

## Job description

<b>Job title:</b>	Clinical Fellow for National Kidney Cancer Audit
<b>Grade:</b>	Pay scales for junior doctors in England up to ST5 (£40,257 to £51,017, plus London weighting) in a full-time position or from ST6 to ST8 (£58,298 pro rata plus London weighting) in a part-time position, depending on qualifications and experience.
<b>Department:</b>	National Cancer Audit Collaborating Centre (NATCAN) based in the Clinical Effectiveness Unit (CEU)
<b>Responsible for:</b>	n/a
<b>Accountable to:</b>	Audit's Lead Methodologist and ultimately the Director of Clinical Effectiveness Unit (CEU)

### Job summary

The fellowship provides a unique opportunity to work at a new national centre of excellence to help strengthen NHS cancer services and reduce variation in care. The role is based at the National Cancer Audit Collaborating Centre (NATCAN) within the Clinical Effectiveness Unit (CEU), jointly run by the Royal College of Surgeons of England (RCSEng) and the London School of Hygiene & Tropical Medicine (LSHTM).

The position would be suitable for a clinical trainee (surgery/oncology) with an interest in kidney cancer. The successful candidate will work within a multidisciplinary team, delivering a new national audit in kidney cancer and carrying out research whilst developing advanced analysis and research skills.

Having large detailed linked datasets available to you to carry out research provides the potential to generate a large number of academic papers. The post-holder is expected to lead on the writing of journal articles and conference presentations and work towards either an MD or PhD with the support of senior colleagues in NATCAN. The fees for an MD or PhD will be covered by the CEU.

A current Clinical Fellow says *"This clinical fellowship provides a fantastic opportunity to work first hand with national cancer data, and learn a wide range of research skills and techniques in order to undertake clinical research with 'big data'. The role is extremely well-supported from academics and clinicians at the forefront of their fields, and has provided me with invaluable opportunities to present at national and international conferences, teach surgical skills internationally, be involved with national audit processes and outcomes, and establish academic links. I cannot recommend this position highly enough."*

Amit Bahl, Audit Clinical Co-Lead, says *"This is an exciting opportunity to make a positive difference to patient pathways and learn the nuances of audit which also complements research thereby adding to the surgical or oncology training."*



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Further details about the National Kidney Cancer Audit (NKCA), National Cancer Audit Collaborating Centre and the Clinical Effectiveness Unit are available at the bottom of the job description.

## Specific duties and responsibilities

### 1. **Development of the National Kidney Cancer Audit**

- To work closely with the Audit senior methodologists and clinical leads (Professor Amit Bahl, Consultant Clinical Oncologist and Professor Grant Stewart, Professor of Surgical Oncology & Honorary Consultant Urological Surgeon) as well as NATCAN team members based in the CEU in developing the Audit. This work will include:
- Describing patterns of care and patient outcomes by analysing national datasets on hospital care, surgery, chemotherapy and radiotherapy from the Audit's data providers in England (National Cancer Registration and Analysis Service [NCRAS], NHS England) and Wales (Wales Cancer Network, NHS Wales Health Collaborative)
- Reporting on the variation in the treatment and outcomes of patients with kidney cancer in web-based quarterly reports, State of the Nation Reports, conference presentations and papers for peer-reviewed publications
- Supporting the dissemination of the Audit findings to key (professional and patient) stakeholders

### 2. **Collaboration with NCRAS, NHS England and Wales Cancer Network, NHS Wales Health Collaborative and other relevant organisations to improve quality and timeliness of data, and increase the engagement of staff within NHS hospitals**

- To liaise with NCRAS, NHS England and Wales Cancer Network, NHS Wales Health Collaborative in order to support the project management and data collection
- To liaise with staff in participating NHS hospitals in order to publicise the Audit and its findings and to respond to clinical queries
- To liaise with all professional bodies involved in the management of patients with kidney cancer, and to represent the Audit at regional and national meetings

### 3. **Quality improvement and communication**

- To contribute to developing and implementing plans for the Audit healthcare improvement activities including: improvement events, workshops and webinars
- To promote engagement with trainee networks and professional bodies
- To produce audit communications (newsletters, emails, social media, website)
- To contribute to the Audit's communication strategy, and identify opportunities to improve quality of communications with commissioners and other stakeholders
- To support and facilitate communication with, and meetings of, the Audit Patient Panel.

