



RECRUITMENT PACK

CERVICAL CANCER PREVENTION PROGRAMME LEAD – WEST OF SCOTLAND

JO'S CERVICAL CANCER TRUST





Dear Applicant,

Thank you for requesting further information for our Cervical Cancer Prevention Programme Lead – West of Scotland vacancy

Please find enclosed the below information which you should read thoroughly before starting your application

- A full job description & person specification
- Additional Information

Closing date: 11am 10th July 2019

First Interviews: Wednesday 17th July in Glasgow

Second Interviews: Thursday 24th July in Glasgow

To be considered for this role, you must live in the West of Scotland and submit a CV and covering letter detailing how you meet the person specification to recruitment@jostrust.org.uk

If you do not hear from us within 2 weeks of the closing date, please assume you were unsuccessful on this occasion.

Please note that we reserve the right to close this post early, should we receive a high volume of applications.

Thank you for the interest in working for Jo's Cervical Cancer Trust

The HR Team



Job Description

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| Job Title: Cervical Cancer Prevention Programme Lead – West of Scotland | Location: Home based (Must be based in Greater Glasgow and Clyde or surrounding areas) with regular travel across West of Scotland and to Jo's Cervical Cancer Trust HQ in London |
| Hours: 37.5 Hours per week | Duration: Two year fixed term contract |
| Responsible To: Head of Information and Education | Responsible For: Project Co-ordinator (part time) |
| Works With/Key Contacts: Health boards leads, Sexual Health Centres, community groups and leaders, faith organisations, ESOL schools | Salary: £33,000 to £35,000 |

Background information

Jo's Cervical Cancer Trust (www.jostrust.org.uk) is the UK's only charity dedicated to those affected by cervical cancer and cervical abnormalities. The charity was established in 1999 by James Maxwell following the death of his wife Jo, aged 40, from cervical cancer.

Since then we have provided advice and support to thousands of women and their families.

We offer a range of online and face-to-face support and information including: information materials, a free helpline, online forum, national and regional support days and an 'ask the expert' service. Cervical cancer is one of the most common cancer amongst young women (under 35) in the UK and Europe.

Two women a day in the UK will die from cervical cancer whilst over 3,000 women are diagnosed each year. In addition, some 220,000 a year are told they may have a cervical abnormality that may require treatment. Thanks to the NHS Cervical Screening and HPV vaccination programmes cervical cancer is a largely preventable disease. However, for those affected, the impact of cancer on a woman's life and that of her family cannot be overstated.

This is an exciting time to join the charity. In recent years awareness of our work and cervical cancer has grown significantly with annual income from £288k to £1.75m. The staff team has also significantly grown to 24 enabling us to reach more women than ever before.



Over the past few years our work has been recognised a number of times including winning a prestigious GSK IMPACT Award, Best Communications Campaign at the Third Sector Excellence Awards and a Plain English Osborne Memorial Award for our website, we have also achieved Investing in Volunteers accreditation.

Purpose of job

Cervical screening attendance is currently at its lowest in 19 years. The number of women attending cervical screening in the UK is falling, with over one in four women not attending when invited.

A recent survey of women in Scotland, undertaken by Jo's cervical Cancer Trust, highlighted that knowledge of cervical cancer and ways to reduce risk of the disease is low, with 62% of Scottish women unaware that not attending cervical screening is one of the biggest risk factors for developing cervical cancer. The West of Scotland also has some of the lowest cervical screening coverage, with Lothian, Fife and Greater Glasgow and Clyde significantly lower than the national average and national target.

This role will provide a unique opportunity to develop Jo's Cervical Cancer Trust's vital cervical cancer prevention work, addressing barriers to screening attendance and developing innovative ways to engage with women in areas of low uptake. The role will also feed into our long term vision of eliminating cervical cancer.

The development of local engagement in the West of Scotland will allow us to educate and empower women to make decisions about their own health, reduce health inequalities and work towards preventing cervical cancer.

In this role you will you will develop a tailored training programme designed to cascade cervical health information and address barriers to screening uptake for key groups through health care professionals, community groups and local health authorities. You will also develop and implement a co-produced cervical health 'roadshow' which will reach women from within their local communities with tailored and effective cervical health messages.

Overview of the role

This role will complement our existing public engagement services in England (based in Manchester and London) and work closely with the Public Health Engagement Co-ordinator (PHEC) based in Glasgow. To work towards our goal of eradication we want to address uptake of cervical screening (smear tests) amongst two primary groups: Black, Asian and Minority Ethnic (BAME) women (in particular Eastern European), and women with a learning. We will also have a secondary focus of: women aged 25-29 and women over 50 as screening uptake is lowest in these groups.

