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NHS Wales Health
Collaborative

Job Description and Person Specification for the Role of:

Macmillan Lead Cancer Allied Health Professional - Wales

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Date: 14/06/2021

Version: 1

Pay band:

8b

Hours of work:

Full time (37.5 hours)

Tenure:

Permanent

Directorate:

NHS Wales Health Collaborative

Department:

Wales Cancer Network

Base:

To be confirmed – offices in Cardiff, Swansea and North Wales. Travelling is expected across Wales as part of the role.

Managerially accountable to:

Manager, Wales Cancer Network

Reports to:

Manager, Wales Cancer Network

Job Description

1. Job Summary

The post holder will work collaboratively with the Directors of Therapies and Health Sciences, Trust AHP Directors Health Board Lead Cancer AHPs, and Wales Cancer Network Lead Cancer Nurse and Health Board Lead Cancer Nurses. To develop and provide leadership on the strategic direction of Allied Health Professional (AHP) teams in Oncology and Palliative Care across the Wales Cancer Network. Ensuring that optimum standards of care are provided through the leadership and management of professional and clinical standards. The post holder will work with the Network Leads and cancer Health Board Leads and Clinical Staff to support and develop robust clinical leadership structures. This will include working with colleagues, to clarify the roles and responsibilities of specialist and non-cancer specialist AHPs in meeting the needs of people affected by cancer ensure professional leads report to both clinical and operational managers.

The post holder will work with Health Boards, Trusts and the Wales Cancer Network to support the delivery of the local and national cancer agenda and the Cancer Delivery Plans. They will also collaborate with Primary and community care, to improve communication and care during transitions and to support multidisciplinary primary care teams in supporting people affected by cancer.

The Macmillan Cancer Allied Health Professional Lead will provide leadership and professional support to Macmillan and non-Macmillan AHP health and social care professional teams, academic and education institutions across Wales. They will advise on issues relating to AHP clinical standards, targets and accountability. The post holder will when required and agreed be responsible and accountable for ensuring compliance with standards and ensure quality and safety is at the heart of person centred care delivered to people affected by cancer.

The post holder will, liaise with / work in partnership with HEIW to map the education needs for AHPs working in cancer and non-cancer settings, supporting the delivery of learning and development opportunities. To encourage and foster a culture of leadership, innovation and entrepreneurialism in AHPs in clinical and educational settings in terms of service design, implementation and sustainability. This will include promotion and co-ordination of audits and research undertaken by AHPs within the Network. They will also be expected to be involved in the national peer review of cancer services across Wales and contribute to the understanding of Macmillan Values Based Standards and their demonstration in practice.

The post sits within the NHS Wales Health Collaborative which supports Health Boards and NHS Trusts in Wales through a work programme agreed with the

Chairs and Chief Executives. Whilst the main responsibilities will be to the Wales Cancer Network, the post holder will be required to work flexibly to respond to the business needs of the Collaborative's work programme and with duties consistent to those described in this job description.

Key working relationships:

- All Clinical Networks within Wales NHS Collaborative
- WCN Lead Macmillan Nurse
- Executive Leads for Cancer in Health Boards & Trusts across Wales
- Cancer Network personnel
- Service/General Managers for Cancer in Health Boards & Trusts across the Wales Cancer Network
- Health Board Directors of Therapies and Healthcare Sciences, NHS Trust Directors and Leaders for Allied Health Professions, Therapy Managers, Lead Cancer Allied Health Professionals, Lead Cancer Nurses, Healthcare Scientists, Consultant Medical Staff, General Practitioners Leads
- Welsh Government Health and Social Care officials
- Key stakeholders in local NHS, Local Authority and third sector organisations
- Cancer and Palliative Care multi-professional teams
- Primary Care and Community Allied Health Professional Leads, including the National AHP Leads and Consultants
- Health Board General Practitioners Leads
- Wales Cancer Network Personnel
- Wales Cancer Network/Health Board Patient Groups
- Health Education and Improvement Wales, Social Care Wales and Improvement Cymru
- Third Sector Stakeholders
- Health Board Cancer Specialist AHP's and Clinical Nurse Specialists

2.Main Duties

- The post holder will support the strategic management of AHP's working in cancer care, adopting innovative approaches to the enhancement of clinical effectiveness in order to improve the patient and carer experience and ensure optimal patient outcomes.
- The post holder will be a focal point in terms of expertise and support, working with AHPs across the Wales Cancer Network and Health Board Operational Managers to ensure there is a robust pathway of clinical accountability for each cancer patient; supporting the delivery of the objectives of the Welsh Government Cancer Delivery Plan to drive clinical quality.

- The post holder will act as a professional resource and advisor, providing support and guidance on all matters concerning cancer rehabilitation including embedding principles of co-production, value-based care, prudent healthcare, supporting self-management and protecting the most vulnerable.
- The post holder will work with professional groups and services to ensure that developments within all Services meet national, local and organisational priorities in relation to service modernisation, service delivery, clinical governance and leadership, aiming to ensure that statutory procedures are appropriately managed and delivered.
- The post holder will build effective relationships with the wider health economy including General Practitioners, Commissioners, third and independent Sector, Local Authority and NHS Wales to influence the local agenda and to raise the profile of Cancer rehabilitation across Wales.
- The post holder will function as a core member of the Wales Cancer Network Team and participate within the Network team on that basis. As a core team member the post holder will be required to lead on a limited number of generic Network issues.
- The post holder will provide advice, motivation and encouragement to Cancer AHP's across Wales to review their practice and drive innovation and change.
- the post holder will support non-cancer specialist AHPs to improve support to those with cancer when accessing wider health and care services
- The post holder will be the expert professional Cancer AHP leader and act as a role model for all AHP across Wales.
- The post holder will be responsible for the compilation of business plans to develop strategies for the Wales Cancer Network in cancer rehabilitation.
- The post holder will be responsible for developing Cancer AHP / rehabilitation Policies for the Wales Cancer Network.
- The post holder will be responsible for coordinating AHP involvement in the national peer review of cancer services, including audit and research.

3. Specific requirements

3.1. Communication & Relationship Skills

- The post holder will represent Cancer AHP's and rehabilitation in the Wales Cancer Network.
- The role will demand highly complex and sensitive communication and negotiation with staff at Health Board level and senior clinical staff across the Health Boards across Wales and NHS Trusts.
- Communicate sensitive and contentious information such as recommending reconfiguration of services and workforce redesign to potentially hostile stakeholder groups which includes clinicians, management, staff groups and patient groups.
- Use a variety of communication methods to present complex information to groups of people for example, at Project Board meetings, meetings with staff across Wales, meetings with patient representatives.
- Effectively and appropriately deal with criticism and with challenging people and situations.
- Chair a broad range of meetings.
- To engage senior managers including executive directors and senior consultants in highly complex service development and change issues using appropriate communication methods and channels – the topic may be extremely controversial, co-operation is key to moving any issue forward, e.g. leading on the changes in working practice of AHP's to improve access to, and raise the standard of cancer rehabilitation multidisciplinary care across all care settings.
- Develop effective communications and establish good working relationships with Welsh Government senior staff, other NHS bodies, and Health Professional bodies

3.2. Knowledge, Training & Experience

- To participate in clinical governance activities within the Network and where applicable across organisational boundaries.
- Support AHP's across the Wales Cancer Network to improve the quality and effectiveness of cancer rehabilitation services and ensure practice where appropriate, meets an agreed standard.
- To work with AHP's to advance the development and practice of evidenced based rehabilitation in cancer and palliative care across the

Network, in line with national, local recommendations and standards.

- Provide judgements derived from the analysis of highly complex information gathered from a wide variety of sources; and use service improvement methodologies to demonstrate to organisations opportunities for services improvement gains.
- Lead, design, develop, plan and implement accredited multidisciplinary education across Wales.
- Lead and present at regional/national/international conferences on recent research in cancer rehabilitation.
- Deliver lectures, seminars and other learning opportunities to pre and post graduate students in collaboration with Universities in Wales
- Leads and participates in complex regional and national audits and research projects in conjunction with the Wales Cancer Network, and regularly publish formal findings of audits and research studies in reputable medical, nursing and AHP journals.
- Proven experience of working autonomously and without supervision, using own initiative.
- Ability to produce high level reports in line with key performance indicators

