

**BREAST
CANCER
NOW**

**CANDIDATE PACK
CHIEF OPERATING OFFICER**



WELCOME

Thank you for your interest in joining Breast Cancer Now as our next Chief Operating Officer.

Breast Cancer Now is here because breast cancer changes lives every day. We exist to make sure that everyone affected by breast cancer has the support they need now, while we drive the research that will change the future. Our ambition is clear: by 2050, everyone diagnosed with breast cancer will live and be supported to live well.

This is an important moment for Breast Cancer Now. We have a strong sense of purpose, talented and committed colleagues, and a reputation we are proud of. But we are also operating in a world that is changing quickly. Breast cancer prevalence is set to increase. We are an organisation in growth. Expectations of charities are rising. Resources are under pressure. Technology is reshaping how we work. And we must continue to show, clearly and consistently, the difference we make for people affected by breast cancer. That is why this role matters so much.

As Chief Operating Officer, you will be central to helping us deliver our strategy and strengthen our organisation for the future. As a member of the Senior Leadership Team, you will help ensure we have the capability, systems, financial stewardship and insight we need to maximise our impact. You will lead through complexity, support change with confidence and care, and help create an environment in which our people can do their best work.



I am looking for a leader who combines strategic thinking with practical delivery. Someone who can build trust and strong relationships across the organisation and beyond. Someone who brings sound judgement, ambition and clarity, and who is motivated by the opportunity to make a real difference.

Most importantly, I am looking for someone who shares our commitment to the people we serve. At Breast Cancer Now, the experiences of people affected by breast cancer must shape the choices we make and the work we do. That has to remain true in everything we do.

This is a chance to make a significant contribution to one of the UK's leading charities, and to help shape what comes next for Breast Cancer Now.

Thank you again for considering this opportunity. I hope this pack gives you a sense of the scale of the opportunity, the importance of our work and the impact the right person could have.

We look forward to hearing from you.

Claire Rowney
Chief Executive
Breast Cancer Now

ABOUT US

Breast Cancer Now is the UK's research and support charity for anyone affected by breast cancer.

Every year, breast cancer changes the lives of thousands of people across the UK. A woman is diagnosed with breast cancer every nine minutes, and around 890,000 people are currently living with or beyond the disease. While survival rates have improved significantly over recent decades, too many people are still diagnosed late, face unequal access to treatment and support, or live with the long-term impact of breast cancer and its treatment.

We exist to change that.

Our vision is that by 2050, everyone diagnosed with breast cancer will live – and live well. We bring together world-class research, life-changing support and powerful campaigning to improve outcomes and experiences for everyone affected by breast cancer.

Today, Breast Cancer Now is the leading voice in breast cancer research, care and advocacy. We fund cutting-edge science, provide trusted information and support services, campaign for better treatment and care, and work alongside people affected by breast cancer to drive meaningful change.

OUR IMPACT

For more than 50 years, Breast Cancer Now and its predecessor organisations have helped drive major advances in breast cancer research, treatment and support. Our impact can be seen in scientific breakthroughs, improvements in patient care and the thousands of lives changed through our services and campaigning.

Among our achievements, we have contributed to the discovery of the BRCA2 gene, helped advance the development of PARP inhibitor treatments, established the UK's first dedicated breast cancer research centre, and invested more than £315 million in world-class breast cancer research. Today, we continue to fund more than 90 research projects designed to improve prevention, diagnosis, treatment and quality of life.

Beyond research, we have pioneered support services that help people navigate every stage of their experience with breast cancer, including establishing the UK's first dedicated breast cancer helpline. Every year, our nurses, services, information resources and peer support networks help thousands of people access expert guidance, practical advice and emotional support when they need it most.

Our campaigning work has also helped secure improvements in access to treatments, services and care, ensuring that the voices of people affected by breast cancer are heard by policymakers, healthcare providers and decision-makers.

Breast Cancer Now - Chief Operating Officer



OUR STRATEGY: CHANGE HAPPENS NOW

In 2025, Breast Cancer Now launched its new five-year strategy, Change Happens Now, setting out how the organisation will go further and faster in delivering impact for people affected by breast cancer.