With the support of a part-time Project Co-ordinator, your responsibilities will include the following:

| Key tasks and responsibilities | Key elements |
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| | <ul style="list-style-type: none"> • Develop a sustainable Community Connectors programme working in collaboration with health care professionals and local community influencers in areas of low take up of cervical screening. • Manage and support a part-time Project Coordinator and work in collaboration with the PHEC post holders in Glasgow and England. • Work closely with Head of Information and Engagement, along with external Co-production agencies and specialists to scope, develop and implement a co-produced 'roadshow', informed by women in areas of low screening uptake, to be delivered across West of Scotland in year 2 of the project. • Establish links with defined stakeholders, including health board leads, screening and immunisation Coordinators, GP surgeries and Practice Nurses, Sexual Health Centres, relevant community groups and leaders, faith organisations, ESOL schools, to identify local engagement opportunities with hard to reach groups and raise awareness of cervical cancer and ways to prevent it • Develop specialist knowledge on the 'cervical health message' and the national and local landscape of the NHS cervical screening programme in Scotland. • Deliver key messages to our target audiences on cervical cancer prevention and symptoms. • Working closely with the Glasgow PHEC, raise awareness of the charity, inform internal strategy and influence external practice and policy by attending key/relevant external steering group meetings and conferences. • Develop educational tools and a clear methodology/protocol that can to be used to engage audiences on the 'roadshow'. • Train key healthcare professionals and community members to deliver key cervical cancer prevention messages and monitor and evaluate impact. • Work with England and Glasgow PHEC's to develop robust data and monitoring collection process for community connector programme. • Encourage a dialogue between women, local screening coordinators, health professionals and the charity. |

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| | <ul style="list-style-type: none"> • Help the charity to better understand and identify marginalised groups of women who do not attend screening. • Provide an end of project report outlining all activity and outcomes. • Develop clear evaluation strategy to measure impact of co-produced 'roadshow'. <p>Miscellaneous</p> <ul style="list-style-type: none"> • Due to nature of attending the role, you will sometimes be asked to work outside of office hours and travel across the UK. • Work with other members of the team on projects that may be outside of the Information and Education arena. • Be a supportive and participatory member of the team. • Abide by the charity's policies, practices and core values. • Support diversity and equality of opportunity in the workplace for both staff and volunteers. |
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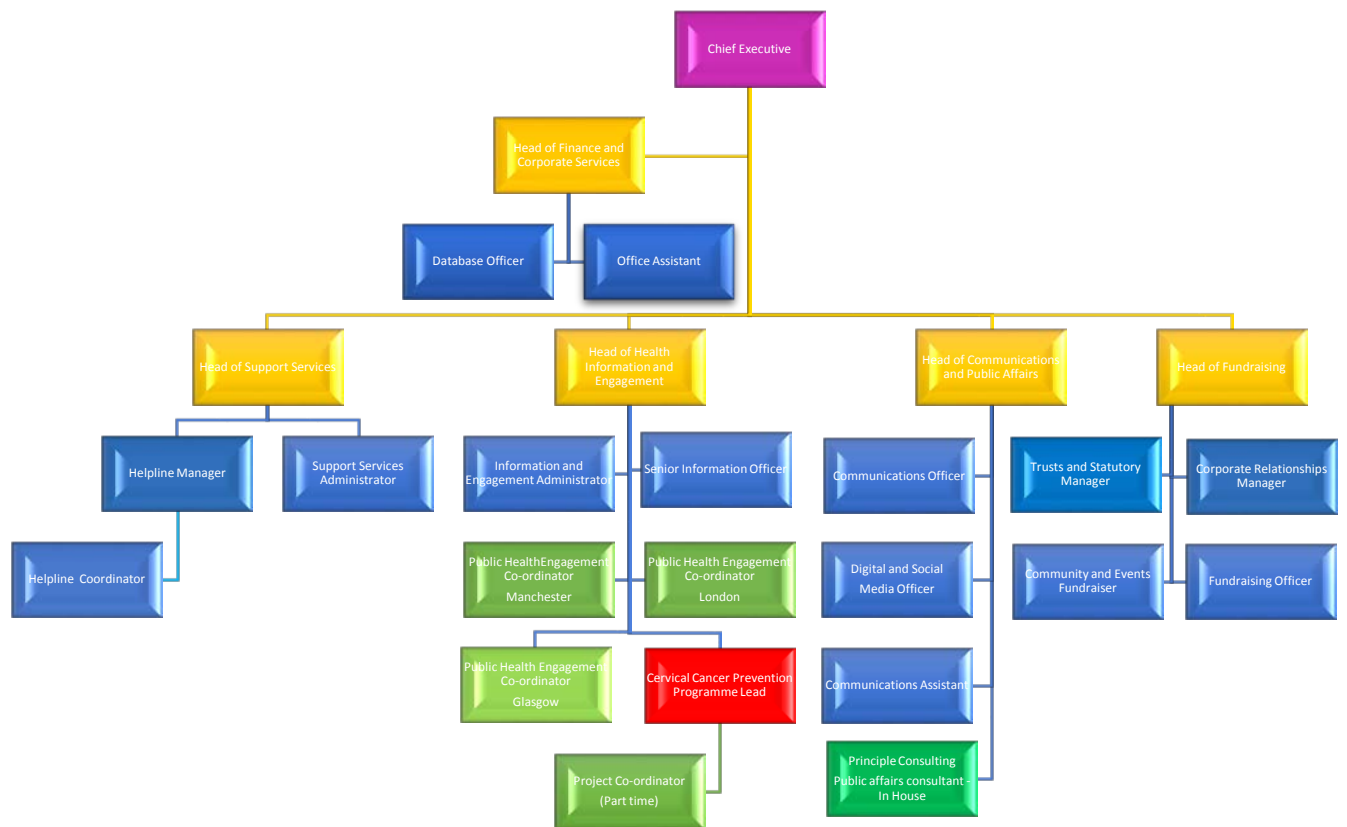
Person specification