3.3. Analytical and Judgemental Skills

- Undertake a lead role in evaluating the costs and benefits of providing different models of cancer rehabilitation.
- The post holder will have regular contact with patient and carer representatives in the Network, in the non-clinical setting, to ensure a person centred focus to the long-term strategic planning of cancer rehabilitation practice. The post holder will also be expected to ensure the experiences of patients are listened to and the views of patients and carers are fully represented.
- The post holder will be expected to demonstrate higher level clinical skills within his/her own field of specialist AHP practice and to provide professional leadership and advice on cancer and palliative care AHP issues.
- Ensure any gaps in clinical AHP cancer workforce are highlighted and support can be given to escalate to executive level as appropriate. i.e. work with clinicians to support the development of service profiles

identifying strengths, weaknesses, opportunities and threats to existing service patterns.

- Empower and support specialist AHP's in their role as key workers for cancer patients.
- Encourage collaboration within and between AHP teams across the Network to support the implementation of the cancer key worker requirement.
- In collaboration with the Wales Cancer Network support and advise on the implementation of the National Cancer Strategies for AHP's.
- Analyse All Wales cancer performance targets, strategic objectives and develop business plans.
- Represent AHP cancer rehabilitation within the Wales Cancer Network to ensure that the AHP voice is represented at national and network level.
- Collaborate with the Lead Nurses in the Wales Cancer Network ensuring the advancement of person centred cancer care.
- To use analytical skills to develop and interpret highly complex data and clinical information to inform and develop new solutions based on extending existing systems and processes e.g. Work with the Cancer AHP's in providing advice for the production of a comprehensive Cancer Business Plan, leading on specific Cancer Service Developments as appropriate

3.4. Planning & Organisational Skills

- Formulate, lead and direct long-term strategic plans which can be complex.
- Chair, lead, and facilitate a range of meetings, networks and events. This will require the participation in meetings which require communication with a variety of audiences and mixtures of attendees. These groups may include internal and external Directors, Senior Clinicians, Senior and Operational Managers, other Health and Social Care Professionals, Information and Financial Managers and staff, patient representatives, Macmillan Cancer Support etc.
- Lead on strategic development of clinical standards and practices relating to AHP's to include, quality, safety and patient experience, including for any new business being tendered for.

- Responsible for providing AHP advice and support in the continuing development of the National Cancer Peer Review Programme as a member of the national Core Team, providing evidence as required and participating in peer review panels.
- Work in partnership with Macmillan Person Centred Care Managers and Macmillan Relationship Managers and Partnership Quality Leads in ensuring assessment and care planning is uniformed and embedded across the Wales Cancer Network, with transferable principles identified in "Living with and beyond cancer: taking action to improve outcomes" (National Cancer Survivorship Initiative, 2013).
- Support all Cancer Specialist AHP's in working at Advanced Practice level and meeting the aims of the AHP Framework: 'Looking Forward Together' and the UK AHP PH Strategic Framework.
- Develop and chair a Wales Cancer Network National Cancer Rehabilitation Advisory Group and ensure all AHPs working with people affected by cancer have the opportunity to be involved in cancer service developments.
- Assist Cancer Clinical Specialist AHP's to undertake risk assessment and prioritise appropriate risk for investment and change within their multidisciplinary teams.
- Represent the Wales Cancer Network at Regional, National, UK and International AHP and rehabilitation fora.
- Work with Health Boards and Trusts to review and implement cancer rehabilitation standards for specialist and non-specialist AHP practice, investing in service redesign and transformation of stratified pathways to limit variation in service provision and role definition, to end disparity across Wales.
- Promote and support opportunities to explore advanced and extended scope practice, including non - medical prescribing amongst cancer AHP (tumour specific and specialist palliative care); develop and evaluate new AHP consultant roles to improve patient care.

3.5. Physical Skills

- Frequent VDU use is required for this post for periods of more than half a day in order to produce complex reports and analysis to support deadlines.
- There is a potential requirement to sit in a restrictive sitting position for up to 5 hours on a regular basis to meet the travelling requirements of the post.

3.6. Responsibility for Patient/Client Care

- To ensure that the highest standard of clinical care is provided within cancer rehabilitation in Wales and that a learning culture is promoted where staff are confident in reporting untoward incidents
- To ensure that risk in relation to safeguarding vulnerable adults is identified and communicated to the Clinical Leads and relevant committees as appropriate.
- To ensure that there are appropriate support systems in place for cancer AHP reporting and/or investigating instances of suspected/actual abuse.
- The post holder will have regular contact with patient and carer representatives in the Network, in the non-clinical setting, to ensure a person centred focus to the long-term strategic planning of cancer rehabilitation practice. The post holder will also be expected to ensure the experiences of patients are listened to and the views of patients and carers are fully represented.
- The post holder will need to maintain clinical credibility and demonstrate this through maintenance of his/her professional portfolio.
- The post holder will be expected to demonstrate higher level clinical skills within his/her own field of specialist AHP practice and to provide professional leadership and advice on cancer rehabilitation and palliative care AHP issues.
- Ensure any gaps in clinical Cancer specialist AHP workforce are highlighted and support can be given to escalate as appropriate.
- Provide clinical leadership through guidance and support staff providing direct patient care.

Work with the Lead Cancer Nurse to empower and support clinical nurse specialists and cancer AHP's in their role as key workers for cancer patients

3.7. Responsibility for Policy/Service Development

- The post holder will propose, lead and implement cancer rehabilitation standards and practice, ensuring that all statutory requirements are met and that all AHP/nursing practice is consistent and appropriate to patient needs.
- Work with all the key cancer service leads from each of the Health Boards/Trusts to ensure that there is a definition of basic quality standards and key outcomes with a clear plan as to how these will be met.

- Work with the Cancer Specialists AHP's in providing advice for the production of a comprehensive Cancer Business Plan, leading on specific Cancer Service Developments as appropriate.
- Lead, plan and implement systems that measure the clinical workload and effectiveness producing improvements in efficiency.
- Lead the development and maintenance of high quality cancer rehabilitation services ensuring that care is patient and family/carer centred, safe, evidence-based, sensitive and responsive to patient needs.
- Ensure that policies and procedures that relate to cancer rehabilitation services are developed, reviewed and kept up to date based on evidence based practice.
- Work with the Wales Cancer Network to implement and maintain a structure for clinical governance, and a philosophy of shared governance, ensuring monitoring and reporting is adhered to.
- The post holder will be responsible for appraising and reviewing national cancer AHP and rehabilitation documents for the Network.

3.8. Responsibility for Financial & Physical Resources Systems

- Responsible for the monitoring of the project budget and reporting progress at relevant business meetings; this includes responsibility for taking corrective action to ensure the delivery of a balanced programme budget.
- Identify and make recommendations for investment programmes where necessary, taking the lead on developing effective business cases and partnership applications presenting these for approval as necessary

3.9. Responsibility for Human Resources

- Work collaboratively with academic institutions, other higher education providers and those organisations with responsibility for the development and delivery of learning and development programmes/courses.
- Develop a directory of cancer AHP staff including non-specialist services responsible for meeting the needs of people affected by cancer across the Network.
- Lead the development of education and training for AHP's involved in cancer care, promoting a philosophy of continual professional development, recognising and liaising with the responsibility of HEIW.

- Facilitate appropriate academic preparation for those AHP practicing at junior, senior, advanced and consultant practitioner levels, in line with the Welsh Government Career Development Framework and the forthcoming HEIW Learning and Development Pathway to enable progression to the next level of a career pathway.
- Maintain professional credibility and continue to undertake clinical work within their chosen field.
- Identify, disseminate and implement where appropriate national developments and guidance.

3.10. Responsibility for Information Resources

- Provide advice on and promote the introduction of technology and information systems to support the promotion and up-take of quality improvement in primary and community care including the Macmillan Electronic Holistic Needs assessment and care planning.
- The timely and accurate production of occasional complex reports for the Network Management Team, Network Board, Project Board and other groups such as Health Boards, as appropriate including project reports and ad hoc reports on specific project issues. These reports will require the daily use of Microsoft Word, Excel, PowerPoint and Project IT packages.
- Ensure security of records in line with Data Protection Act
- Produce regular reports identifying performance against programme briefings
- Use software to develop performance management reporting templates and update information and systems as and when required

3.11. Responsibility for Research & Development

- The post holder will regularly undertake or support research and development activities. This will be a regular feature of the role through utilisation of research methodology, both quantitative and qualitative techniques.
- Take prompt and effective action to address clinical quality performance issues
- The post holder will ensure that there are effective audit processes to monitor implementation and achievement of local and national cancer strategies.
- Foster a culture of research awareness and provide the support and leadership for the development of evidence based cancer rehabilitation

practice, including an active annual audit programme focused on high priority areas in terms of patient impact/safety

- To lead the development of a clinical audit and research agenda participating in collaborative research activity at local, national and international levels as relevant.
- Lead on specific investigations as required using the Root Cause Analysis approach.

3.12. Freedom to Act

- The post holder is an autonomous Allied Health Professional.
- They will be required to work on their own initiative and will be responsible for interpreting national guidance, policy and legislation relating to Health and in particular Cancer Services, and using that specialist knowledge to advise the Health Boards and NHS Trusts when developing the Regional Strategies
- Ability to demonstrate independence of thought the post holder would be expected to be critical of own decisions and be able to freely reflect on decisions made.
- Prepare and present presentations at national, regional and local conferences
- Provide leadership and direction in ensuring adherence to agreed milestones and targets, communicating progress at national and local levels.

3.13. Physical Effort

- Frequent VDU use is required for this post for periods of up around 4 hours at a time in order to produce complex reports and analysis to support commissioning deadlines.
- Requirement to carry laptop computer and/or projection equipment (approx 3kg) to meetings for presentation purposes and carrying of laptop computer to facilitate flexible working.

3.14. Mental Effort

- Periods of prolonged concentration where work pattern is unpredictable are required when analysing information and programme issues, scrutinising delivery/action plans, writing reports and formulating future strategies in conjunction with many competing priorities.

- Frequent interruptions occur on a daily basis and often require immediate response changing the work priorities.

3.15. Emotional Effort

- Challenge entrenched views and practices and deliver unwelcome news to staff, clinicians etc on such issues as reconfiguration of services, including role and service redesign
- Facilitate or take part in meetings with staff, patient representatives, and the public which may become emotionally charged.

3.16. Working Conditions

- Largely office-based and be will be required to use a VDU for prolonged periods in order to produce complex reports.
- Required to travel frequently travel to other hospitals and health care facilities across Wales.
- Encouraged to utilise technology such as videoconferencing and audio conferencing to support the project work and also to minimise travel.

4. General requirements

4.1. Flexibility

The content of this job description represents an outline of the post only and is therefore not a precise catalogue of duties and responsibilities. The job description is therefore intended to be flexible and is subject to review and amendment in the light of changing circumstances, following consultation with the post holder.

The post sits within the NHS Wales Health Collaborative which supports health boards and NHS trusts in Wales through a work programme agreed with the NHS Wales chairs and chief executives. Whilst the main responsibilities will be to the specified network/department, the post holder will be required to work flexibly to respond to the business needs of the Collaborative's work programme and with duties consistent to those described in this job description.

4.2. Competence

At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their manager and/or supervisor. Employees

have a responsibility to inform their manager and/or supervisor if they doubt their own competence to perform a duty.

4.3. Learning and development

All staff must undertake an induction/orientation programme and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.

4.4. Performance appraisal

We are committed to developing our staff and all staff are responsible for participating in an Annual Performance Development Review My Contribution of the post.

4.5. Health and safety

All staff have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's risk management, health and safety and associated policies and procedures.

4.6. Risk Management

It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

4.7. Welsh Language

All employees must perform their duties in strict compliance with the requirements of our Welsh Language Scheme and take every opportunity to promote the Welsh language in their dealings with the public.

4.8. Information governance

The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users.

- Data Protection Act 1998: The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the
- Data Protection Act 1998 and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable

to dismissal and/or prosecution under current statutory legislation (Data Protection Act) and the Disciplinary Policy.

4.9. Records management

The post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.

4.10. Equality and human rights

The Public Sector Equality Duty in Wales places a positive duty on the organisation to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The organisation is committed to ensuring that no job applicant or employee receives less favourable treatment of any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.

4.11. Dignity at work

The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report any form of bullying and harassment to their manager or to the Director of the Collaborative or to a Director of Public Health Wales. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the Disciplinary Policy.

4.12. Safeguarding children and adults at risk

The organisation is committed to safeguarding children and adults at risk. All staff must therefore attend Safeguarding Children & Adults training and be aware of their responsibilities under the All Wales Procedures.

4.13. Infection control

The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing Infection Prevention & Control Policies and Procedures.

4.14. No smoking

All of the organisation's sites, including buildings and grounds, are smoke free.

NHS Wales Health Collaborative	CAJE Ref: 6C6/2021/0038 QA
	Job description and Person Specification

**PUBLIC HEALTH WALES
PERSON SPECIFICATION**

**Job title: Macmillan Lead Cancer Allied Health
Professional - Wales**

Band: 8B

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
QUALIFICATIONS	<ul style="list-style-type: none"> • Relevant HCPC Registration in and Allied Health Professions • Masters level qualification / education in cancer rehabilitation / health related subject • Advanced clinical qualification in cancer or palliative care • Evidence of continuing professional development in cancer rehabilitation • Management qualification / experience • Good keyboard skills and have a working knowledge of Microsoft Office packages. ECDL Level 2 or equivalent. 	<ul style="list-style-type: none"> • Project management qualification • Post registration teaching qualification or equivalent • PhD / Doctorate level or evidence of working towards or willing to undertake Doctorate • IQT silver or equivalent service improvement qualification 	<ul style="list-style-type: none"> • Application Form Certificate / Registration Check

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<p>EXPERIENCE & KNOWLEDGE</p>	<ul style="list-style-type: none"> • Demonstrable consolidated experience as an AHP and senior roles in a cancer or palliative care setting • Significant and senior level experience working as an AHP in a complex and diverse oncology/cancer service, in a leadership capacity which required organisational management skills. • Broad and varied experience at a strategic and operational level of planning and implementing complex service improvements across a diverse working environment for example, multi-professional, multidisciplinary, multi-organisational and cross-boundary • Recent experience of managing complex service improvements across a diverse working environment through a multi-professional, multi-organisational and cross boundary approach. 	<ul style="list-style-type: none"> • Experience of undertaking research surveys and questionnaires to inform the development of service strategies and business cases. • Proven experience of managing programmes of care and auditing services • Experience of Leading National programmes 	<ul style="list-style-type: none"> • Application Form • Interview • References
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	<ul style="list-style-type: none"> • Experience of managing quality improvement programmes within a multi-professional environment 		
SKILLS	<ul style="list-style-type: none"> • Able to set standards of care and monitor delivery against standards • Able to analyse complex clinical issues and problem solve using innovation and original thinking • Able to think and plan strategically, tactically and creatively and skills in strategy and policy development • Knowledge of quality assurance and improvement tools /techniques • Knowledge of patient and public involvement methods as part of service development and evaluation • Competent in use of Outlook. Excel, Word & PowerPoint Able to provide formal teaching to colleagues • A level of expertise in the use of 	<ul style="list-style-type: none"> • Organisational ability • Problem solving skills 	<ul style="list-style-type: none"> • Application Form • Interview • References

	<p>computer technology to enable data collection, analysis and the provision of reports and other documentation linked to the project such as records of meetings, presentations, project updates and exception reporting.</p> <ul style="list-style-type: none"> • Experience in workforce planning processes • Skills in planning, prioritising, delegating and meeting deadlines. • Detailed and specialist knowledge and understanding of cancer services. • An in-depth knowledge and understanding of the NHS and in particular, cancer services in all care settings • In-depth knowledge and understanding of key NHS strategic policies e.g. Designed for Life, Welsh Government Together for Health Cancer Delivery Plan and End of Life Plan and a detailed understanding of national and international strategy and 		
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	<p>research relating to Cancer Services.</p> <ul style="list-style-type: none"> An understanding of both the geography and demography of the Wales Cancer Network and ways in which this will influence, and have impact on, the development of the long-term strategies for the rural, post industrial, urban and inner city areas. 		
PERSONAL ATTRIBUTES (Demonstrable)	<ul style="list-style-type: none"> Credible leadership role model Enthusiastic and motivated Assertive and confident Flexible & approachable Commitment to developing others Openness, honesty & personal integrity in undertaking the role 	<ul style="list-style-type: none"> Continuing Professional Development 	<ul style="list-style-type: none"> Application Form Interview References