

*The* ROYAL MARSDEN

NHS Foundation Trust



Job description  
**Clinical Fellow in Medical Oncology**

At The Royal Marsden, we deal with cancer every day, so we understand how valuable life is. And when people entrust their lives to us, they have the right to demand the very best. That's why the pursuit of excellence lies at the heart of everything we do.



Life demands excellence

## Introduction to The Royal Marsden by The Medical Director, Professor Nicholas van As

Dear Candidate

Thank you for applying for the role of Clinical Fellow in Histopathology at The Royal Marsden Hospital. This pack contains all the information you need to apply for the post.

The Royal Marsden has a vital role in championing change and improvement in cancer care through research and innovation, education and leading-edge practice. We are proud of our international reputation for pushing the boundaries and for our groundbreaking work ensuring patients receive the very latest and best in cancer treatment and care.

Our expert clinical staff are at the heart of the hospital. Their exceptional commitment and professionalism is commented on by so many of our patients. This is a vital role in a high performing cancer centre working closely with our clinical and non-clinical colleagues across the whole Trust and a cohesive and strong Leadership Team.

We wish you every success with your application.



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**Professor Nicholas van As**  
Medical Director, The Royal Marsden

## **1. About The Royal Marsden**

The Royal Marsden is a world leader in cancer research, treatment and education. Together with our academic partner, The Institute of Cancer Research (ICR), we are the largest comprehensive cancer centre in Europe and the only National Institute of Health Research (NIHR) Biomedical Research Centre specialising in cancer in the UK.

Our mission is to continue to make a national and international contribution to cancer research and treatment, so that more people are cured and quality of life is improved for those with cancer. The Royal Marsden therefore plays an important role in championing change and improvement in cancer care through research and innovation, education and leading-edge treatment.

The Trust's annual budget is £360 million and we employ over 3,500 staff, including 335 medical staff, across two sites located in Chelsea and Sutton (Surrey). Over 50,000 patients attend The Royal Marsden each year. We have a Chemotherapy Medical Daycare Unit at Kingston Hospital.

We have a reputation for delivering high quality performance. We were ranked in the top four Trusts in the CQC national adult inpatient survey results (2016), above average in national cancer patient experience survey and ranked first amongst teaching hospitals in the UK for our staff survey results.

Predominantly the Trust's workload is from within the South West and West London Cancer Networks but, as a specialist cancer centre, the Trust has a high out-of-area referral rate for rare cancers, recurrent disease and treatment-related problems including international referrals. The Trust operates a shared care model with St George's Healthcare NHS Trust for paediatric cancer. Cancer services are delivered within internationally renowned tumour specific multidisciplinary units.

### **The National Institute of Health Research (NIHR) Biomedical Research Centre (BRC) at The Royal Marsden**

The NIHR Biomedical Research Centre (BRC) is based at The Royal Marsden and The Institute of Cancer Research (ICR), which together form one of the largest comprehensive cancer centres in Europe. Our BRC's excellence in basic biomedical research and experimental medicine, together with our strategic partnerships with industry, cancer charities and NIHR infrastructure, ensure that we can translate scientific advances about cancer into real benefit for patients within a short space of time. We aim to deliver improved personalised therapies for all cancer patients through stratified treatment specific to individual genetic, molecular, imaging and functional characteristics.

The Royal Marsden with the ICR was first designated as an NIHR BRC in 2006 and the BRC grant was renewed 2012 and more recently in April 2017, for a further period of five years to a value of £43 million. The NIHR also provided capital funds towards the NIHR Centre for Molecular Pathology (CMP) which opened in 2012. This is The Royal Marsden's major facility for diagnostic and translational molecular pathology and where the Oak Drug Development Unit's biomarker laboratories are located.

There are six research themes including the developmental technology and therapy themes of Novel Cancer Therapeutics (NCT), Targeted Physical Therapies (TPT) to encompass radiotherapy, imaging and surgical research) and the tumour/organ specific themes of Breast, Prostate, Gastrointestinal and Uncommon Cancers. Lung cancer is one of the exemplar areas for both NCT and TPT. In addition there are two cross cutting themes of Genotypes/Phenotypes and Cancer Evolution (GPCE) where novel diagnostics and analytics are being developed and the Digital cross cutting theme which incorporates deep machine learning.

