

Chief Executive pack



tenovus
cancer care
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Croeso Welcome

Thank you for your interest in becoming the next Chief Executive at Tenovus Cancer Care.

We are looking for a terrific leader to become our new Chief Executive. This high-profile role brings together a challenging breadth of responsibility. It combines leadership, strategy development, budget and business planning, relationship building, assured management, oversight of effective delivery and an important ambassadorial role.

With more people than ever living with cancer in Wales, there has never been a greater need for our support. As rates are only estimated to rise, it is vital we continue to meet this growing demand and respond to the needs of everyone affected by cancer.

Our experienced nurses, counsellors and benefits advisors help more than 10% of the 20,000 people diagnosed in Wales every year.

Over our rich 80-year history, we have established ourselves as the charity people turn to when they are affected by cancer in Wales. Today, with over 1,000 volunteers, 228 staff and a £9.6m turnover, we are determined to champion people's needs and give the best access to treatment and support.

Three years into a five-year strategy, we have made significant strides in our mission to improve outcomes for everyone affected by cancer. Using valuable insight, we have prioritised the areas where we can have the most impact: providing holistic support and tackling inequalities. Our profile has risen significantly in recent years, thanks to our campaigning efforts and extensive media coverage. Our advocacy and influencing work is making a tangible difference.

To spearhead our work going forward, we need an ambitious and talented Chief Executive who shares our values and has the skills we need. We are open to people from different backgrounds and experiences, with an understanding of the third sector in Wales. As people are at the heart of everything we do, collaboration and compassion are some of the key qualities we are seeking.

Please read on and submit an application if you believe you are the credible leader we need to lead, inspire, manage, challenge and collaborate to drive our mission forward. We would love to hear from you.

Tracey Burke
Chair of Tenovus Cancer Care



"It has been such a privilege to lead Tenovus Cancer Care, one of the greatest experiences of my life. It's a very special charity, so rooted in the community and completely focused on doing the very best for the people who need our services and support.

The opportunity to work alongside people affected by cancer and witness the dedication and generosity of staff, volunteers, and supporters is truly amazing and inspiring. I'm immensely proud of everything we've achieved together, and it's incredibly rewarding to see the difference we're making to the lives of so many people affected by cancer.

"While, sadly, there remains a huge amount of work to do to improve outcomes across Wales, this is a fantastic opportunity for a new leader to build on these strong foundations with continued passion and commitment."

Judi Rhys MBE, Chief Executive of Tenovus Cancer Care



We give help, hope, and a voice to everyone affected by cancer. We understand how cancer can impact every aspect of life and how it affects families and friends too. Our wide range of services offer information, advice, and specialist support to people living with cancer, and their loved ones.

We're committed to listening to the real experiences of people affected by cancer in Wales to drive the changes that make a difference.

[Read our latest annual report](#)

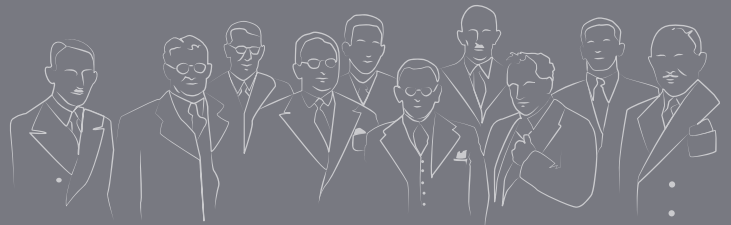


Our story

In 1943, Tenovus Cancer Care was founded by 10 Cardiff businessmen supporting a friend in need.

"There were ten of us. So, we called ourselves Tenovus."

We've grown and changed over the years but our dedication to supporting people in the heart of the community has remained constant.



[Check out our history timeline for some of our key milestones and achievements](#)



Our values

Integrity:

We aim to do the right thing by being honest, respectful, and trustworthy.



Supportive:

We help and encourage each other so we can be there for those who need us.



Inclusive:

We create a welcoming environment where everyone feels respected and has a voice.