The strategy is focused on three ambitious goals:

- Quicker, earlier diagnosis to save and improve lives.
- Ensuring everyone receives the best possible care and support.
- Driving the development of new and better treatments that pave the way for cures.

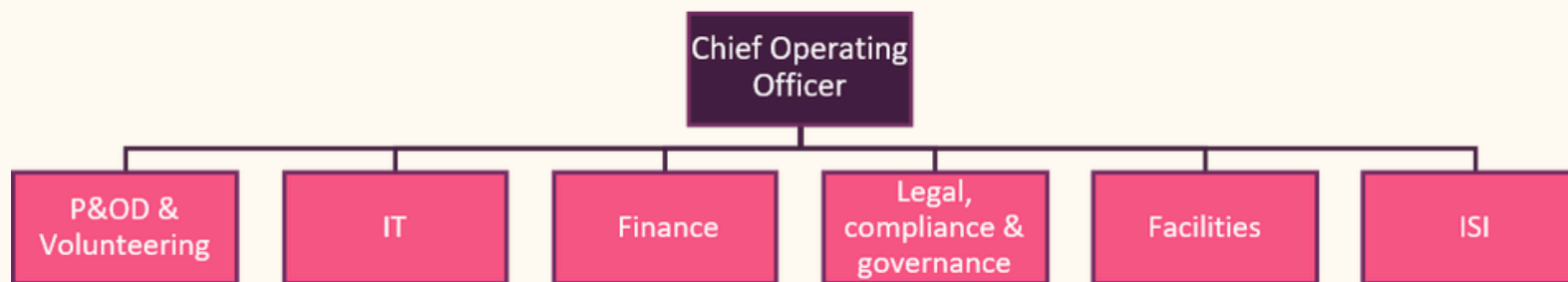
To accelerate progress, the charity has identified a number of strategic "game-changers", including increasing awareness of metastatic breast cancer, expanding access to support, strengthening its presence across healthcare settings, investing more heavily in research into recurrence and metastasis, and focusing efforts on areas with the poorest outcomes.

Delivering this strategy will require innovation, collaboration, operational excellence and a relentless focus on impact. It is against this backdrop that we are seeking our next Chief Operating Officer - a leader who will help ensure Breast Cancer Now has the organisational capability, culture, systems and financial stewardship required to achieve its ambitions and maximise its impact for people affected by breast cancer

OVERVIEW OF THE DIRECTORATE

The Operations Directorate consists of the Finance, IT, People and Organisational Development (POD), Facilities, Legal, Compliance and Governance teams and the Impact, Strategy & Innovation (ISI) teams.

The Operations Directorate provides professional operational support services for the organisation. Its role is to enable teams across Breast Cancer Now to achieve our strategic objectives and accelerate impact towards our long-term goals and achieving our vision. We do this through legal compliance, finance, facilities, business planning, people and organisational development, impact evaluation, insight gathering, innovation and strategy delivery. The directorate is made up of the following teams:



WHY JOIN BREAST CANCER NOW?

This is an opportunity to join one of the UK's most respected health charities at a defining point in its journey.

Over the coming years, Breast Cancer Now will be focused on delivering the ambitions of its new strategy, Change Happens Now, while continuing to strengthen organisational effectiveness, financial sustainability and impact.

The successful candidate will have the opportunity to:

- Help shape the future direction of a nationally significant charity.
- Partner closely with an experienced and ambitious Chief Executive and Board.
- Lead organisation-wide transformation and innovation.
- Build organisational capability that enables even greater impact for people affected by breast cancer.
- Influence decisions at the highest level and contribute to the achievement of one of the charity sector's most ambitious long-term goals.

This is a role for a leader who wants to combine strategic influence, operational leadership and social impact in equal measure.



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JOB DESCRIPTION

Job title:	Chief Operating Officer
Reports to:	Chief Executive
Direct reports:	Associate Director, Finance; Associate Director, People and Organisational Development; Associate Director, Legal, Governance and Compliance; Director, Impact, Strategy & Innovation; Head of IT; Facilities Manager; HR Transformation Director (12-month fixed term)

ROLE PURPOSE:

As part of the Senior Leadership Team and reporting to the Chief Executive, the Chief Operating Officer leads on financial management of the organisation and is accountable for the charity's day-to-day operations. The COO is responsible for ensuring Breast Cancer Now has the organisational capability, leadership, systems, governance, financial stewardship and insight required to deliver its strategic ambitions.

The COO provides executive leadership across finance, people and organisational development, IT, governance, legal, compliance, facilities and impact, strategy and innovation, ensuring that the organisation's operational support is integrated, effective, responsive and aligned to mission.

The postholder will help shape Breast Cancer Now's future, ensuring sustainability, growth and impact, while supporting excellent governance, strong organisational performance and an enabling culture in which colleagues can thrive.

MAIN RESPONSIBILITIES:

- Contribute to the overall strategic direction and financial planning of Breast Cancer Now through membership of the Senior Leadership Team and engagement with the Board of Trustees.
- Act as a strategic thought partner to the Chief Executive, with a focus on business performance, commercial opportunities, growth and impact.
- Provide strategic leadership of the Operations Directorate and deliver an integrated operational strategy that builds on current strengths while identifying opportunities for innovation and improvement.
- Lead all aspects of financial strategy and management, including budgeting, forecasting, business planning, control and reporting.
- Ensure the financial stability of the charity and the effectiveness of internal financial controls.
- Oversee reporting that integrates financial and non-financial performance, risk management and progress against strategic and operational targets.
- Lead the development of a robust organisational risk culture and support effective oversight through the Risk and Governance Committee.
- Lead significant organisational development and change, including oversight of Impact, Strategy & Innovation delivery.
- Build and maintain strong external relationships, including partnerships that can strengthen impact and support growth.
- Lead, motivate and develop the Operations Directorate leadership team, creating a high-performing, collaborative and values-led culture.
- Represent Breast Cancer Now externally and deputise for the Chief Executive when required.

PERSON SPECIFICATION

KNOWLEDGE AND EXPERIENCE

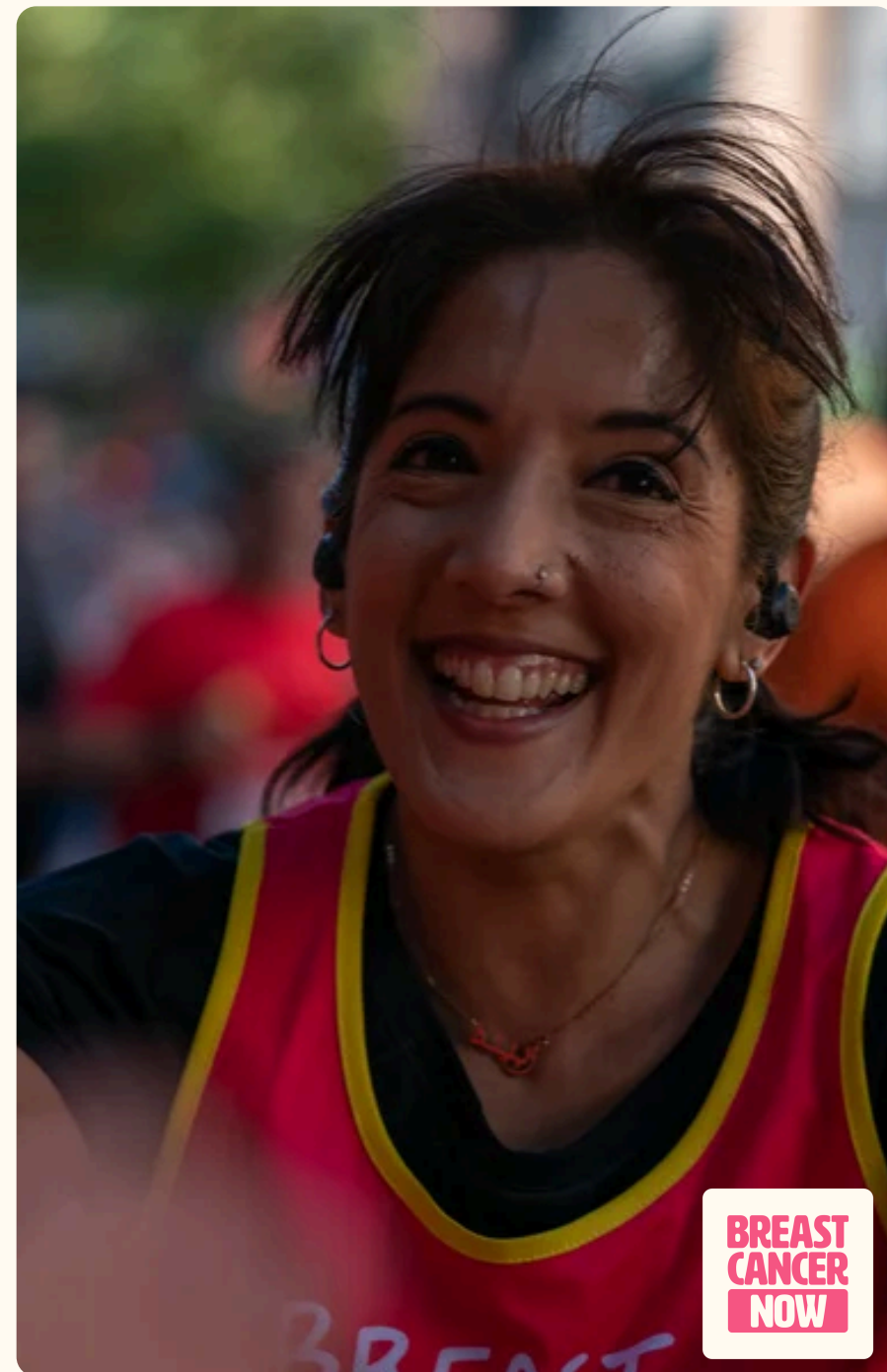
- An appropriate financial qualification, such as ACA, ACCA, CIMA, CIPFA or equivalent.
- In-depth knowledge of SORP and evidence of broader professional development through training and/or experience.
- Experience in a similar role, ideally within a sector focused on impact, including exposure to working with a non-executive or trustee board.
- Strong leadership and team management experience, with the ability to inspire, empower and motivate others.
- Experience of developing medium- and long-term strategies in an organisation of comparable size and complexity.
- Experience of developing organisational performance reporting that enables leaders and trustees to assess progress against plans.
- A track record of leading significant development and change.
- Evidence of making a transformative difference to strategic planning and organisational impact.
- Demonstrated success in building efficient structures and processes that limit bureaucracy and support growth.
- Experience of scaling operations in an organisation or charity comparable to Breast Cancer Now's current and aspirational size.

