, stressful and/or hostile situations, may have to deal with distressing patient situations and their relatives who may be angry or upset or tearful, emotional stress of dying patients interactions and sight of open wounds and injury can occur, post holder to be able to work under pressure and towards very tight, often competing deadlines
Working Conditions	Office conditions, travel to other sites
Mental	Frequent requirement for concentration/unpredictable and intense concentration. Report writing, significant interruption whilst maintaining speed and accuracy, requiring stamina and being subject to frequent interruptions do to the nature of the role, unpredictable working pattern and requirement for adaptability in short time frames, required to deliver high quality outcomes under pressure.

NHS Manager's Code of Conduct

As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002). www.nhsemployers.org/

Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, consultant (October 2002). www.nmc-uk.org/



Person Specification

Domain	Essential Criteria	Desirable Criteria
Qualifications	<p>Diploma/Degree in a relevant (Barts Health services) AHP profession</p> <p>Current Health and Care Professions Council (HCPC) registration</p> <p>Masters level qualification in relevant clinical or leadership speciality or appropriate level of workplace experience</p> <p>Evidence of on-going, relevant postgraduate development</p>	
Experience	<p>Significant clinical experience working at clinical specialist level in a relevant AHP discipline</p> <p>Has worked as part of a multidisciplinary team in a healthcare environment</p> <p>Experience in delivery of care in cancer pathways</p> <p>Experience in leading service improvement and change management to improve patient care pathways and outcomes</p> <p>Experience in the delivery of training and development to clinical colleagues</p> <p>Experience in working collaboratively across the clinical pathway to enhance patient care</p>	<p>Proven experience of leading rehabilitation / prehabilitation programmes within oncology</p> <p>Experience of joint working with academic institutions supporting rehabilitation training in oncology</p> <p>Has experience of leadership without direct authority</p>



	<p>Experience in clinical leadership and developing multi professional working in the organisation and across organisational boundaries</p> <p>Experience and evidence of clinical strategic planning</p>	
Knowledge	<p>Knowledge of the national Cancer Rehabilitation & Personalised Care agenda</p> <p>Expertise in rehabilitation & prehabilitation and able to demonstrate credibility</p> <p>Ability to design and implement new service models</p> <p>Ability to translate and integrate evidence based research/ guidelines into the development of local pathways of care</p> <p>Understanding of the impact of current government and national health care developments and the impact on cancer care</p> <p>Has a good understanding of the living with and beyond cancer agenda</p> <p>Has an understanding of cancer services in North East London</p>	<p>Knowledge of the Macmillan strategy and clinical priorities</p> <p>Understanding of commissioning process leading to service development</p>
Skills	<p>Ability to manage change and contain conflict ensuring resolution with positive outcomes</p> <p>Negotiation skills to motivate and inspire others</p>	



	<p>Ability to lead and motivate others</p> <p>Ability to act as an advisor and expert to senior leadership members and staff</p> <p>Effective written and verbal communication skills demonstrating the use of a variety of media</p> <p>Excellent communication, negotiation and influencing skills gained through experience and learning</p> <p>Highly developed education and teaching skills</p> <p>Ability to reflect, be self-aware of own impact and adjust if necessary</p> <p>Active listening and coaching skills</p> <p>Ability to develop, initiate and lead change across the service/Hospital/ Group</p> <p>Excellent problem-solving skills, solution-based ideas and advice provision at high level</p> <p>High quality formal presentation skills and ability to present complex information to a variety of audiences</p> <p>Can influence others to develop a shared vision</p> <p>Can challenge other team members and senior colleagues</p>	
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	when necessary	
Other	<p>Demonstrate a commitment to the WeShare values of Barts Health</p> <p>Leads by example, promoting the highest standards of personal and professional conduct and integrity</p> <p>High level of work organisation, self-motivation, drive for performance and improvement, and flexibility in approach and attitude to meet the needs of the role</p> <p>Committed to the continuous development of staff and self</p> <p>Decisive, using sound judgement in decision making in a timely and confident manner</p> <p>Commitment to developing culture of openness, learning and partnership</p> <p>High self-awareness, understanding own emotions, strengths and limitations</p> <p>Models, and is able to encourage others in being innovative in finding ways of improving education and workforce experience</p> <p>Standard IT literacy and keyboard skills</p> <p>Ability to travel to all hospital sites within the Barts Health Group</p>	





Barts Health
NHS Trust



About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