The BRC is led by the Professor David Cunningham as the Director of Clinical Research with support from the BRC Theme Leads and the clinical research executive group.

### **The Royal Marsden Cancer Charity**

The Royal Marsden Cancer Charity (RMCC) supports the work of the hospital and is governed by a number of highly experienced trustees and supported by the president of The Royal Marsden, HRH The Duke of Cambridge. The RMCC has raised significant funds through philanthropic support towards research, treatment, care, equipment and patient environments at The Royal Marsden. The RMCC funded the West Wing Clinical Research Centre (£2.6 million) which has been open for over two years and is where patients on phase Ib to III trials are treated at the Sutton hospital. It also provided funds towards the NIHR Centre for Molecular Pathology. As part of its major commitment to accelerating innovation for patients with cancer, the RMCC has pledged £15 million over a five year period to support the most leading-edge clinical research. Overseen by the Director of Clinical Research, this funding stream supports innovative clinical research projects and trials and the infrastructure required to deliver these including a large body of research support staff. Critically, the RMCC has made a major commitment to supporting and developing future clinical leaders in cancer research, medically trained individuals who will be able to devise and deliver clinical trials of the latest innovative therapies working in partnership with academia, industry and patient groups.

### **Education and training**

The Royal Marsden has a strong reputation for education and training. This was recognised as an area of outstanding practice in a recent CQC report. The Trust supports a number of junior doctor training programmes and provides core training across a wide range of tumours in clinical and medical oncology and surgery. The Trust also participates in rotations for the training of junior doctors in anaesthesia, pain and intensive care medicine.

### **Private Care at The Royal Marsden**

At The Royal Marsden we have a unique partnership between our NHS and Private Care services which ensures we can offer all patients the highest standard of environment and facilities and continue to be world leaders in the field of cancer care.

The private care service has grown at The Royal Marsden over the past five years, and this has seen many benefits for the whole hospital – from our patients to our staff. Revenue generated by Private Care is reinvested into the hospital and allows development in leading-edge services, for example the hospital's robotic surgery programme and the extension of the radiology service's opening hours, both of which benefit all patients enormously.

## Trust organisation

The Trust Board comprises an independent chair, Mr Charles Alexander, five executive directors (Chief Executive, Chief Operating Officer, Chief Nurse, Chief Financial Officer, Medical Director), and five non-executive directors from outside the NHS.

The day-to-day running of the hospital is carried out by the Leadership Team made up of the Chief Executive, four Executive Directors, and the other members pictured below.

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## The Leadership Team



The Royal Marsden is organised into four divisions - Cancer Services, Clinical Services, Clinical Research and Private Care. Each division is managed by a Divisional Director and supported by a Divisional Nursing Director. Each division is sub-divided into Clinical Business Units, which are led by a Clinical Director and a senior nurse. The Clinical Directors and other clinicians in a formal leadership position form part of the Clinical Advisory Group, which is chaired by the Medical Director and membership also includes Executive Directors.

In addition the divisions are supported by the following directorates:

- Nursing, Risk and Quality Assurance
- Finance
- Workforce
- Information and Performance
- Facilities
- Marketing and Communications

## Business strategy

The Trust has a Five Year Business Strategy (2018/19 – 2023/24) which sets out the direction and priorities. The overarching ambition continues to be the provision of the best cancer treatment available anywhere in the world, supported by the highest quality research and education to improve outcomes for people with cancer everywhere. The main themes of the strategy are:

### **Research and innovation**

The complexity of cancer is a constant challenge to developing effective treatments that increase the chance of cure or disease control. Critically for patients, these treatments should provide a good quality of life and result in fewer side effects. Our joint Royal Marsden and Institute of Cancer Research (ICR) research strategy utilises an ambitious, patient-centred approach that recognises the complexity of cancer and will use 21st-century tools to develop smarter, kinder treatments for both adult and paediatric patients, covering novel systemic therapies, precision imaging and radiotherapy, and new forms of surgery using innovative clinical trial design.