Innovative:

We explore new ideas and create ways to deliver for today and tomorrow.



Collaborative:

We work together to make a difference.



Strategic aims

Our vision:

We want a future that gives anyone affected by cancer, in Wales and beyond, the best access to the treatment and support they need. A future that reduces the impact of cancer, gives people hope and helps them to live their best lives.

Our mission:

To give hope, help and a voice to anyone affected by cancer, in and around the community. We empower people through our support and services. We champion their needs by campaigning for better treatments, outcomes, and health across the nation. And we bring hope through influencing and working for advances in cancer research.

Our aims:

one To provide cancer support, information and services that empower and encourage people, helping them to have an improved quality of life.

two To work alongside people affected by cancer to champion their needs, raise awareness of the issues faced and campaign to bring about change, at a national and community level.

three To gain insight into the issues affecting people with cancer and to help make sure cancer research positively affects cancer outcomes and experiences.

four To be an effective, resourceful, proactive charity where every staff member and volunteer is dedicated to the work we do in supporting people affected by cancer.

Here for everyone

We are committed to reflecting and representing the communities we serve in everything we do. We want Tenovus Cancer Care to be an inclusive organisation where everyone feels welcome and free to be themselves, whether you're affected by cancer, a volunteer, supporter, or staff member.

Many of our services are available through the medium of Welsh. We are a Disability Confident Employer and have a Cultural Competence Action Plan to implement good workplace practice and make sure our services are fair and equitable for everyone. We are proud our activity has been recognised by being awarded a gold attainment level for Diverse Cymru's Cultural Competence Certification Scheme and securing the Welsh Language Commission's 'Cynnig Cymraeg'.

It's vital we better understand the experiences of everyone affected by cancer to drive the changes that make a real difference. We continue to listen to voices from every corner of Wales through our All-Wales Cancer Community and community engagement work.

What we're looking for

We are on the look out for an outstanding individual to take on the role of Chief Executive to lead the charity into the future. This is an exciting role for a senior leader who is looking for the next step in their career or for an experienced Chief Executive to take on a new challenge.

This is not just a job opportunity but a chance to make a significant contribution and impact to people affected by cancer. We need someone who is passionate about our work and who can engage stakeholders and cultivate robust relationships while upholding our strong charity culture and values.

The Job description and person specification set out the requirements for the role, with the key skills and capabilities being:

- A very successful and demonstrable track record of leadership and strategic management at Board level in a customer focused organisation
- Senior leadership experience with a focus on quality of service, governance, productivity, inclusivity and engagement
- Experience of representing an organisation externally and building successful strategic partnerships
- Experience of leading income generation and business development
- Outstanding leadership, management and teambuilding skills
- Highly developed influencing and negotiating skills
- A natural ambassador and networker with the ability to build effective relationships to benefit the organisation
- Collaborative and open to working with others

For a full list of duties and specifications please see the job description.

[View job description](#)



Terms of appointment

Salary

The salary for this role is £100,000 plus (depending on experience) per annum on a full time, permanent basis.

Location

Head Office in Cardiff and home based. The Chief Executive is expected to demonstrate the personal presence across all locations required to effectively lead the organisation.

Annual leave

35 days a year including bank holidays.


Pension

7% employer and 2% employee contribution after completion of three months service.

How to apply

We hope you will consider making an application. If you would like an informal, confidential chat or any other information about the role please contact:

julie.rees@tenovuscancercare.org.uk or nadine.lock@tenovuscancercare.org.uk 

To make an application, please send the following to julie.rees@tenovuscancercare.org.uk 

- Your CV to demonstrate your suitability for the role as outlined in the Job description and person specification.
- A supporting statement (no more than two sides) outlining your motivation for the role and to highlight where you excel in the key skills and capabilities listed above.

The selection process will consist of a media test that will take around an hour online on the 23 September. We will then hold a panel interview with some of our Trustees and an engagement exercise with our Leadership team in Cardiff on the 25 September 2024.

Recruitment timeline