| Essential | Desirable |
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| <p>Strong organisational skills and demonstrable project or programme management experience.</p> <p>Extensive experience working within health promotion and developing/delivering interventions to marginalised groups.</p> <p>Educated to degree level or equivalent, or relevant work experience</p> <p>Strong line management experience.</p> | <p>Experiencing working with Scottish health systems</p> <p>Experience working with women's groups and/or marginalised groups to deliver health messages</p> <p>Experience of working with health brands / the charity sector</p> <p>Graduate qualification in health promotion</p> |



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| <p>Up to date knowledge of the NHS, local government, local Health Boards and primary care.</p> <p>Inter-agency and partnership working.</p> <p>Experience of seeing co-produced projects from development to implementation.</p> <p>Experience developing relationships with local and diverse communities.</p> <p>Group facilitation, alongside strong verbal and communication skills including delivering presentations to a variety of audiences</p> <p>Experience of developing and/or delivering interactive training to varied groups including assessment and evaluation.</p> <p>Experience preparing and delivering reports which include excellent grammar and meticulous attention to detail.</p> <p>Experience analysing quantitative and qualitative data.</p> <p>Knowledge and understanding of the benefits of patient engagement and behavioural change</p> <p>IT skills including experience using databases to record engagement activities.</p> <p>Flexible, adaptable and self-motivated approach to work – ability to work on your own initiative</p> <p>Ability to manage your own schedule.</p> <p>Full driving license, with regular access to a car.</p> | <p>Knowledge and experience of the changing health system, understanding of health inequalities.</p> <p>A Project or Programme Management qualification.</p> <p>Good knowledge of programme and project management methods including MSP and PRINCE2.</p> <p>Experience of managing a dispersed team.</p> |
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Position in team





General Information

Jo's Cervical Cancer Trust is an equal opportunities employer and all employees are actively encouraged to contribute to the promotion of diversity

Values

Passion – Without it you can't achieve the extraordinary

Respect – Make effort to understand and be considerate of the needs of others

Evidence – Everything we do is based on clear evidence

Collaborate – We can't achieve our purpose on our own

Challenge – Challenge the status quo – how would we feel or be viewed if we didn't

Working at Jo's Cervical Cancer Trust

We offer a pension contribution

Flexible working options are considered

Holiday entitlement is 25 days per annum (plus statutory bank holidays)

Please note that all offers of employment require:

- References deemed satisfactory to the Charity
- Proof of eligibility to work in the UK



About the information we collect and hold

The table set out in Part A of 0 below summarises the information we collect and hold up to and including the shortlisting stage of the recruitment process, how and why we do so, how we use it and with whom it may be shared.

The table in 0 of 0 below summarises the additional information we collect before making a final decision to recruit, ie before making an offer of employment unconditional, how and why we do so, how we use it and with whom it may be shared.

We seek to ensure that our information collection and processing is always proportionate. We will notify you of any changes to information we collect or to the purposes for which we collect and process it.

Where information may be held

Information may be held at our offices and those of our group companies, and third party agencies, service providers, representatives and agents as described above.

How long we keep your information

We keep the personal information that we obtain about you during the recruitment process for no longer than is necessary for the purposes for which it is processed. How long we keep your information will depend on whether your application is successful and you become employed by us, the nature of the information concerned and the purposes for which it is processed.