### **Treatment and care**

The Royal Marsden has built on the success of previous cancer collaborative ventures by establishing and hosting a powerful cancer alliance, RM Partners. Core membership includes all of west London's NHS acute providers, with primary care and commissioning representation through its two Sustainability and Transformation Partnerships (STPs). This enables a whole pathway approach to delivering world-class cancer outcomes for its population.

### **Modernising infrastructure**

Modern cancer care of the highest quality requires significant investment in infrastructure, facilities and estate to accommodate evolving technology, changing service models and increased demand. Cancer care is also data-driven, so investment in IT and information will be critical over the next five years to support the delivery of both research and services. The Trust is embarking on the implementation of a new Digital Health Record in partnership with Great Ormond Street NHS Foundation Trust. The postholder would be expected to contribute to the implementation and configuration for their own clinical area (s).

### **Financial sustainability and best value**

The healthcare environment remains challenging, with a number of external factors providing both risk and opportunity for The Royal Marsden. The Trust recognises that to deliver on the core strategy and maintain a balanced financial position, it must have a strong commitment to clinical and operational transformation and be at the forefront of innovation and development, which includes optimising opportunities across all of its services.

## Overview of the post

### 3. Information about the Gynae/Melanoma/Renal

#### Management and administrative relationships

The contract for this post is held with the Royal Marsden Hospital. The clinical work of the Royal Marsden Hospital is organised in multi-disciplinary units comprising one or more clinical oncologists, surgeons and medical oncologists. This post will report within the Cancer Services Division and will be professionally accountable to the Medical Director and Divisional Medical Director and managerially accountable to the Divisional Director.

### 4. Job description and responsibilities

#### Background and specific duties of the post

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This is a 6-12 month fixed term specialist registrar position at the Royal Marsden. The post holder will be based with the clinical team in Sutton working alongside research fellows, the team of medical oncology consultants within the Gynae/Melanoma/Renal Unit and the specialist CNSs. They will also be part of the Units' research teams. There is also infrastructural support available to the successful candidate in terms of trial coordinator, research data manager, research biological specimen coordinator and research nurse support and the consultants are experienced principal investigators. The post combines in-patient and out-patient clinical duties, teaching responsibilities, clinical research commitments and an academic remit.

In order to fulfil the responsibilities of this post the appointee will be required to demonstrate that they have previous experience in oncology. Previous clinical trials experience is desirable but not essential. This post would suit the following;

- **A post CMT2 trainee** looking to gain further oncology experience, and will provide valuable experience for the post holder in clinical research prior to applying for a national training number.
- **Post-CCT (completion of specialist training) trainee** (with or without a higher degree) in Medical or Clinical Oncology looking to gain experience in clinical and translational research in oncology before taking up a consultant post
- **A current Clinical Fellow** looking to extend their knowledge in Gynae/Melanoma/Renal Cancer and clinical/translational Research

#### CLINICAL RESPONSIBILITIES

- To contribute to the provision of a comprehensive, efficient and high quality evidence-based oncology care, under the supervision of the consultants. This includes out-patient clinics (both follow-up and new patients), systemic anti-cancer prescribing clinics, research clinics and in-patient care
- To develop competence in systemic anti-cancer therapy (SACT) prescribing. Support and training will be provided in this if the post-holder has no prior experience of SACT prescribing.
- To develop a comprehensive knowledge of the evidence base for the treatment of Gynae/Melanoma/Renal Cancers, to understand how to develop a treatment plan, to

manage patients on systemic anti-cancer treatment and to develop advanced clinical reasoning skills.

