



Job description

Job title:	Macmillan/ National Cancer Audit Collaborating Centre (NATCAN) Clinical Fellows x 2
Grade:	Pay scales for resident doctors in England ST3 – ST8 (£61,825 - £70,425, plus London weighting) in a full-time position, depending on qualifications and experience.
Department:	NATCAN based in the Clinical Effectiveness Unit (CEU)
Accountable to:	Dr Julie Nossiter, Director of Operations, National Cancer Audit Collaborating Centre and ultimately, to the Director, Clinical Effectiveness Unit (Professor David Cromwell)

Job summary

These [Macmillan Cancer Support](#)-funded posts offers a unique opportunity to work at the [National Cancer Audit Collaborating Centre \(NATCAN\)](#) within the Clinical Effectiveness Unit (CEU) at the Royal College of Surgeons of England (RCSEng). NATCAN is a national centre of excellence dedicated to strengthening NHS cancer services and reducing variation in care and is the home of all 10 National Cancer Audits in England and Wales. NATCAN is the largest centre evaluating cancer services in the UK, with 45 staff members, employed at the RCS or the LSTHM, from a wide range of backgrounds (medicine, statistics, epidemiology, data science, quality improvement, project management).

These posts will support a Macmillan funded partnership with NATCAN to improve understanding of how to:

- Reduce health inequities within cancer treatment and care;
- Support those with cancer and other long-term conditions;
- Reduce unwarranted variation in cancer treatment and care.

The successful candidate will complete a PhD focused on one of the following thematic areas:

1. Hub and Spoke model – understanding variation in outcomes between hubs (tertiary centres) and spokes (general hospitals)
2. Treatment Attrition – understanding who drops out of treatment and why
3. Under-treatment and over/inappropriate treatment - understanding why some people receive less or no treatment, or treatment that differs from clinical guidance

You will work in a vibrant audit and research environment, putting you at the heart of a national team that plays a key role in improving the care that patients with cancer receive in England and Wales. It will provide you with the opportunity to contribute to high-profile peer-reviewed papers. The PhD research will aim to strengthen the relevance and



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robustness of the outputs from the NATCAN Audits. You will be part of a wider cohort of Macmillan Fellows working on projects to improve cancer care.

This is a unique opportunity to participate in a national quality improvement and national transformational change role centred around nine major cancers and which includes all NHS providers in England and Wales. This will enable Clinical Fellows to build skills in design and implementation of quality improvement strategies which consider all modalities of cancer treatment. These roles will likely form the basis for future NHS leadership roles in cancer care for the successful candidate.

A current Clinical Fellow in NATCAN says:

“The clinical fellowship offers a unique opportunity to work with national cancer datasets while developing a broad range of research skills. Working within a multidisciplinary team of expert clinicians, data scientists, medical statisticians, clinical epidemiologists, and patient representatives ensures that the work remains both methodologically robust and grounded in what matters most to patients.

The collaboration between the Royal College of Surgeons of England and the London School of Hygiene & Tropical Medicine provides a highly supportive environment for undertaking a PhD, with access to expert clinical-academic supervision and mentorship.

Through combining formal academic training with hands-on application to ‘big data’, I have developed strong skills in clinical epidemiology. A key focus of my work has been identifying unwarranted variation in bowel cancer care and targeting areas for improvement. I have had the opportunity to support the [Close It Quick](#) Quality Improvement initiative which aims to improve care pathways for people undergoing rectal cancer surgery. This has provided opportunities to learn from QI experts and undertake formal training in QI methodology.

As a Clinical Fellow, we are supported to present our work at national and international conferences, develop high-impact publications that inform policy, and build strong professional networks. Overall, this role provides an exceptional foundation for developing as a clinical academic while making a difference to the quality of care and outcomes for patients with cancer. I cannot recommend this position highly enough.”

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

Specific duties and responsibilities

1. **Exploration of research themes**

- Explore the thematic area by analysing national datasets on hospital care, surgery, chemotherapy and radiotherapy from the Audit’s data providers in England (NHS England) and Wales (Wales Cancer Network, NHS Wales Health Collaborative) in order to extend our understanding of patterns of care and their major determinants.



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- Working with cancer audit teams to learn about current issues and challenges related to the research themes and to translate the research findings into quality improvement plans and outputs.
- Where appropriate to undertake qualitative investigation and surveys to investigate factors associated with treatment variation
- Collaborate with relevant partners on plans to translate research findings into quality improvement interventions and related initiatives.

