



Oracle Fusion Trainer

July 2025

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 Programme, Digital Services

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 three key programmes (alongside growing our income and developing our estate) through which we deliver an excellent and sustainable organisation.

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

Oracle Fusion Trainer - Stratus

Effective training is crucial to the success of the Stratus programme. If we do not provide engaging and comprehensive training to our users, they will not be able to fully adopt the new system.

The Oracle Fusion Trainer will be part of a Change Team responsible for the benefits realisation of the Stratus programme, working with

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employees to support adoption of a wide range of changes delivered through Stratus.

The successful candidate will be responsible for designing, implementing and evaluating a holistic training approach that will support colleagues across the ICR to fully and effectively adopt new services and changed ways of working brought about by Stratus.

Working closely with our external implementation partner and stakeholders within the ICR, the Oracle Fusion trainer will analyse training needs across the organisation for all user types. They will prepare and deliver a comprehensive training plan, to include tailored training sessions, guides and resources such as on-screen guided learning, and assess effectiveness.

Our mission
is to make the
discoveries that
defeat cancer.

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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:	Change Team, Digital Services
Pay grade / staff group:	Professional Services 03
Hours / duration:	Full time (35 hours per week), Monday to Friday. Fixed term contract (12 months)
Reports to:	Senior Change Manager, Stratus
Accountable to:	Stratus Programme Director
Main purpose of the job:	To design and deliver training that equips colleagues across the ICR to carry out their roles effectively when the new Stratus system is implemented, and beyond.

Duties and responsibilities:

Key Responsibilities

Training Needs Analysis: Determine the training needs of the organisation in relation to the Stratus programme

Training Strategy: Design and execute an Oracle Fusion training strategy aligned with business needs and go-live timelines.

Content Development: Create role-based training materials, user guides, and quick reference materials tailored to the Higher Education / scientific environment.

Training Delivery: Deliver engaging in-person and virtual training sessions across core Oracle Fusion modules.

Stakeholder Engagement: Work closely with leaders, change managers, and subject matter experts to ensure training is accurate, relevant, and timely.

Feedback & Continuous Improvement: Collect feedback from sessions, refine materials, and adjust delivery to improve user comprehension and confidence.

Hypercare Support: Provide floor-walking and on-the-ground support during and after go-live to reinforce training and ensure smooth adoption.

Training Plans: Create tailored plans for different user types to ensure that they are able to adopt new processes and ways of working effectively

Content Review: Review training materials produced by our external partner and supplier to determine relevance and modify as necessary to meet the ICR's needs

Stay Current: Keep up to date on new features that become available and be able to support training of these, ensuring that training materials are easily able to evolve in line with future system upgrades.

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Support Super Users: Act as a key point of contact for super users and provide resource and support that enables them to train and support their colleagues

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 degree level in a related field or equivalent relevant experience.	Essential
Knowledge of adult learning theories which cater to the diverse ways that adults learn new information and skills.	Essential
Knowledge and understanding of Oracle Fusion modules.	Essential
Knowledge of Finance, HR and grant management in the Higher Education sector.	Desirable
Oracle Certification (Associate or Professional level)	Desirable

Skills and Experience

Ability to design and deliver engaging training programmes to a variety of users with differing needs, knowledge and ability.	Essential
Proven experience delivering Oracle Fusion (or other Tier 1 ERP) end-user training within complex transformation programmes.	Essential
Excellent communication and facilitation skills, with the ability to simplify technical processes for non-technical audiences.	Essential
Proficiency in Microsoft Office Suite.	Essential
Collaborative and approachable, with a strong commitment supporting learners.	Essential
Strong analytical skills, with the ability to analyse data and measure training outcomes and measure the success of training activities.	Essential
High resilience and ability to work under pressure and meet deadlines.	Essential
Flexible and adaptable; able to work in ambiguous situations	Essential
Excellent attention to detail.	Essential
Experience of delivering Oracle Guided Learning	Essential
Ability to understand and communicate business process flows and user journeys	Essential
Communication skills to translate technical terminology and acronyms into meaningful information	Essential

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Significant experience covering several Oracle implementations (ideally including at least one Redwood)	Essential
Expertise in guiding institutions through ERP transitions, ensuring smooth adoption and minimal disruption.	Desirable
Proficiency in Oracle Fusion	Desirable

Benefits

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 Janine Terry, Senior Change Manager, Stratus Programme, for further information by emailing Janine.terry@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.