SKILLS AND ABILITIES

- Strong leadership skills and strategic acumen, with the ability to conceptualise, innovate and execute ideas.
- The ability to ensure the organisation delivers against its mission, vision, aims, objectives and strategic priorities.
- The ability to influence and communicate effectively with a wide range of audiences and to inspire confidence and action.
- Sound judgement and discretion when dealing with sensitive and confidential information.
- A strongly analytical and solutions-orientated approach.
- A strategic and proactive approach to problem-solving, with the ability to make considered trade-offs and understand the impact on interrelated areas.

STYLES AND BEHAVIOURS

- Determined, self-motivated and confident acting on own initiative.
- Collaborative and collegiate in approach, with the credibility to build trust across a complex organisation.
- Motivated by mission and committed to improving outcomes for people affected by breast cancer.
- A role model for the values and behaviours that underpin Breast Cancer Now's culture.



TERMS OF APPOINTMENT

SALARY

The salary for this role is £140,000 per annum on a full-time permanent basis.

LOCATION

Headquartered in London, 6th Floor, The White Chapel Building, 10 Whitechapel High Street, London, E1 8QS.

HYBRID

Our hybrid working model allows you to work up to 3 days per week at home when working arrangements and meetings allow.

PENSION

Employer pension contributions up to a maximum of 8%

ANNUAL LEAVE

- 25 days annual leave a year, plus an additional day for each full year worked (up to 30 days)
- The option to sell or buy additional day(s) of leave every year.
- All bank holidays off work and paid time off between Christmas and the new year
- Unpaid sabbatical leave for up to 6 months

Additional benefits can be found [here](#).



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HOW TO APPLY

We hope you will consider making an application. To make an application, please go to <https://starfishsearch.com/jobs/breast-cancer-now-chief-operating-officer/> 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 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 24 July 2026
Preliminary interviews:	w/c Monday 10 August 2026
Breast Cancer Now Panel interviews:	Friday 11 September 2026