We will keep recruitment information (including interview notes) for no longer than is reasonable, taking into account the limitation periods for potential claims such as race or sex discrimination (as extended to take account of early conciliation), after which they will be destroyed. If there is a clear business reason for keeping recruitment records for longer than the recruitment period, we may do so but will first consider whether the records can be pseudonymised, and the longer period for which they will be kept.

If your application is successful, we will keep only the recruitment information that is necessary in relation to your employment.

Your rights to correct and access your information and to ask for it to be erased

Please contact our Data Protection Team, who can be contacted on datateam@jostrust.org.uk or 020 3096 8100 (in accordance with applicable law) you would like to correct or request access to information that we hold relating to you or if you have any questions about this notice. You also have the right to ask Data Protection Team for some but not all of the information we hold and process to be erased (the 'right to be forgotten') in certain circumstances. Our Data Protection Team will provide you with further information about the right to be forgotten, if you ask for it.

Keeping your personal information secure

We have appropriate security measures in place to prevent personal information from being accidentally lost, or used or accessed in an unauthorised way. We limit access to your personal



information to those who have a genuine business need to know it. Those processing your information will do so only in an authorised manner and are subject to a duty of confidentiality.

We also have procedures in place to deal with any suspected data security breach. We will notify you and any applicable regulator of a suspected data security breach where we are legally required to do so.

How to complain

We hope that our Data Protection Team can resolve any query or concern you raise about our use of your information. If not, contact the Information Commissioner at <https://ico.org.uk/concerns/> or telephone: 0303 123 1113 for further information about your rights and how to make a formal complaint about the information we collect and hold

Part A

Up to and including the shortlisting stage

| The information we collect | How we collect the information | Why we collect the information | How we use and may share the information |
|------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Your name and contact details (ie address, home and mobile phone numbers, email address) | From you | Legitimate interest: to carry out a fair recruitment process | To enable HR personnel or the manager of the relevant department to contact you to progress your application, arrange interviews and inform you of the outcome |
| Details of your qualifications, experience, employment history (including job titles and working hours) and interests | From you, in the completed application form and interview notes (if relevant) | Legitimate interest: to carry out a fair recruitment process | To make an informed recruitment decision The person making the shortlisting decision will receive pseudonymised or anonymised details only; if you are invited for interview, the interviewer will receive non-anonymised details |
| Your name, contact details and details of your qualifications, experience, | From you, in the completed application form and interview | Legitimate interest: to carry out a fair recruitment process | |

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| employment history and interests | notes (if relevant) | | |
| Your racial or ethnic origin, sex and sexual orientation, religious or similar beliefs | From you, in a completed anonymised equal opportunities monitoring form | To comply with our legal obligations and for reasons of substantial public interest (equality of opportunity or treatment) | To comply with our equal opportunities monitoring obligations and to follow our equality and other policies |
| Information regarding your criminal record | From you, in your completed application form | To comply with our legal obligations | To make an informed recruitment decision |
| Details of your referees | From your completed application form | Legitimate interest: to carry out a fair recruitment process | To carry out a fair recruitment process Information shared with relevant managers, HR personnel and the referee |

Part B
Before making a final decision to recruit

| The information we collect | How we collect the information | Why we collect the information | How we use and may share the information |
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| Information about your previous academic and/or employment history, including details of any conduct, grievance or performance issues, appraisals, time and attendance, from references obtained about you from previous employers and/or education providers <input type="checkbox"/> | From your referees (details of whom you will have provided) | Legitimate interest: to make an informed decision to recruit To comply with our legal obligations Legitimate interests: to maintain employment records and to comply with legal, regulatory and corporate governance obligations and good employment practice | To obtain the relevant reference about you To comply with legal/regulatory obligations Information shared with relevant managers and HR personnel |

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|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| <p>Information regarding your academic and professional qualifications <input type="checkbox"/></p> | <p>From you, from your education provider from the relevant professional body</p> | <p>Legitimate interest: to verify the qualifications information provided by you</p> | <p>To make an informed recruitment decision</p> |
| <p>Your nationality and immigration status and information from related documents, such as your passport or other identification and immigration information <input type="checkbox"/></p> | <p>From you and, where necessary, the Home Office</p> | <p>To enter into/perform the employment contract To comply with our legal obligations Legitimate interest: to maintain employment records</p> | <p>To carry out right to work checks Information may be shared with the Home Office</p> |
| <p>A copy of your driving licence <input type="checkbox"/></p> | <p>From you</p> | <p>To enter into/perform the employment contract To comply with our</p> | <p>To make an informed recruitment decision</p> |

You are required (by law or in order to enter into your contract of employment) to provide the categories of information marked '☐' above to us to enable us to verify your right to work and suitability for the position.