2. **Communication and engagement**

- Prepare conference presentations and papers for peer-reviewed publications to disseminate the findings of the research
- Work with cancer audit teams on how to ensure the results of the thematic research inform the content of NATCAN web-based quarterly reports and State of the Nation Reports
- Support the general dissemination of the findings from the research and Audits to key professional and patient stakeholders
- Liaise with Macmillan and other charities and professional bodies, in order to publicise the research and support the work of NATCAN.
- Attend and contribute to Macmillan Fellowship Cohort events and engagement activities.
- Support NATCAN quality improvement activities including improvement events, workshops and webinars.
- Promote engagement with cancer alliances, integrated care boards and local Trusts, trainee networks, professional bodies and patient forums.
- Contribute to general NATCAN communication activities (newsletters, emails, social media, website).
- Liaise with relevant professional bodies involved in the management of patients with cancer, and to represent NATCAN at regional and national meetings.

3. **Other**

- Undergo further training in statistics and audit / research methodology including improvement and implementation science.
- 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.
- Ensure that the data analysis and reporting is carried out to the highest professional standards.
- Carry out other occasional duties within NATCAN and the Clinical Effectiveness Unit, e.g., contributing to training workshops.

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 Dr Julie Nossiter, NATCAN Director of Operations with any queries or if you would like to find out more about the role from one of our current Clinical Fellows natcan@rcseng.ac.uk



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Applicants should submit a cover letter that concisely addresses each of the essential criteria, in addition to their CV.

The Royal College of Surgeons of England is an Equal Opportunities Employer.

All College employees are responsible for records held, created or used as part of their work for the College including patient/client, corporate and administrative records whether paper-based or electronic, which also includes emails. Records should be managed and stored appropriately and should in all cases comply with the requirements of the Data Protection Act 2018 and the General Data Protection Regulation. Employees should have read and understood the College's Data Protection Policy and Records Management Policy and should follow all agreed records management and data protection procedures, seeking advice where necessary.

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



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

Collaboration	We embrace our collective responsibilities working collaboratively and as one college.
	<ul style="list-style-type: none">• We work together, using our collective expertise and experience to effect positive change• We are open, honest and transparent, straightforward in our language and actions, acting with sincerity and delivering on our commitments• 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
Respect	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.
	<ul style="list-style-type: none">• We treat everyone we meet with kindness and integrity, and we seek to promote these behaviours in others• 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
Excellence	We aspire to excellence and success. We share learning from our experiences, apply feedback into practice, and commit to continual improvement.
	<ul style="list-style-type: none">• 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• 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• We always seek to learn and discover more, valuing knowledge and scientific evidence, basing our decisions on insights, fact and experience

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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Macmillan Cancer Support

[Macmillan Cancer Support](#) is one of the UK's leading cancer charities, dedicated to improving the lives of people affected by cancer. The charity's vision is to ensure that everyone with cancer receives the support they need to live as fully as possible. Macmillan provides support through its network of Macmillan professionals, information centres, online resources, and helplines and works in partnership with the NHS and other organisations to deliver person-centred care and advocate for improved cancer services. Macmillan funds research focussed on patient experience and unmet need, service improvement, inequalities, and the wider non-clinical impact of cancer.

Macmillan NATCAN fellows are funded by Macmillan Cancer Support, with support from The Thompson Family Charitable Trust through their lead gift to establish The Macmillan Cancer Care Institute. **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 is home to all ten national cancer audits. This includes new audits in breast cancer (primary and metastatic), ovarian, pancreatic, non-Hodgkin lymphoma and kidney cancer. In addition, this includes existing clinical audits in prostate, lung, oesophago-gastric and bowel cancer. 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.

NATCAN 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, a collaboration between the RCSEng and LSHTM. NATCAN collaborates closely with professional groups, clinicians and patient charities to ensure that all relevant stakeholders inform the quality improvement goals of each audit. NATCAN has approximately 45 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; Prof Kate



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Walker, Professor of Medical Statistics, LSHTM; and Prof Jan van der Meulen, Professor of Clinical Epidemiology, LSHTM. NATCAN is currently recruiting for our next Clinical Director.

NATCAN is 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, 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. 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 50 staff members, of whom 12 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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