

# THE **UROLOGY** FOUNDATION

## Hon Treasurer Information Pack



## Introduction

Urology is an area of medicine that is often overlooked or ignored but our urology health is vital to our quality of life. As our population ages, diseases and cancers of the kidneys, bladder, prostate and the male reproductive system are becoming more prevalent and devastating the lives for millions of men, women and children in the UK. The Urology Foundation (TUF) has been funding research and training into the wide variety of urological diseases for over 20 years. At the time of its creation many urological conditions were considered taboo and people were often unwilling to talk about urological symptoms, which in turn meant diagnosis and treatment were less effective and timely than in other medical specialties. We recognised that the best way to improve care was through increased support for urology research, education and training. We strongly believe that we have taken great strides in this area but there is still room for improvement.

Working closely with urologists, researchers and health care professionals we are dedicated to beating all urology diseases through cutting-edge research and leading education and training to ensure that fewer lives are devastated by urology disease. With passionate commitment from our small team of staff, we are growing to be one of the most highly regarded charities in our field in the UK. We have increased our income in a competitive climate and in turn have been able to increase our grant giving, but the external environment is challenging. We have an ambitious strategy to continue to grow, increase our organisational capability and ensure we are efficient, agile and collaborative as well as challenging and influential with policy makers.

With ambitions to double our funding over the next five years, the new Treasurer will bring real passion and engagement to the role and relish the opportunity to join a high performing Board of a charity working to alleviate some of the most pressing health issues the UK faces today.

“The research and training The Urology Foundation funds are absolutely vital. The work they do to find better treatments for urological diseases is crucial to helping people like me to get better care and improved prognosis.”

- Urology patient



## About The Urology Foundation (TUF)

Up to half of us will suffer from a urology condition in our lifetime. Our urology health is vital to our quality of life. But diseases and cancers of the kidneys, bladder, prostate and the male reproductive system are becoming more prevalent and devastating the lives for millions of men, women and children in the UK.

The Urology Foundation is committed to transforming the lives of people with a urology condition through ground-breaking research, training and education. The money we raise is invested directly into research to find better treatments and cures, and in educational training for urology professionals to care for and help people affected by urology conditions.

**Our mission** is to succeed in our fight against urology disease and our vision is a world where people will not die early from, or their quality of life will not be adversely affected by urology disease. We can only do this through developing world-class urology professionals and urology research. Working with researchers, urology and health care professionals we are improving the nation's urology care. We are dedicated to beating all urology diseases through cutting-edge research and leading education and training to ensure that fewer lives will be devastated.



The charities objectives are to:

“advance, promote, encourage, develop and improve the study and knowledge of urology, urological surgery and the general knowledge of science and medicine and all matters relating to the progress and development of that branch of science and medicine and for that purpose to fund, aid, maintain and endow scholarships, fellowships, chairs and bursaries and generally to assist in the funding, instruction and support of persons and institutions engaged or involved in urological research work.”



## Our Values

**Ambitious:** We set no limit on potential and aspire to achieving our goals in research, training and education. Through our work we strive to deliver world-class urology care, treatment and practice for all those affected by urology disease.

**Dedicated:** Our unwavering focus is to the fight against all urological diseases. Working tirelessly to succeed in this fight our research, training and education that is centred on the improvement of urology care and treatment. We dedicate our lives to urology so others can live their lives.

**Proud:** We are proud of what we do and are not afraid to speak out about urological issues. We will continue to work in underfunded areas of urology research and training and we will not shy away from breaking down the stigma associated with urology disease.

**Collaborative:** Together we can fight against urology disease. Working with urology professionals, researchers and in partnership with like-minded organisations we invest in cutting-edge research and the latest training and education to ensure that fewer lives will be devastated.

## Some recent achievements

### New hope for bladder cancer patients. How TUF-funded research has led to new test

TUF-funded research has led to a simple urine test designed to detect bladder cancer which could save lives, spare patients an invasive procedure and also save the NHS millions of pounds.

Developed by researchers at University College London, the UroMark urine test can detect bladder cancer in 98% of cases, examining 150 markers instead of the usual two or three.

At present, people suspected of having bladder cancer undergo an invasive procedure called a cystoscopy. It is estimated that UroMark could save the NHS about £25 million a year by ending the need for unnecessary cystoscopies.

