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# Oracle Solutions Delivery Lead- STRATUS Candidate Information

January 2026

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## The Institute of Cancer Research

### About our organisation

We are one of the world's most influential cancer research institutes with an outstanding record of achievement dating back more than 100 years. We are world leaders in identifying cancer genes, discovering cancer drugs and developing precision radiotherapy. Together with our hospital partner The Royal Marsden, we are rated in the top four centres for cancer research and treatment worldwide.

As well as being a world-class institute, we are a college of the University of London.

We came second in the league table of university research quality compiled from the Research Excellence Framework (REF 2021).

We have charitable status and rely on support from partner organisations, charities, donors and the general public.

We have more than 1000 staff and postgraduate students across three sites – in Chelsea and Sutton.

### Stratus

The ICR is one of the world's leading cancer research organisations, with a mission to make the discoveries that defeat cancer. To support delivery of an ambitious new strategy, the ICR has begun a programme of transformation to achieve our vision for an excellent and sustainable organisation, that is ready to meet the challenges of the future.

Stratus will be one of the key programmes (alongside growing our income and developing our estate) 3 which we deliver an excellent and sustainable organisation.

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Stratus will support the organisation to adopt simple, standard and modern processes in the ICR's everyday operations, underpinned by an Oracle cloud-based Enterprise Resource Planning software-as-a-service (SaaS) solution.

The Stratus Programme has key workstreams, Finance, HCM and Research Management, each with a Lead responsible for the Stratus Programme deliverables for their specialist function.

The Stratus Solution Delivery Lead will bring both strong specialist Oracle applications Finance, HCM, EPM knowledge and experience of delivering Oracle Solutions, with a robust understanding of modern underpinning Oracle modern best practises and underpinning technologies.

The role reports into the Stratus Programme Director.

A central Programme team will include the Programme Director, Programme Management and Change Management support roles.

This is a fast-paced programme and the ability to work in a timely manner is essential, together with the flexibility to fit in with the programme's fast changing requirements.

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is to make the  
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### Our values

The ICR has a highly skilled and committed workforce, with a wide variety of roles, each requiring different skills. But whether you work as a researcher, or work as part of our corporate team, your work and behaviour is underpinned by these six values. They are what bring us together as one team - as 'One ICR'.



#### Pursuing excellence

We aspire to excellence in everything we do, and aim to be leaders in our field.



#### Acting with Integrity

We promote an open and honest environment that gives credit and acknowledges mistakes, so that our actions stand up to scrutiny.



#### Valuing all our people

We value the contribution of all our people, help them reach their full potential, and treat everyone with kindness and respect.



#### Working together

We collaborate with colleagues and partners to bring together different skills, resources and perspectives.



#### Leading innovation

We do things differently in ways that no one else has done before, and share the expertise and learning we gain.



#### Making a difference

We all play our part, doing a little bit more, a little bit better, to help improve the lives of people with cancer.



*Our values set out how each of us at the ICR, works together to meet our mission – to make the discoveries that defeat cancer. They summarise our desired behaviours, attitudes and culture – how we value one another and how we take pride in the work we do, to deliver impact for people with cancer and their loved ones.”*

**Professor Kristian Helin**  
Chief Executive

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### Job description

**Department / division:** Digital Services

**Pay grade / staff group:** Professional Services 01

**Hours / duration:** Full time (35 hours per week), Monday to Friday. Fixed term contract for 12 months

**Reports to:** Stratus Programme Director

**Main purpose of the job:**

The role is responsible for managing, co ordinating and driving the design, development and delivery of the Stratus workstream activities, to deliver the design of an optimised solution based Oracle modern best practises and ICR design principles, to bring QA rigour and ensure supplier delivery is managed to quality and time, bringing deep domain knowledge with Oracle technical expertise to advise the SMEs and translate solution design impacts and technical configuration options, using non-technical terms into meaningful process driven solutions. Delivering and prioritising delivery such that delivery is on time, on budget and reduces complexity for users.

Working collaboratively with the Finance, Research Management, Digital Services and Stratus Programme teams to ensure that all HR/Finance/Research Management-related processes are aligned with the Stratus / Oracle system's requirements.

Working collaboratively with third parties, including implementation partners.

This role involves supporting change, supporting the transition, and coordinating all Stratus functions and ensuring the relevant training, communication, employee data migration, testing and compliance requirements are fully met.

The role will be the "go to" person for the cross workstream delivery and will ensure that operational teams are up to date on priorities, schedules and workstream progress, and that cross functional input requirements are well-planned to

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minimise the impact on operations.

### Key Duties

Provide visible and effective leadership and stewardship to plan, manage and execute the delivery of the workstreams across the lifecycle of the project.

Act as the Stratus ambassador for the workstream, build and maintain relationships with colleagues and with stakeholders across the ICR.

Manage the day-to-day delivery of the project on behalf of the Director/team from the overall solution design, solution configuration, technical delivery, and operations phases. This includes and is not limited to the alignment of the technical solution design and technical configuration, and approval of solution design. This will require management of integrations, data migration, testing and cleansing activities reports. Working across all Stratus areas to develop the security, roles and workflows. Ensuring the delivery plan is sustainable and providing programme director advice and guidance on manageable waves /phases.

Creation of the SOPs and any activities required to ensure that the workstream successfully delivers to time, budget and scope.

Work with the Stratus programme team to support and develop the Stratus programme framework, share learning and champion best practice, tools, and processes to ensure successful delivery of the workstream.

Work with the STRATUS teams to support the understanding of Oracle reporting tools, and develop an ICR team understanding of the tools, use cases and gather the requirements for delivery.

Act as a critical friend to the implementation partner for solution design and the SMEs.

Co-ordinate with Data Subject Matter Experts (SME) and process owners to support and drive the design, documentation and build of core STRATUS processes that are efficient and effective, comply with core operational and statutory requirements, and align with the programme design principles. And Oracle Modern Best Practice.

Support and facilitate workshops and meetings with key business users and suppliers to promote and explain the programme design principles in relation to the STRATUS workstream, ensure stakeholder engagement in the process design process, identify process or solution gaps and concerns, develop mitigations and propose new ways of working.

Collaborate with all Stratus teams, process leads and subject matter experts to ensure the Oracle STRATUS system is configured to support key STRATUS end-to-end processes in line with the guiding principle of adopting processes to meet requirements, ensuring that the configuration options presented deliver a sustainable supported solution – and that they deliver frictionless end to end processes reducing complexity of users.

Manage and Co-ordinate with Data Subject Matter Experts (SMEs) and process owners to ensure that adequate testing methodology is applied to validate system functionality and compliance with business requirements, and that any defects and issues identified are resolved, using the programme approved tools.

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Work with the Programme Change Manager to ensure development and roll-out of the effective change management plan for the STRATUS workstream – taking a persona lens.

Support the development and delivery of effective training on and documentation of new processes and Oracle functionality, including the provision of guidance and manuals and communications to the business using the Oracle guided Learning platform and Oracle journeys-based approaches.

Lead on the development of STRATUS service improvement opportunities and plans to implement further process improvements arising from the new Oracle solutions ensuring all new quarterly upgrades are considered as part of the development and a process implemented as part of the transition to ensure continuous improvement.

Support the Programme Director by ensuring alignment to overarching plan, delivery on time, quality and budget, and to prepare and present reports and documentation line with the Stratus programme management framework. Ensure the STRATUS Director and relevant parties are updated and the SMEs have clarity and direction, management.

Develop and manage workstream benefits realisation plan, project plan and Risk/Assumptions/Issues/Dependencies for the workstream in liaison with the Programme Director and the STRATUS Director/team.

Work with the Stratus programme team to support and develop the Stratus programme framework, share learning and champion best practice, tools, and processes to ensure successful delivery of the workstream.

Work with the STRATUS teams to support the understanding of Oracle reporting tools, and develop an ICR team understanding of the tools, use cases and gather the requirements for delivery.

Act as a critical friend to the implementation partner for solution design.

## General

All staff must ensure that they familiarise themselves with and adhere to any ICR policies that are relevant to their work and that all personal and sensitive personal data is treated with the utmost confidentiality and in line with the General Data Protection Regulations

Any other duties that are consistent with the nature and grade of the post that may be required.

To work in accordance with the ICR's Values.

To promote a safe, healthy and fair environment for people to work, where bullying and harassment will not be tolerated.

This job description is a reflection of the present position and is subject to review and alteration in detail and emphasis in the light of future changes or development.

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### Person specification

#### Education and Knowledge

Educated to a degree level in a relevant field or equivalent experience	Essential
Oracle professional qualification / accreditation	Desirable
Project Management certification or equivalent experience	Desirable
Leadership/Management qualification or equivalent experience	Desirable

#### Skills

Specialist STRATUS skills to devise and implement effective and efficient STRATUS processes and procedures for the ICR, aligned to Oracle modern best practise.	Essential
Oracle STRATUS technical skills to manage the design, configuration and delivery of security, roles, workflows and personalisation	Essential
Oracle technologies and tools experience (reporting tools, PaaS, AI)	Essential
Communication, influencing and negotiation skills	Essential
Leadership, collaboration and people management capabilities	Essential
Flexibility, resilience and determination	Essential
Problem solving and analysis	Essential
Change Management Skills	Essential

#### Experience

Strong understanding of STRATUS service within a complex organisation	Essential
STRATUS functions including recruitment, employee experience, performance management, learning and development, diversity and inclusion, data analysis and management, and payroll and benefits	Essential
Process improvement and implementation/maintenance of internal STRATUS controls in accordance with UK legislation and regulations related to data protection and compliance	Essential
Managing new systems roll-out / project management	Essential
Managing Transformation / change programmes	Essential
Leading the delivery of Oracle STRATUS to quality	Essential

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Working in matrix management structures	Essential
Working with third party suppliers	Desirable
Working in an academic, research or charity environment	Desirable
Delivery of Oracle Guided Learning in STRATUS	Desirable



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### Benefits

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We offer a fantastic working environment, great opportunities for career development and the chance to make a real difference to defeat cancer. We aim to recruit and develop the best – the most outstanding scientists and clinicians, and the most talented professional and administrative staff.

The annual leave entitlement for full time employees is 28 days per annum on joining. This will increase by a further day after 2 years' and 5 years' service.

Staff membership to the Universities Superannuation Scheme (USS) is available. The USS is a defined benefit scheme and provides a highly competitive pension scheme with robust benefits. The rate of contributions is determined by USS and details of the costs and benefits of this scheme can be found on their website. If staff are transferring from the NHS, they can opt to remain members of the NHS Pension Scheme.

We offer a range of family friendly benefits such as flexible working, a parents' group, and a maternity mentoring scheme. Other great benefits include interest free loans for discounted season tickets for travel and bicycle purchases, access to the NHS discounts website, a free and confidential Employee Assistance Programme which offers a range of well-being, financial and legal advice services, two staff restaurants, and access to a gym and sporting facilities at our Sutton site.

#### **Further information**

You may contact Talent Team for further information by emailing [talent@icr.ac.uk](mailto:talent@icr.ac.uk). This job description is a reflection of the current position and is subject to review and alteration in detail and emphasis in the light of future changes or development.