- To develop excellent multi-disciplinary team working with the other clinical fellows and SpRs, the CNSs, the research team and the supervising consultants. To participate in and develop multi-disciplinary comprehensive care and support for patients and their families
- To work effectively with the Acute Oncology Service (AoS) and AoS consultants to facilitate admission of patients for management of cancer or treatment-related complications and symptom control
- Supervision of CMT1/2 trainees working within the team and to provide bedside teaching and supervision of quality improvement projects
- To present and discuss clinical cases in the multi-disciplinary team meetings, learning the essential skills of how to summarise complex oncological histories succinctly to optimise treatment planning
- To have regard at all times to the clinical and quality standards set out in the NHS Cancer Plan, the *Improving Outcomes* reports and National Institute for Clinical Excellence (NICE) guidance reports.
- To contribute to the clinical governance work undertaken in the Clinical Unit, building on standards of best oncology practice. The post holder will be expected to lead and deliver a program of quality improvement projects in conjunction with their junior doctor colleagues on the Unit
- To liaise effectively and on a timely basis with General Practitioners, community services, and all healthcare agencies.
- To provide cross cover to with other pre-specified specialities for annual leave, study leave and zero hour weeks (maximum 10 weeks of cross cover in a 24 week period)

#### **CLINICAL RESEARCH EXPERIENCE**

The Gynae/Melanoma/Renal unit have a substantial portfolio of clinical trials of novel anti-cancer therapies with a number of actively recruiting trials at any one time. The post-holder will gain the following experience in clinical research depending on their level of experience :

- Involvement in the clinical research activities of the department including undertaking Good Clinical Practice (GCP) training, training in active clinical trials protocols and enrolment and management of patients in clinical trials, supported by the clinical research team and under Consultant supervision.
- Review patients on clinical trials working alongside the clinical research team
- Review eligibility criteria for patients selected for clinical trials, interacting with research nurses and other medical staff including consultants as above. Management of toxicities, dose modifications etc based on protocol.

- Support assessment of tumour measurement recording and reporting within clinical trials (RECIST measurements)
- Attendance at the weekly research meetings for oversight of patients on clinical trials, presentation of new trials and other operational considerations

These activities will provide the candidate with hands on experience and detailed insights into the practical aspects of setting up, running and overseeing clinical trials within the UK trials and regulatory environment, invaluable in the training of a medical or clinical oncologist.

#### ACADEMIC and TEACHING EXPERIENCE

There is protected time within the weekly timetable for academic, quality improvement and teaching activities and personal development.

- Developing an excellent knowledge around the framework for conducting clinical research within the UK
- Attending the weekly consultant-led journal club
- Attending the weekly research meetings and academic lectures in the breast unit
- Working towards audits and service evaluations in the unit with an opportunity to take part in research for abstracts or posters for major oncology meetings.
- To carry out teaching, examination and accreditation duties as required and contribute to postgraduate and continuing medical education activities

Development of the skills listed above will support junior trainees looking to apply to an Oncology training program or higher degree and more senior trainees looking to combine a future consultant post with clinical research, having achieved a solid foundation in clinical and translational research if not previously attained. This clinical, clinical governance/quality improvement, clinical research, academic and teaching aspects of the role will help to build the candidate's CV considerably.

## Person Specification

<b>Experience</b>	<b>E/D</b>
MBBS or equivalent	E
MRCP, or equivalent	E
Full GMC registration	E
Broad based knowledge of and understanding of General Medicine and some oncology experience	E
It is anticipated that the appointee will have completed CMT2 or equivalent in medicine	E
Experience in Oncology	D
Previous chemotherapy prescribing experience	D
Experience of clinical audit	E

<b>Skills</b>	<b>E/D</b>
Good presentational and verbal skills	E
Computer literacy/ IT skills appropriate to a clinical service using computerised record systems and electronic prescribing system (VARIS)	E

## Terms and conditions

### Salary

The salary grade for this post is at ST3-ST8 level, £55,329 - £63,152 per annum, plus £2162 per annum London Weighting. (Not inclusive of on call supplement, if applicable).

### Equal opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Scheme is available from the Workforce department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

### Occupational Health Clearance

All appointments are conditional upon prior health clearance by the Trust's Occupational Health Service.

