



# CANCER TRANSFORMATION PROJECT MANAGER

INFORMATION FOR CANDIDATES



## ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



# OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

## Our Vision:

“To provide excellent care for the communities we serve”

## Our Values:



## OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

## OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

# COLLEAGUE BENEFITS

## GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

## FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

## HEALTH AND WELLBEING

### PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

### PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

### HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

## LEARNING AND DEVELOPMENT

### COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

### LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

### ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

### APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job





## JOB DESCRIPTION

|                       |  |
|-----------------------|--|
| <b>Job Title</b>      | <b>Cancer Transformation Project Manager</b> |
| <b>Band</b>           | <b>8B</b>                                    |
| <b>Directorate</b>    | <b>Corporate</b>                             |
| <b>Accountable to</b> | <b>Associate Chief Operating Officer</b>     |
| <b>DBS Required?</b>  | <b>Enhanced</b>                              |

## JOB OVERVIEW

To work within the Cancer Services Team to deliver projects within the transformation programme to support in improvements in cancer pathways and cancer performance. You will be allocated a portfolio of work aligned to a number of tumour sites and will be responsible for leading service transformation in these areas to continually improve high quality patient care within resources available.

The project manager will be required to work flexibly across the projects to ensure oversight of progress, risks and dependencies across the portfolio of cancer transformation projects to improve efficiencies in the pathway

The main duties of the Transformation Project Manager are:

- Clinical engagement – to establish effective working relationships with, among others, consultants and clinical nurse specialists, and to promote collaboration across professional and departmental boundaries
- Change management - To facilitate the development of improved patient pathways, through the application of best practice and service improvement methods
- Project management and delivery - To develop and implement projects with clinical and operational teams
- Communication - To actively engage, inform and influence key stakeholder

## PROJECT MANAGEMENT

- Develop, agree and implement projects with the clinical and operational teams
- Provide leadership within Cancer Services to ensure that projects are delivered on time and to budget. This will involve analysing complex information, persuasion skills, and direct engagement with clinical teams.
- Communicate at different levels, both within and outside of SaTH in order to gather views from the relevant boards and committees and work in collaboration with different Trusts and clinical groups.
- Ensure robust systems are in place to enable performance on the programme to be effectively monitored and be responsible for leading performance management discussions with stakeholders.
- Provide an interface between SaTH Cancer Services and the Cancer Alliance network and act as a contact for clinical teams in relation to the projects.

## KNOWLEDGE

- Understand and be proficient in managing projects specifically in a healthcare setting.
- Develop detailed project plans and ensure these are progressed.
- lead detailed business case development project initiation, directing, managing and controlling and leading project delivery of complex programmes of service delivery.

## ENGAGEMENT

- Work with clinical teams to gain consensus on the scope and contents of the project plans.
- Establish working relationships with consultants, clinical and non-clinical staff across multiple organisations.
- Analyse current position and propose improvements using relevant benchmarking information.
- Bring together new teams and work across professional and departmental boundaries to work towards a common goal.
- Support staff through the process of change and provide visible support for teams.
- Establish and maintain links to other directorates that enable effective matrix working, to ensure that any relevant issues are reviewed, understood and actions agreed to mitigate.

## CHANGE MANAGEMENT

- Facilitate the development of improved patient pathways.
- Utilise a number of service improvement methods to enact service change.
- Support clinical teams in implementing relevant best practice guidance.
- Generate project ideas and options to encourage new ways of working.
- Achieve results by motivating and coaching others.
- Ensure continual development of change management skills personally and amongst others.
- Plan, monitor and review improvement plans.
- Ensure project evaluations are carried out and collect data to monitor and evaluate progress and impact as required.
- Negotiate and influence stakeholders even when encountering resistance to ensure cancer patients remain the focus in developing pathways, requiring a high level of resilience.

## PERSONAL/PROFESSIONAL DEVELOPMENT

- To take every reasonable opportunity to maintain and improve your professional knowledge and competence.
- To participate in personal objective setting and review, including the creation of a personal development plan and the Trust's appraisal process.

## STANDARDS OF BEHAVIOUR

- Managers who have responsibility for supervising/managing people must comply with the guidelines that can be found in the "Code of Conduct for NHS Managers"
- The principles of "Improving Working Lives" must be upheld at all times.





## PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.



# QUALIFICATIONS

| ESSENTIAL   | DESIRABLE |
|---|-----------|
| <ul style="list-style-type: none"> <li>Educated to master's level or equivalent level of experience of working at a senior level in transformation/change management/service improvement</li> </ul> |           |

# EXPERIENCE AND KNOWLEDGE

| ESSENTIAL  | DESIRABLE |
|--|-----------|
| <ul style="list-style-type: none"> <li>Extensive experience of running large scale projects/ programmes in a large, complex organisation or network/system transformation work</li> <li>Experience of working in provider organisations to deliver change</li> <li>Experience of project principles techniques and tools</li> <li>Experience of identifying and interpreting national policy/best practice and interpreting its relevance to local situations</li> </ul> |           |

# SKILLS

| ESSENTIAL   | DESIRABLE |
|---|-----------|
| <ul style="list-style-type: none"> <li>• Ability to provide and receive highly complex and sensitive information</li> <li>• Ability to present complex information to large/influential groups</li> <li>• Ability to negotiate on difficult issues</li> <li>• Good problem-solving skills</li> <li>• Ability to analyse complex facts and develop a range of options</li> <li>• Ability to take decisions where there may be a number of options</li> <li>• Ability to anticipate and resolve problems before they arise</li> <li>• Previously responsible for a budget, involved in budget setting</li> <li>• Demonstrated capability to plan over short, medium and long -term timeframes and adjust plans and resource requirements accordingly</li> <li>• Comprehensive experience of commissioning and project principles techniques and tools such as Prince 2 and Managing Successful Projects.</li> </ul> |           |

## OTHER

| ESSENTIAL  | DESIRABLE   |
|--|---|
| <ul style="list-style-type: none"> <li>• Able to use initiative and make recommendations to Programme Managers.</li> <li>• Able to work autonomously</li> <li>• Completer/finisher</li> <li>• Effective organiser and networker</li> <li>• Adaptability, flexibility and ability to cope with uncertainty and change</li> <li>• Reflective, open approach to learning and continuous improvement</li> <li>• Patient and outcome focused</li> <li>• Must be able to prioritise own work effectively and be able to direct activities of others.</li> <li>• Experience of managing and motivating a team and reviewing performance of the individuals.</li> <li>• Experience of researching best practice (globally, private and public sector), interpreting its relevance and processes/ practices which could be implemented successfully to achieve system reform (advising on policy implementation)</li> <li>• Must be able to use initiative to decide relevant actions and make recommendations to Sponsor/ Manager, with the aim of improving deliverables and compliance to policies.</li> </ul> | <ul style="list-style-type: none"> <li>•</li> </ul> |

## GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.



# HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

# INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

# INFORMATION GOVERNANCE AND CYBER SECURITY

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times,

both on and off site.

- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

## PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

## SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

# SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

# CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

# EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.



# NO SMOKING POLICY

The Trust is a no smoking/e-cigarette/vaping organisation except for designated external areas, in accordance with Trust Policy.

## MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





## The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to The Royal Shrewsbury Hospital

## The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital