

## Details

<b>Job Title:</b>	Policy Officer
<b>Job Grade:</b>	Officer
<b>Reports to:</b>	Policy and Public Affairs Manager
<b>Based in:</b>	Harrogate
<b>Hours:</b>	Full time, 37 hours

## Introduction

Yorkshire Cancer Research is the largest regional cancer charity in England with a strong traditional base in providing substantial funding for high-quality research in the region every year. The charity works to generate a significant impact for people across Yorkshire to live longer, healthier lives, free from cancer.

Through our services funding, we are able to ensure even more patients benefit across our prevention, diagnosis and treatment workstreams. However, in order for these innovations and improvements to be available to everyone in Yorkshire, no matter who needs them, or where in Yorkshire they live, they need to be integrated into standard care and therefore we need to influence policy change at a national level.

## Overall purpose

The Policy Officer will have a real passion for policy work and will:

- Use the latest evidence and insight to drive the creation of policies and position statements and related key messages. The subject of these will be informed by the charity's strategy as well as our priority setting processes but will largely be focused around:
  - Prevention - Reducing smoking rates particularly focusing on people who are already interacting with the health system, as well as other messaging around reducing risk of cancer.
  - Diagnosis - Improving the early diagnosis of cancer through promoting existing and new pathways for cancer diagnosis.
  - Treatment - Improving treatments available to patients across Yorkshire, and improving access to clinical trials.
- Communicate the charity's key messages internally and externally.
- Maintain a strong understanding of the national and regional policy landscape, and link this into relevant policy workstreams.
- Support the development of campaigns and external communications in collaboration with the Brand and Relationships team.

## Key responsibilities

### Policy development

- Work with the Policy and Public Affairs Manager to research and produce high quality, evidence-based cancer-related policies and position statements.
- Work with relevant internal teams to create key messages for a range of internal and external stakeholders, ensuring these are in line with the latest evidence.
- Ensure existing policies and position statements are kept up to date, taking ownership for these updates when new evidence is published.
- Work with other members of the Cancer Insight Team to ensure the latest data and evidence is integrated into policy documents.
- Act as a source of expertise on the charity's cancer-related policies and position statements, both internally and externally. Provide updates on key policy areas to colleagues within the organisation.
- Support priority setting for policy development by having a good understanding of the needs of other teams across the charity.
- Support the evaluation of the impact of the dissemination of Yorkshire Cancer Research policies and position statements and influencing activity.

### **Influencing**

- Develop written policy materials and reports to aid influencing, considering priorities identified by PPI groups, the NHS, and coupled with insights from the latest data.
- Support the charity's response to regional and national consultations relevant to cancer in Yorkshire, ensuring responses are clear, succinct and evidence-based.
- Represent the charity at external events and meetings, developing contacts, building relationships and increasing the charity's profile.
- Maintain up to date knowledge of key policy issues and an understanding of the external policy, influencing and political environment. This may include engaging with national policy groups.
- Support updates to the charity's policy and public affairs strategy ensuring it is regularly reviewed and fit for purpose.
- Work with other members of the Cancer Insight Team to ensure people with lived experience of cancer are involved in our policy work.

### **External communications**

- Work in collaboration with the Brand and Relationships team to support the delivery of public-facing brand and PR campaigns and messaging to ensure key policy messages are accurate and well-integrated.
- Support idea generation, development and delivery of future public health campaigns where the focus could be on topics like screening, stopping smoking or cancer symptom awareness.
- Ensure external communication content such as blog posts align to key policy messages and are regularly reviewed and updated.

### **Other duties**

- Represent the Cancer Insight Team on charity-wide project teams.

- Work closely and collaboratively with other teams and Directorates to ensure that the work of the Cancer Insight Team is integrated across the organisation.
- Undertake other duties relevant to the purpose of the role as requested by the Policy and Public Affairs Manager and the wider charity.

### Qualifications

- Degree in a relevant subject area, for example politics and government affairs, public policy etc

### Knowledge and experience

- Experience of researching and writing evidence-based policies, including by conducting literature reviews.
- Experience of writing associated policy documentation such as briefings, letters, blogs and campaign materials.
- Experience of communicating complex information to a variety of audiences.
- Experience of working with others to integrate key messages into external communications, such as blogs, press releases or campaigns.
- A good understanding of local, regional, and national government, the current health policy landscape as well as knowledge of UK parliamentary processes.
- A good understanding of the health care system in England.
- Experience of taking part in projects with some project management experience.
- An understanding of patient and public involvement and experience of working with patient groups to take on board their opinions and feedback.
- Experience of defining and achieving clear objectives.
- Some experience in reading, understanding and analysing health-related information.