### Disclosure and Barring Service (DBS)

Applicants for posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. All applicants who are offered employment will be subject to a criminal record check from the DBS before the appointment is confirmed. All doctors who are offered employment will be subject to an enhanced disclosure check by the DBS before the appointment is confirmed. This includes details of cautions, reprimands, final warnings, as well as convictions. Further information is available from the DBS website at [www.gov.uk/disclosure-barring-service-check/overview](http://www.gov.uk/disclosure-barring-service-check/overview)

### Library Facilities

The majority of journals are available electronically from hospital computers. All staff members have access to "Up to Date" to use at home, on their personal devices or when accessing from Trust computers.

### Study Leave and Training

Study Leave is available with the consent of the Educational Supervisor and the Rota Manager, and in accordance with the Terms and Conditions of Service of Hospital medical Staff. Applications for Study Leave must be submitted six weeks prior to the proposed leave.

- Up to 30 days study leave annum pro rata is available, of which five days can be taken as private study for each postgraduate medical examination.
- A study leave budget is available for all our junior doctors which you can access to support your learning and development.

### Annual Leave

Applications for annual leave must be received at least six weeks prior to such leave and must be approved by the relevant Service Manager. Annual leave entitlement currently starts at 27 days per annum depending on years of service in the NHS.

The post-holder also undertakes, exceptionally, to be available for such irregular commitments outside normally rostered duties as are essential for continuity of patient care. It has been agreed between the Profession and the Department that while juniors accept that they will perform such duties, the Secretary of State stresses that additional commitments arising under this sub-section are exceptional and in particular, that juniors should not be required to undertake work of this kind for prolonged periods or on a regular basis.

### Work visa/Permits/Leave to remain

If you are a non-resident of the United Kingdom or Ireland, any appointment offered will be subject to the Resident Labour Market test (RLMT). The Trust is unable to employ or continue to employ you if you do not obtain or maintain a valid Right to Work (leave to remain).

### Health and safety

To be aware of the responsibilities placed upon all employees under the Health and Safety at Work Act 1974, to ensure the agreed safety procedures are understood and carried out to maintain a safe environment for employees and visitors.

### Smoking policy

It is the policy of the Trust to promote health. Smoking is actively discouraged and is prohibited in most areas of the Hospital, including offices, with the exception of designated smoking areas on all sites.

### Equality and diversity policy

The Royal Marsden NHS Foundation Trust is committed to eliminating all forms of discrimination on the grounds of age, disability, gender reassignment, marriage / civil partnership, pregnancy / maternity, ethnicity religion or belief, gender and sexual orientation.

### Safeguarding Children and Vulnerable Adults

All staff must be familiar with and adhere to the Trust's child protection and safeguarding adult policies and procedures. All staff are required to attend child protection and safeguarding adults' awareness training, additional training, and supervision regarding child protection relevant to their position and role.

### Confidentiality and Data Protection Act

All employees of The Royal Marsden NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff (please also see the Trust's policy on Whistleblowing). In instances where it is known that a member of staff has communicated information to unauthorized persons, those staff will be liable to dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorized disclosure of information.

### Customer Service Excellence

All staff are required to support the Trust's commitment to developing and delivering excellent customer-focused service by treating patients, their families, friends, carers and staff with professionalism, respect and dignity.

### Emergency Planning

In accordance with the Trust's responsibilities under the Civil Contingencies Act 2004 all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of and for the duration of a significant internal incident, major incident, or pandemic.

## 8. How to apply

Please apply via NHS jobs.

For further information or for an informal discussion please contact:

*Dr Kate Young, Consultant Medical Oncologist - [kate.young@rmh.nhs.uk](mailto:kate.young@rmh.nhs.uk)*

There is a requirement for all search and recruitment organisations to verify the identity of individuals, to confirm their right to work in the UK. This is a legal requirement placed on us which we are required to comply with.

[http://www.legislation.gov.uk/ukxi/2003/3319/pdfs/ukxi\\_20033319\\_en.pdf](http://www.legislation.gov.uk/ukxi/2003/3319/pdfs/ukxi_20033319_en.pdf)

