

## Role Profile

### System Transformation Manager

#### Role Purpose...

As System Transformation Manager, you will lead the identification, design, and delivery of strategically aligned, time-limited and outcome-driven place-based system interventions to improve outcomes for people with cancer. You will work collaboratively across health and care systems, communities, and Macmillan to develop scalable models, build evidence, and enable sustainable system change at local and national level.

#### In this role, your accountabilities and responsibilities are...

##### 1. Identifying and shaping system transformation opportunities

- Identify priority system transformation opportunities aligned to Macmillan's strategic objectives.
- Analyse system needs, readiness, and alignment with local and community priorities, working closely with colleagues in Communities & Participation.
- Shape propositions for intervention, including partnership models and identifying funding opportunities, supporting negotiation and initiation as required.

##### 2. Leading design and delivery of system interventions

- Convene the design and delivery of system interventions, applying systems thinking and design thinking.
- Support system redesign, to identify opportunities for improvement and capability building within local systems.
- Ensure interventions are delivered to agreed outcomes, quality standards, and timescales.

##### 3. Building and sustaining collaborative partnerships

- Develop and maintain strong, trust-based relationships with system leaders, healthcare professionals, community partners, charitable sector and people with lived experience.
- Convene and facilitate collaborative forums, advisory groups, and communities of practice to support shared decision-making and learning.
- Represent Macmillan within relevant system, regional, and national forums.

##### 4. Facilitating co-production to address inequity and embed lived experience

- Ensure the voices of people affected by cancer are embedded meaningfully in the design, delivery, and evaluation of system interventions.
- Work with systems to identify and address inequities in experience and outcomes.
- Adopt inclusive approaches that reflect the diversity of the communities and populations.

##### 5. Building evidence, learning, and improvement

- Influence consistent approaches to data collection, monitoring, evaluation, and learning across system interventions.
- Build and share evidence of impact and best practice to support scaling and wider system change.
- Contribute to a learning culture within Macmillan and partner systems.

##### 6. Working collaboratively across Macmillan

- Work with teams across Macmillan to develop partnerships, funding models, and aligned approaches to system transformation.

- Contribute to the overall success of Macmillan through inclusive leadership, collaboration, and role modelling values-based practice.

## **To do this role, you will have...**

- Significant experience of leading and enabling system transformation within complex health and care environments, using systems thinking, design thinking, improvement and change management methodologies including setting clear outcomes, monitoring progress, managing interdependencies, and supporting delivery through others.
- A strong understanding of how place-based health and care systems operate, including commissioning and funding models, regulatory frameworks, governance, and patient pathways.
- Demonstrated ability to analyse complex system challenges, identify root causes, and shape strategically aligned, evidence-informed interventions.
- Experience of assessing system readiness, stakeholder dynamics, and contextual factors to determine where and how change efforts are most likely to succeed.
- Experience of convening diverse stakeholders around a shared purpose and facilitating collaborative decision-making.
- Practical experience of embedding co-production and participation principles into the design, delivery, and evaluation of system change, ensuring lived experience meaningfully shapes decisions.
- Experience of using facilitation, coaching, and learning-based approaches to support individuals, teams, and systems to create and sustain change.
- Exceptional written and verbal communication skills, with the ability to tailor messages, style, and influence strategies to a wide range of audiences and contexts.
- High levels of personal and professional credibility, integrity, and judgement, enabling effective independent decision-making.
- A collaborative, reflective style that models Macmillan's values and contributes positively to team and organisational culture.
- Commitment to continuous personal and professional development, actively sharing learning with colleagues and partners.
- Ability to travel for work across the UK (full UK driving licence or equivalent ability to travel).

## **In this role, you will work with different people and teams, they are...**

- People with lived experience of cancer, health inequities, multiple long-term conditions and their support networks.
- Colleagues within the Partnerships directorate.
- Colleagues across the organisation.
- External stakeholders with an interest and/or role within health and care systems, including senior and executive level roles and community organisations.

## **In this role, you will achieve...**

- Acceleration of Macmillan's strategic ambition to enable local systems to meet Macmillan's strategic objectives.

- Improved outcomes and experience for people with cancer, through innovative design and improvement within place-based systems.
- Long lasting and sustainable solutions to systemic issues affecting the access, outcomes and experience of people with cancer across the UK.

<b>Directorate:</b> Partnerships	<b>Division:</b> Communities & System Partnerships	
<b>Reporting To</b> Strategic System Lead	<b>Location:</b> Mobile worker	
<b>Number of Direct Reports:</b> 0	<b>Salary Band :</b> 5 <i><u>HR Use Only</u></i>	<b>Date Reviewed:</b> March / 26 <i><u>HR Use Only</u></i>
<b>Role Profile:</b> Please X <b>Generic</b> <input checked="" type="checkbox"/> <b>Unique</b> <input type="checkbox"/>	<b>Version No.</b>  <i><u>HR Use Only</u></i>	

## Safeguarding

At Macmillan, we are committed to safeguarding the well-being of all service users, employees and volunteers who are involved in or affected by our work. All children and adults, regardless of age, disability, sex, racial heritage, religious belief, sexual orientation, or gender identity, have the right to equal protection from all types of harm or abuse and the right to be treated with respect.

All employees and volunteers have a duty to prevent the abuse of children and adults and report any safeguarding concerns to the relevant person.