“This is the first test to diagnose bladder cancer with a high degree of accuracy, and so is a game-changer in terms of cost to the NHS, patient costs and reducing the number of patients going to hospital” says Dr Andy Feber, senior research scientist at UCL and part of the team developing UroMark.

“The survival of bladder cancer patients hasn’t really changed in the last 20 years because we haven’t been catching the cancer fast enough. Patients, particularly women, are often diagnosed late with bladder cancer and often have to visit a GP several times with symptoms before detection, so they are harder to treat and the outcome is worse. But with this test we can detect the cancer earlier on and that will improve survival rates. This test could make a huge difference – a good proportion of lives could be saved.”

Said Andy: “The Urology Foundation has been tremendously supportive, providing funding for this project and other bladder cancer projects too. We are grateful to TUF for playing a critical and important role in this project.”



### TUF-funded surgeons perform UK's first robotic kidney transplants

TUF celebrated a double success as TUF-funded surgeons carried out the UK's first robotic kidney transplants at Guy's Hospital and The Royal Free Hospital in London. Robotic surgery allows the donated kidney to be transplanted into the recipient patient using keyhole surgery, meaning a much smaller wound compared to a traditional open kidney transplant, allowing a faster recovery time.

Robotic surgery consultant Ben Challacombe, who is a TUF trustee and previously received funding from TUF to train in robotic surgery, was involved in the first robotic kidney transplants which took place at Guy's Hospital.

The procedure at the Royal Free was carried out by robotic surgery consultant, Ravi Barod, and consultant transplant surgeon Neal Banga. Ravi received funding from TUF in 2006 towards his PhD and was then awarded a TUF Fellowship in 2014, to train at The Vattikuti Urology Institute in Detroit in robotic surgery where he was able to practise the robotic technique of transplantation.

Ravi said: "I am very excited about the programme going forward; not only to improve the experience of patients but because it also offers those who would not otherwise be eligible to have surgery, the chance of having a life-changing kidney transplant.

"None of this would have been possible without funding from TUF and I am so grateful to the charity."

### Supporting better treatment and care. EQUIP: Education in Quality Improvement Programme

The Urology Foundation is working with leaders in the field on a programme (EQUIP) that aims to embed Quality Improvement into training and everyday practice, to drive excellence in urology care.

Quality and standards of care in all medical specialisms differ significantly across the country. There are over 300 NHS Hospital Trusts, effectively operating independently and responsible for their own budgets and delivery of care, albeit within an overarching framework. *This means that when quality and safety improvements are made in a urological service in one NHS Trust, there are no effective means of sharing and implementing these improvements and knowledge across the service, to the detriment of urology patients.*

EQUIP mobilises urology trainees to implement change from the ground up, employing leadership skills and quality improvement processes to drive a safer urology service and better patient care.

It seeks to create:

- The confidence and the tools to challenge and question practice and offer alternative solutions.
- The ability to approach problems and mistakes on a 'no blame' basis in order to seek real improvements to services and processes.
- Leadership skills to be able to implement and drive change across their organisations and beyond.

Embedding these skills in trainees provides the opportunity to deliver the culture shift needed in the NHS towards a proactive approach to improving clinical care and a more open culture that acknowledges errors and omissions when they happen, discusses them robustly, and reflects on them in a manner that leads to real practical improvement. These skills can then be used throughout their careers as consultants.



## Our Trustees

**British Association of Urological Surgeons** - the President of BAUS sits on TUF Board as a representative trustee. At time of writing elections to this post are due to take place and a new President will be announced at the BAUS Annual Conference in June.

**Mark Becker** has over 30 years consulting and professional services experience at a senior management, “big 4” partner and board executive level in the utilities, oil & gas, telecoms and finance sectors. He has specialised in business process design, product development with associated marketing and communications, IT consulting, commercial management, programme /risk advisory services and global client management. In July 2016 he retired from his role as the Head of Global Client Programme Management at Atos International IT Services. Before joining the board, Mark was a successful supporter and fundraiser for TUF, including taking part in many of TUF’s cycle challenges.