### Skills and abilities

- Excellent verbal, written communication and presentation skills.
- Excellent attention to detail and highly accurate when working with multiple sources of information.
- Strategic thinker with strong analytical, judgement and decision-making skills.
- Able to sift out the essential elements from a mass of complex information, integrate and synthesise ideas, and present information to others in an accessible way.
- A pro-active and creative approach to policy work and a desire to succeed.
- Excellent organisational and time management skills with the ability to prioritise work, handle conflicting demands and meet tight deadlines.
- Networking, influencing and relationship management skills, as well as the confidence and personal authority to work with external organisations.
- Ability to think with initiative, linking policy, practice and research, and identifying risks and opportunities for the charity.
- Ability to problem solve and develop practical solutions.
- Able to work autonomously and as part of a team.
- Strong IT skills including MS Office (Word, Excel, Outlook, PowerPoint).

### **Other requirements**

- Proof of your eligibility to work in the UK.
- Professional qualification check (to be undertaken once the role is offered and accepted).

### **DBS Check Level**

- This role requires a DBS check at basic level.

### **Values and behaviours**

- Passionate about the values of Yorkshire Cancer Research (see 'Our Values' included in this pack).
- Safeguarding is the responsibility of all employees who must remain aware and vigilant to potential safeguarding breaches and always report any suspicions or incidents following our internal reporting guidelines which will be shared during induction.
- Yorkshire Cancer Research operates a strict 'no smoking' policy throughout our premises, car parks and vehicles. Staff must not smoke whilst wearing Charity branded clothing or whilst on duty. If the post holder chooses to, the Charity will help and support them to stop completely or temporarily abstain from smoking during their working hours.

# Our Values & Behaviours

## Our Values

<b>Here for Yorkshire</b>	<b>United by the cause</b>	<b>Think big and bold</b>	<b>Make it happen</b>
<p>The needs of people in Yorkshire come first.</p> <p>They are at the heart of everything we do.</p>	<p>We collaborate with each other and with other organisations; united by the need to <i>Give Yorkshire More Life to Live</i>.</p>	<p>We deliver world-leading research and services.</p> <p>We dare to think differently.</p>	<p>We create and build solutions.</p> <p>We approach our work with positivity, energy and drive.</p>

## Our Behaviours

	Behaviours
<p><b>Here for Yorkshire</b></p>	<p><b>The needs of people in Yorkshire come first</b></p> <p>Yorkshire Cancer Research exists to prevent diagnose and treat cancer in Yorkshire. The needs and interests of people in Yorkshire are at the forefront of what we do, how we think and how we act.</p> <p><b>People are the heart of everything we do</b></p> <p>When we develop new plans, projects and activities, we actively seek patient, supporter and/or customer input to inform our approach and decision-making.</p>
<p><b>United by the Cause</b></p>	<p><b>United by the need to <i>Give Yorkshire More Life to Live</i></b></p>

	<p>We are transparent and open in what we do and what we say, uniting to support one another in achieving our shared goals.</p> <p><b>We collaborate with each other and other organisations</b></p> <p>We work to build relationships based on trust and collaboration. We seek to understand the needs and objectives of others to establish the common ground and agree how we can work together to benefit people in Yorkshire.</p>
<p><b>Think Big and Bold</b></p>	<p><b>We deliver world-leading research and services</b></p> <p>We evaluate worldwide research and we test and we learn in order to drive the greatest advances and impact in cancer research and services. We promote a culture of continual improvement and innovation.</p> <p><b>We dare to think differently to Give Yorkshire More Life To Live</b></p> <p>We are ambitious and not afraid to try something new or difficult when it comes to achieving our goals.</p> <p>Nor are we afraid to make difficult decisions when they are in the best interests of those we exist to serve; the people of Yorkshire.</p>
<p><b>Making it Happen</b></p>	<p><b>We create and build solutions</b></p> <p>We are focused on understanding the impact of our work and the difference it is making. We ensure we are always pushing forward the achievement of our charity's vision.</p> <p><b>We approach our work with positivity, energy and drive</b></p> <p>We see every challenge as an opportunity to provide a solution.</p> <p>When it comes to preventing, diagnosis and treating cancer, we deliver pioneering solutions <i>To Give Yorkshire More Life To Live</i>.</p> <p>We pursue our goals with enthusiasm and commitment; always asking 'Can I, and can we, do more?'.</p>