### 4. **Other**

- To undergo further training in statistics and audit / research methodology
- To maintain the confidentiality of data at all times and to ensure that the requirements of the General Data Protection Regulation (GDPR) are met throughout the project
- To ensure that the data collection, analysis and reporting of the study is carried out to the highest professional standards
- To carry out other occasional duties within NATCAN and the Clinical Effectiveness Unit, e.g. contributing to training workshops



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There will be no clinical duties or on-call commitments but there is flexibility to allow the post-holder to maintain some clinical practice.

We encourage trainees to reach out to [Kidneycanceraudit@rcseng.ac.uk](mailto:Kidneycanceraudit@rcseng.ac.uk) or Prof Jan Van Der Meulen, Audit Lead Methodologist ([jan.vandermeulen@lshtm.ac.uk](mailto:jan.vandermeulen@lshtm.ac.uk)), for further information or to arrange a discussion with one of the Audit Clinical Co-Leads.

**This job description will be subject to review in the light of changing circumstances and may include other duties and responsibilities as may be determined. It is not intended to be rigid or inflexible but should be regarded as providing guidelines within which the individual works.**

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# Person specification

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Membership / Fellowship of a relevant Royal College</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
<b>Experience and skills including technical competencies</b>	<ul style="list-style-type: none"> <li>Relevant clinical experience</li> <li>Experience in analysing clinical data</li> <li>Familiar with software for data management and statistical analysis</li> <li>Good numeracy (e.g. good pass at A level or equivalent)</li> <li>Good understanding of health-related research methods</li> <li>Good understanding of basic statistical principles</li> </ul>	<ul style="list-style-type: none"> <li>Experience of research or clinical audit projects in a hospital setting</li> <li>Evidence of peer-reviewed publications</li> <li>Evidence of presenting research at professional conferences</li> <li>Experience of analysing large electronic datasets</li> <li>Understanding of epidemiological research (study design, data collection and analysis)</li> <li>Familiar with national audit programmes</li> </ul>
<b>People and interpersonal skills</b>	<ul style="list-style-type: none"> <li>Excellent verbal and written communication skills</li> <li>Good organisational skills</li> <li>Ability to think systematically and critically</li> <li>Computer literate and proficient with office software</li> <li>Ability to work independently</li> <li>Ability to work in a small team</li> </ul>	



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The post holder will also need to demonstrate the following values:

Collaboration	<b>We embrace our collective responsibilities working collaboratively and as one college.</b>
	<ul style="list-style-type: none"><li>• We work together, using our collective expertise and experience to effect positive change</li><li>• We are open, honest and transparent, straightforward in our language and actions, acting with sincerity and delivering on our commitments</li><li>• We take our responsibilities to each other, to patient care and to the environment seriously and we act with this in mind across our work</li></ul>
Respect	<b>We value every person we come into contact with at the College as an individual, respect their aspirations and commitments in life, and seek to understand and meet their physical and wellbeing needs.</b>
	<ul style="list-style-type: none"><li>• We treat everyone we meet with kindness and integrity and we seek to promote these behaviours in others</li><li>• We actively seek a range of views and experiences across our work, and we listen to, and make everyone feel, a valued part of the team</li></ul>
Excellence	<b>We aspire to excellence and success. We share learning from our experiences, apply feedback into practice, and commit to continual improvement.</b>
	<ul style="list-style-type: none"><li>• We work hard to be the best at what we do, recognising and celebrating effort and achievement, and reflecting on our work, so we can learn and improve</li><li>• We value and invest in research, education and training to drive excellence and put improvements in surgical practice, dentistry and patient care at the heart of our work</li><li>• We always seek to learn and discover more, valuing knowledge and scientific evidence, basing our decisions on insights, fact and experience</li></ul>

The Royal College of Surgeons of England is an Equal Opportunities Employer. We are open to all talent and we actively ensure that all qualified applicants will receive equal consideration for employment without regards to age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.



