



CANCER  
RESEARCH  
UK



Director of Policy



# Welcome

I'm delighted you're considering joining us at Cancer Research UK. We hope this pack will help you understand a little bit more about what it's like to work here.

At Cancer Research UK we're a collective force, tackling cancer on all fronts to save lives. We fund pioneering research, we provide reliable and accessible information, we influence policy and we encourage positive behaviour change. Each day, we're making a difference to people's lives.

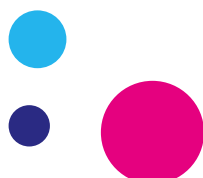
In the Policy, Information & Communications directorate, we influence and empower patients, people, healthcare professionals and key opinion leaders to prevent more cancers, diagnose the disease earlier and help patients access the best treatments. Everything we do is informed by the latest research – ensuring that our information is evidence-based yet tailored to the different audiences we reach.

Across the UK we fund more than 4,000 scientists, doctors and nurses based in hospitals, universities and specialist research institutes. Our researchers are dedicated to improving our understanding of cancer and investigating how best to prevent, diagnose and treat different forms of the disease. They have made great strides, including contributing to most of the world's top cancer drugs. We want to see more CRUK-funded science making its way towards the clinic more rapidly, we want to realise a broader set of opportunities to beat cancer – not just through therapeutics – but diagnostics, risk assessment tools, new technologies, new behavioural interventions, new public policies and so on.

We are bringing forward the day when all cancers are cured. Our ground-breaking work into the prevention, diagnosis and treatment of cancer has seen survival rates double in the last 40 years. Our ambition is to accelerate progress and see 3 in 4 people surviving cancer within the next 20 years.

If you share our vision, and are a talented, ambitious individual, we'd love you to get in touch.

Ian Walker,  
Executive Director of Policy, Information and Communications



# About Cancer Research UK

Cancer Research UK is the world's leading independent charity dedicated to cancer research. We carry out scientific research to help prevent, diagnose and treat cancer and we have discovered new ways to beat cancer that together have saved hundreds of thousands of lives across the world.

Today 2 in 4 people survive cancer thanks to our world class research. But we won't stop there. Our aim is to continue progressing so that we can say in 20 years' time 3 in 4 people survive.

To learn more about our strategy to bring forward the day when all cancers are cured, [click here](#).

Each and every one of our employees contributes to our progress, so whatever team you join, you'll have a part to play. To achieve our goals, we believe our three beliefs should shape everything we do:



We're looking for people who can work collaboratively across the organisation, show their personal courage, and focus on what matters to enable us to get to where we want to be.

While you're with us, every ounce of effort you put in will be supporting our work to stop cancer in its tracks. You'll be supported every step of the way and will be given all kinds of opportunities to make sure your career steps are giant ones and the right ones for you.

Our comprehensive learning and development offer includes an engaging induction when you start, resources to help you build your core business skills when you need them, bite-sized workshops, and much more. The learning and development offer is designed to give you the tools you need to take ownership of your development, build your expertise in your area of responsibility and to work effectively with others.

# Role Description

Job Title:	Director of Policy
Reporting to:	Executive Director, Policy, Information & Communications
Direct reports:	4 direct reports and a team of 45 colleagues – Head of Public Affairs, Head of Policy, International Lead, Devolved Nations Lead and a Cancer Prevention Specialist.

## Summary of the Role's Main Purpose:

- To formulate and set a strategic direction for CRUK's externally facing policy agenda which fully leverages cross organisational initiatives and capabilities, current policy positions, while in parallel scouting new influential policy avenues, ensuring maximum influencing of key opinion leaders and other critical stakeholders.
- To be a highly visible and influential ambassador for CRUK setting the pace/agenda for cancer policy advocacy, for the health and research charity sector in the UK and for key relevant policies at a European/ International level.
- To provide strategic oversight and direction for our influencing priorities - to positively influence the cancer prevention agenda, improve NHS services and outcomes, create an optimal environment for cancer research in the UK and positively influence science policy, and to create an optimal policy environment for philanthropy.
- To provide strategic oversight of PIC's international activity with a focus on funding research and leveraging opportunities to collaborate with international cancer organisations and alliances.
- To provide strategic oversight across other priority policy areas - to positively influence cancer services and outcomes, to create an optimal environment for cancer research in the UK and beyond and positively influence science policy, and to create an optimal policy environment for philanthropy.
- To provide strategic oversight to our public affairs and campaigning activities, including nation specific influencing plans in all UK nations, and the development and implementation of different campaigning activities, engaging existing ambassadors and political campaigners and recruiting new ones.
- Serve as a critical partner to the Executive Director and peers on the PIC Senior Leadership Team (SLT), sharing accountability for the implementation of the Directorate's strategy, inclusive of culture and engagement.



# Key Responsibilities

- Set strategic direction and lead the team to ensure CRUK develops impactful policy that is well researched, evidence based, timely but is reflective of consumer needs /appetite to ensure maximum resonance with policy/ public affairs agenda in the UK, EU and internationally in line with CRUK's strategic focus.
- Set and deliver objectives and implementation plans that are fully aligned with CRUK's strategic priorities within PIC. Partner with other directorates to exploit synergies for the delivery of higher impact, broader and accelerated outcomes. Ensure risks and performance are tracked and managed.
- Play a key role in championing our governance structure, providing strategic steer to programme strategy groups.
- Responsible for Director level oversight of Prevention, Cancer Services and Science & Research/ Charity policy, championing these areas at PIC's SLT and providing strategic steer to P&I teams and programme boards.
- Responsible for Director level oversight of our international affairs activity.
- Demonstrate agility and pragmatism in the formulation and delivery of policy outcomes to capitalise on PIC and cross organisational opportunities.
- Act as a senior CRUK ambassador, leveraging the charity's brand and weight to set the pace and establish a key influencing position in the policy arena.
- Help shape CRUK's health messages, campaigns and activity for the public in order to deliver PIC's policy agenda working with peers in PIC, Communications and Marketing.
- Oversee the development and implementation of a cancer prevention strategy designed to reduce cancer mortality and ensure the continued development of the evidence base on cancer prevention.
- Lead on CRUK's national influencing work for the Health systems and for science & research policy.
- Ensure representation of CRUK on relevant bodies to support the development of prevention strategies in the UK, European Union, and internationally, recognising CRUK's long history of successful advocacy on prevention. Keep abreast of scientific and policy advances and maintain an understanding of the breadth of the charity's policy portfolio.
- Provide expert knowledge and advice on issues to inform internal staff including senior staff, press & PR and the public affairs & campaigns teams. Ensure consistency of public policy messages and flex where beneficial to support better policy, science and funding propositions.
- Network across CRUK to ensure organisational buy in to policy lines/strategies, consistency of policy messages across the organisation and full exploitation of integrated opportunities to advance key strategic priorities.
- Participate as an active member of the PIC Leadership team, contributing to broader directorate aims and operational plans; taking on appropriate additional cross-organisational tasks as appropriate.
- Lead an engaged team ensuring they are motivated and effective through setting a clear vision/direction that has clear line of sight to the CRUK and PIC strategic agenda and creating a culture of development, stretch, feedback and recognition.
- Plan and manage the department's budget in an effective/cost effective manner.

# Person Specification

## Key Behaviours and Competencies:

- Politically aware with substantial policy/ campaigning experience in one or more of the voluntary, medical, health and research sectors.
- Extensive budget management experience.
- Proven track record of developing and executing policy strategies/ approaches that have far reaching and demonstrable impact on the ground.
- Evidence of agility and strategic thinking in leveraging policy as part of a broader/integrated organisational proposition to deliver better, more accelerated outcomes.
- Credible and recognised professional within the Policy arena (whether Health or elsewhere).
- Strong experience of operating as part of a senior leadership team.

## Skills and Abilities:

- Proven ability to network with and influence a broad and diverse range of senior stakeholders to progress critical agendas.
- Excellent relationship/stakeholder management and communication skills.
- Strong strategic thinking/ problem solving skills informed by an appreciation of internal and external factors and the ability to identify and leverage synergies.
- Ability to build collaboration across diverse functions, roles and levels of seniority.
- Ability to work with ambiguity and complexity while continuing to drive progress and identify pragmatic solutions.

## Styles and Behaviours:

- Inspirational leader with the ability to build a compelling vision and align others behind it.
- Highly self-aware and understands personal impact; role models the right behaviours.
- High Flexibility.

# Equality, Diversity, & Inclusion at CRUK



Our strategy includes recruitment training & engagement evidence, and measurement & policy changes.

Creating an inclusive and diverse workplace where equality of opportunity is embedded in everything that we do and that encourages and supports everyone to reach their potential is hugely important to us.

Many of the challenges we face have origins within wider society, but we are making commitments to take positive action where we can make a difference.

We recognise there is much to do to realise our ambition of becoming more diverse and inclusive organisation, and we are fully committed to achieving this objective, making sustainable, positive improvements.

"Our people are undoubtedly one of Cancer Research UK's biggest assets. Delivering on our equality, diversity, and inclusion strategy will enable us to better attract the very best talent, and have the strongest team to beat cancer together" - Michelle Mitchell, CEO

Our commitment to EDI will allow us to represent our supporters and the communities we work in.

EDI will support our performance. By reaching out to a wider group of individuals we will be able to drive further creativity and challenge existing norms.

Our staff networks support the organisation to recognise the diversity of our staff and help us create a positive and inclusive culture.

Our current networks include:

- Age positive
- Ethnic minority
- Health and Disability
- Multi-faith
- Pride
- Women's
- Working Parents and Carers

If you'd like to know more about EDI strategy, contact us.



# What we can offer you

## Pay

The salary for this role is circa £85k - £92k on a full-time permanent basis.

Our pay system is designed to attract and retain the most talented and dedicated employees. We aim to be competitive in the market whilst ensuring we are affordable to the charity keeping our research and supporters front of mind.

We review pay annually which aims to recognise individual performance and achievements.

## Location

In late 2019, we moved our Head Office to 2 Redman Place, Stratford. With views over the Olympic Park, we are only a 10-minute walk from Stratford station (on the Jubilee and Central tube lines as well as the Overground, DLR and TfL Rail), and 7-minutes' walk from Stratford International station. We also have an office in Oxford, as well as people working nationwide in our shops, and scientists in laboratories across the United Kingdom.

## Annual Leave

We have a generous annual leave entitlement of 30 days a year for positions at this level.

## Local Benefits

CRUK staff enjoy great benefits in and around Islington with deals at over 25 shops, bars and restaurants nearby.

## Health and Wellbeing

We offer discounted access to Benenden health as well as occupational health and mental wellbeing support, online health assessment tools and discounted onsite osteopath and massage services. Our confidential employee assistance programme is available to all to provide support for any concerns in your work or personal life. In addition, we have a range of sports and societies on offer, to support employees toward a healthy work/life balance.

## Work-Life Balance

We value a healthy work-life balance with a range of sport and societies to support this.

## Flexible Working

We encourage Flexible Working from Home-working, part-time and flexi-hours.

## Pension

Our Retirement Plan offers all employees a flexible way to build a pension fund, no matter which stage of your career you're at. You'll be given choice, control, financial benefits and valuable protection benefits. It is a defined contribution plan, which means contributions paid into the plan by you and by Cancer Research UK are invested in the funds you choose—you can have as little or as much control over this as you want.

## Learning & Development

CRUK offers a wide range of careers and personal development opportunities, including induction, core business skills, leadership and management development, talent programmes, accelerated progression opportunities for those with leadership potential, secondments and much more

## Supporting our employees through cancer

We partner with an organisation called Working with Cancer, to provide support to those returning to work following a cancer diagnosis. Working with Cancer offers counselling services and advice to employees with cancer about returning to work, or remaining in work, at any stage during or after cancer treatment. The service also provides support to managers to help them understand the best way in which they can help their team members.

## ...and Much More

Discounts and Savings, Cycle2Work, Season Ticket Loans, Advice Services, Life Assurance and more.





# How to Apply

We hope you are motivated to express an interest in this role. If you have questions about the appointment process, please email Joëlle Prins on [joelle.prins@starfishsearch.com](mailto:joelle.prins@starfishsearch.com).

To make an application, please go to <https://starfishsearch.com/jobs/cruk-director-policy/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date

Friday 11th February 2022

Preliminary interviews with Starfish

w/c 21st and w/c 28th February 2022

Formal interviews with Cancer Research UK

w/c 21st March 2022





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