**Ben Challacombe** is a consultant urologist at Guy’s and St. Thomas’ NHS Foundation Trust. An expert in robotic surgery, he has performed more Robotic Partial Nephrectomies than any other surgeon in the UK and has written over 190 peer-reviewed publications and 20 book chapters on prostate and kidney disease. Ben is also a successful fundraiser and supporter for TUF, including taking part in many running and cycling challenges. He says: *I support TUF because I’m passionate about urology and treating people with urological diseases and TUF funds key research to enable this. TUF supported me in my early career, and continues to support the training needs of other surgeons to help improve the lives of our patients.*

**Giovanna Forte** is the Managing Director of medical technology company Forte Medical. In 2010, Forte Medical launched the Peezy Midstream to address the serious - and costly - issue of urine specimen quality for prompt, accurate diagnosis. Forte Medical is currently collaborating with leading academics in the field of urology to develop new products. Giovanna had previously started and run her own successful PR company - Forte Communication - and brings a wealth of both media and commercial medical expertise to TUF. Giovanna says: *“TUF not only supports the work of its members but nurtures the new talent that is making Urology a game-changer in the global world of diagnostic science. The more this work can be encouraged and funded, the better for everyone.”*

**Adrian Joyce** is an Hon Consultant Urologist at Leeds Teaching Hospitals with a specific interest in Endourology and Upper Tract Minimally Invasive Surgery, including laparoscopy for Kidney and Adrenal tumours. Adrian is a past President of British Association of Urological Surgeons. Since 2005 he has been the UK Board member to the Endourological Society and member of the Awards Panel and is currently Director elect of the Education Committee for the Endourological Society.

**Roland Morley** is a consultant urologist at Imperial College Healthcare with a specialist interest in Female, Paediatric and Reconstructive Urology. Roland spent six years in the Royal Navy before undertaking urological training. He is the current President of the Urology Section of the Royal Society of Medicine and the United Kingdom Continence Society, and Chairman of the Specialist Advisory Committee for Urology in the UK, advising the Joint Committee on Surgical Training.

**Andrew Moss** is chairman of Parker Fitzgerald’s Advisory Board, advising on key aspects of the firm’s strategy and financial, governance and risk management. He also serves on a number of other Boards, most notably as Chairman of the Sports & Recreation Alliance. He was previously CEO of Aviva plc and Finance Director at Lloyd’s, the world’s largest specialist insurance market. Andrew is a chartered accountant and holds a law degree from Oxford University.



**David Nicol** joined the Board of Brewin Dolphin as a Non-Executive Director in March 2012 and was subsequently appointed as Chief Executive in March 2013. Prior to this he was a Director of Morgan Stanley International PLC from 2004 to 2010 and worked there for 26 years in a number of Operations and Finance roles and was appointed EMEA CAO in 2004. David was a Non-Executive Director of Euroclear plc from 1998 to 2010. He trained and qualified in 1980 as a Chartered Accountant with Ernst & Young and spent two years working for KPMG in Hong Kong before joining Morgan Stanley in London in 1984. Until September 2015 he was on the Board of the Chartered Institute of Securities and Investments. David is on the Council of the Institute of Chartered Accountants of Scotland and is a member of the Appointment Committee of the Hermes Property Unit Trust.

**Roger Plail** has broad based urological interests, presently undertaking radical laparoscopic minimally invasive prostatectomies for East Sussex Hospitals Trust. He has an interest in female incontinence with a team approach in conjunction with physiotherapists, dieticians and gynaecologists. He also has an interest in male erectile dysfunction in conjunction with a specialist nurse service. He is a recent past President of the Urology Section of the Royal Society of Medicine.

**Krishna Sethia** is the Chairman of BJU International, the leading international urology journal. He is an Honorary Professor at Norwich Medical School and a Urinary Consultant at Spire Norwich Hospital. He is also Medical Director at Norfolk & Norwich Hospital, and formerly was Vice-Chairman of the Specialist Advisory Committee in Urology at the Royal College of Surgeons. Professor Sethia holds special interest in prostate cancer, penile cancer, and andrology, specifically pertaining to erectile dysfunction and male infertility.

**Grant Stewart** chairs The Urology Foundation's Scientific & Education Committee (SEC). He is a University Lecturer at the University of Cambridge and an honorary consultant urological surgeon at Addenbrooke's hospital with clinical and research expertise in kidney cancer. He moved to Cambridge in October 2015 from a post as Senior Lecturer in Urological Surgery at the University of Edinburgh where he led the Edinburgh Urological Cancer Group, undertaking translational research into renal cell cancer. Grant joined the SEC in 2014 and was appointed Chairman in March 2018.