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## National Kidney Cancer Audit

The National Kidney Cancer Audit will evaluate the quality of care received by patients newly diagnosed with kidney cancer in NHS hospitals in England and Wales. Its aim is to assess the organisation of cancer services as well as the diagnosis and staging process and the outcomes of treatment.

The successful candidate will work within a multidisciplinary team, supporting the delivery of the audit and will play a central role in producing the audit reports and other outputs. The Clinical Co-Leads for the National Kidney Cancer Audit are Professor Amit Bahl, Consultant Clinical Oncologist, University Hospitals Bristol and Grant Stewart, Professor of Surgical Oncology, Cambridge University & Honorary Consultant Urological Surgeon, Addenbrooke's.

## National Cancer Audit Collaborating Centre

Evaluating and where necessary improving the treatment for cancer patients is a key priority for the NHS Cancer Programme, and the Quality Statement for Cancer Wales. The Healthcare Quality Improvement Partnership, on behalf of NHS England and the Welsh Government, has commissioned the development and establishment of a new centre of excellence for national cancer audits.

NATCAN is part of the National Clinical Audit and Patient Outcomes Programme (NCAPOP). NATCAN will deliver six new national cancer audits in breast cancer (primary and metastatic), ovarian, pancreatic, non-Hodgkin lymphoma and kidney cancer. It aims to:

1. Provide regular and timely evidence to cancer services of where patterns of care in England and Wales vary.
2. Support NHS services to identify the reasons for the variation in care in order to guide quality improvement initiatives.
3. Stimulate improvements in cancer detection, treatment and outcomes including survival.

[NATCAN](#) began on the 1 October 2022 in the CEU at the RCSEng. The CEU is a collaboration between the RCSEng and the LSHTM and currently delivers clinical audits in [prostate](#), [lung](#), [gastro-oesophageal](#) and [bowel](#) cancer, and recently completed an audit of [breast cancer in older patients](#).

NATCAN will collaborate closely with professional groups, clinicians and patient charities to ensure that all relevant stakeholders inform the quality improvement goals of each audit. NATCAN will have approximately 20 staff from a range of disciplines including statistics, data science, health services research, epidemiology, healthcare quality improvement and clinical audit management. It is led by Dr Julie Nossiter, Director of Operations, NATCAN; Prof David Cromwell, Director of the CEU and Professor of Health Services Research, LSHTM; Dr Kate Walker, Associate Professor of Medical Statistics, LSHTM; and Prof Jan van der Meulen, Professor of Clinical Epidemiology, LSHTM.

NATCAN will be a key source of information that supports various quality assessment and improvement activities, both at a local level (by NHS trusts and boards, Cancer Alliances,



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Integrated care Systems) and at a national level (e.g., CQC inspection and regulatory work). The activities of NATCAN and the individual audits will drive quality improvement across the country aiming to help cancer services reach the highest standards possible.

### **Clinical Effectiveness Unit**

The [CEU](#) is a collaboration between the RCSEng and the Department of Health Services Research & Policy of the LSHTM.

The work of the CEU involves carrying out national clinical audits, developing audit methodologies and producing evidence on clinical and cost effectiveness. The CEU currently delivers cancer audits in prostate, lung, bowel, oesophageal and stomach cancer, and recently completed an audit of breast cancer in older patients. These audits have helped to identify and address variations in cancer care across England and Wales, and improve outcomes for patients. They have also promoted quality improvement initiatives within NHS cancer services and identified best practice.

An essential element of the CEU's strategy is that it considers audit projects as *epidemiological studies* of the quality of hospital care. Epidemiological methods are used to generate high quality evidence on the *processes* and *outcomes* of hospital care as well as on their *determinants*. Another important feature of the CEU's strategy is the emphasis it gives to joint clinical and methodological leadership.

The CEU has 20 staff members, of whom 6 are academic staff members of the LSHTM. The background of the staff demonstrates the multidisciplinary character of the Unit (medicine, health services research, medical statistics, epidemiology and public health). The Unit's Director is Professor David Cromwell.



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