## **YORKSHIRE CANCER RESEARCH**

### **Job Applicant Privacy Notice**

#### **Data controller: Yorkshire Cancer Research (the Charity)**

As part of any recruitment process, the Charity collects and processes personal data relating to job applicants. The Charity is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

#### **What information does the Charity collect?**

The Charity collects a range of information about you. This includes but is not limited to:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration, including benefit entitlements;
- whether or not you have a disability for which the organisation needs to make reasonable adjustments during the recruitment process;
- information about your entitlement to work in the UK; and
- equal opportunities monitoring information, including information about your ethnic origin, sexual orientation, health and religion or belief.

The Charity collects this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment, including online tests.

The Charity will also collect personal data about you from third parties, such as references supplied by former employers, information from employment background check providers and information from criminal records checks. The Charity will seek information from third parties only once a job offer to you has been made and will inform you that it is doing so.

Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email).

#### **Why does the Charity process personal data?**

The Charity needs to process data to take steps at your request prior to entering into a contract with you. It also needs to process your data to enter into a contract with you.

In some cases, the Charity needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.

The Charity has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the Charity to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. The Charity may also need to process data from job applicants to respond to and defend against legal claims.

Where the Charity relies on legitimate interests as a reason for processing data, it has considered whether or not those interests are overridden by the rights and freedoms of employees or workers and has concluded that they are not.

The Charity processes health information if it needs to make reasonable adjustments to the recruitment process for candidates who have a disability. This is to carry out its obligations and exercise specific rights in relation to employment.

Where the Charity processes other special categories of data, such as information about ethnic origin, sexual orientation, health or religion or belief, this is for equal opportunities monitoring purposes.

The Charity is obliged to seek information about criminal convictions and offences. Where the Charity seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.

If your application is unsuccessful, the Charity will keep your personal data on file in case there are future employment opportunities for which you may be suited. The Charity will ask for your consent before it keeps your data for this purpose, and you are free to withdraw your consent at any time.

### **Who has access to data?**

Your information will be shared internally for the purposes of the recruitment process. This includes members of the HR and senior executive teams, interviewers involved in the recruitment process, managers in the Charity's team with the vacancy and IT staff if access to the data is necessary for the performance of their roles.

The Charity will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment. The Charity will then share your data with former employers to obtain references for you, employment background check providers to obtain necessary background checks and the Disclosure and Barring Service to obtain necessary criminal records checks.

The Charity will not transfer your data outside the United Kingdom.

### **How does the Charity protect data?**

The Charity takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties. The Charity has a Data Protection Policy and an ICT Acceptable Use Policy which apply to all its employees.

### **For how long does the Charity keep data?**

If your application for employment is unsuccessful, the Charity will hold your data on file for 6 months after the end of the relevant recruitment process. If you agree to allow the organisation to keep your personal data on file, the Charity will hold your data on file for a further period of 6 months for consideration for future employment opportunities. At the end of that period or once you withdraw your consent, your data is deleted or destroyed.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment. The periods for which your data will be held will be provided to you in a new employee privacy statement.



## **Your rights**

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require the Charity to change incorrect or incomplete data;
- require the Charity to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing;
- object to the processing of your data where the Charity is relying on its legitimate interests as the legal ground for processing; and
- ask the Charity to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override the Charity's legitimate grounds for processing data.

If you would like to exercise any of these rights, please contact the Charity's Company Secretary, Joanne Mornin ([joanne.mornin@ycr.org.uk](mailto:joanne.mornin@ycr.org.uk))

You can make a subject access request by contacting the Company Secretary.

If you believe that the Charity has not complied with your data protection rights, you can complain to the Information Commissioner.

### **What if you do not provide personal data?**

You are under no statutory or contractual obligation to provide data to the Charity during the recruitment process. However, if you do not provide the information, the Charity may not be able to process your application properly or at all.

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