**Baroness (Laura) Wyld** was born and brought up in Newcastle-upon-Tyne. She graduated from the University of Cambridge with a degree in History. From 2013 until 2016 she was Head of Appointments for the Prime Minister. Before this, she was a senior corporate communications adviser. She is currently a senior adviser at the Strategic Communications Alliance, a Trustee of the Urology Foundation and a Council Member at the Institute of Directors. She is married and has three young daughters.

## The Role of Treasurer

The Urology Foundation is seeking a new Honorary Treasurer when the current Treasurer, Mr Christopher Smith, comes to the end of his term of office in October 2018. This role is a Trustee appointment and the Treasurer sits as a Director and an ‘office-holder’ on The Urology Foundation Board of Trustees.

All Trustee appointments are voluntary and unremunerated but reasonable expenses will be paid. The Board meets four times a year, in London, but we welcome applications from candidates across the UK. The geographical location of Board members is no constraint on their suitability for the roles.

While financial matters are the responsibility of all trustees, it is often the Honorary Treasurer that the other trustees look to on all aspects of the charity’s financial management and reporting.

### Overall

- Monitoring the financial administration of the charity and reporting to the board of trustees, and ensuring the charity’s financial processes are legal, constitutional and within accepted accounting practice.
- Monitor and report on the financial health of the charity.
- Oversee the charity’s investment portfolio and liaise with its appointed fund manager.
- Oversee the production of necessary financial reports/returns, accounts and audits.
- Oversee the charity’s financial risk-management process.
- Act as board-level liaison with the external auditors on specific issues such as the Auditors’ Management Letter and the related board representations.

### Specifically

- Liaise with relevant staff, board members and/or volunteers to ensure the financial viability of the organisation.
- Make fellow board members aware of their financial obligations and take a lead in interpreting financial data to them.
- Regularly report the financial position at board meetings (balance sheet, cash flow, fundraising performance etc).
- Oversee the production of an annual budget and propose its adoption at the last meeting of the previous financial year.
- Ensure proper records are kept and that effective financial procedures and controls are in place.
- Appraise the financial viability of plans, proposals and feasibility studies.
- Lead on appointing and liaising with auditors/an independent examiner.
- Lead on appointing and liaising with investment fund manager.

### The Qualities of a Treasurer

While a formal accountancy qualification is not essential, applicants for the role should have a proven background in finance, for example as a CFO, Finance Director or equivalent. In addition, they should have:

- Knowledge and experience of current and fundraising finance practice relevant to voluntary and community organisations.
- Knowledge of bookkeeping and financial management (as necessary).
- Good financial analysis skills.
- Ability to communicate clearly.

In common with all the Trustees, the Treasurer is expected to act as an Ambassador for the Charity and to support and promote its objectives more widely.



## Terms of Appointment

The Board of The Urology Foundation meets four times a year (usually in January, April, July and October) and time commitment for the Treasurer is likely to average around one-two days per month, with a mixture of Board and Committee meetings, individual meetings as required, ongoing contact with the Chief Executive, trustees and external stakeholders.

Trustees are also expected to attend a number of fundraising or educational events run by the charity.

Trustee appointments are initially for a term of three years with the opportunity to extend for a second term.

## How to Apply

The deadline for applications is Friday, 29 June 2018.

Please enclose with your application:

- A CV (no more than two pages A4);
- A covering note of no more than two pages A4 setting out why you should be considered for the role and your proven ability related to the functions of role and the qualities required.

Applications to be sent:

**By email to Louise de Winter:** [ldewinter@theurologyfoundation.org](mailto:ldewinter@theurologyfoundation.org)

Email subject header: TUF Treasurer Application

Or by post to:

**Mr Andrew Moss**  
**Hon Secretary**  
**The Urology Foundation**  
**1-2 St Andrew's Hill**  
**LONDON EC4V 5BY**

**The closing date for applications is 29 June 2018.**

“My Urology Nurse of the Year Award and grant enabled me to go on a number of courses where I learnt about the best ways to engage with patients and how to make service improvements, which has been so inspirational. I am very grateful to TUF for encouraging nurse development.”

- Urology Nurse