



TATA MEMORIAL CENTRE

TATA MEMORIAL HOSPITAL, PAREL MUMBAI

(Grant-In-Aid Institute of Department of Atomic Energy, Government of India)

Ref. No. TMC/AD/ 142/2024

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ADVERTISEMENT FOR RECRUITMENT TO THE POST OF “THE TATA TRUST ENDOWED CHAIR” FOR GLOBAL LEADERSHIP IN CANCER CARE, RESEARCH AND POLICY AT TATA MEMORIAL CENTRE, MUMBAI

I. BACKGROUND :

Tata Memorial Centre (TMC) is an autonomous body under the administrative control of the Department of Atomic Energy, Government of India. The mission of the Tata Memorial Centre is to provide comprehensive cancer care to one and all through our motto of excellence in service, education and research.

The Tata Trusts Endowed Chair for Global Leadership in Cancer Care, Research and Policy at TMC, Mumbai, has been established as a collaboration between TMC and the Tata Trusts. The Chair will be awarded to individuals with exceptional expertise and achievements in one or more of the following domains: clinical, translational, basic or public health research related to cancer or allied fields, public health policy, health economics and/or health technology assessment, and related themes.

The theme selected for the inaugural Tata Trusts Chair is ‘*Appraisal of the Current Status of Cancer Infrastructure and Human Resources in India*’. *The Chair holder will create a white paper* on this theme within a specified timeline mutually agreed upon between the Chair and Tata Memorial Centre.

II. ELIGIBILITY AND ATTRIBUTES

The Tata Trusts Endowed Chair awardee would fulfil the following criteria and have the attributes as relevant.

A. Age and Nationality:

- There is no age limit for the Tata Trusts Endowed Chair at TMC.
- The position would be open to individuals of any nationality subject to laws, rules and stipulations of the Government of India and the Department of Atomic Energy.

B. Academic and Professional Qualifications:

- A distinguished academic background with degrees/qualifications in a relevant field, preferably with experience in public health.
- Significant professional achievements and a strong track record in public health, research, clinical practice, or related domains.

C. Leadership and Collaboration:

- The candidate should possess a strong vision for advancing cancer care and a demonstrated ability to inspire and lead teams to achieve ambitious goals.
- Demonstrated leadership skills, with experience in leading research teams, clinical departments, public health projects or health-related administrative teams.
- Strong collaborative spirit, with a history of working with interdisciplinary teams and contributing to joint initiatives.

D. Contribution to TMC's Mission:

- A clear vision for how they can advance TMC's mission of excellence in oncology and related fields.

E. Awards and Recognitions:

- Recognition by peer institutions and professional bodies through awards, honours, and memberships in prestigious organizations.

F. Innovation and Impact:

- A track record of innovative approaches and impactful contributions to their field.
- Evidence of translating research findings into clinical practice or policy changes that benefit public health.

G. Ethical and Professional Conduct:

- Adherence to the highest standards of ethical conduct and professionalism in their work.

H. Commitment to Diversity and Inclusion:

- The candidate should be committed to fostering a diverse and inclusive environment at TMC, valuing diversity in all forms and promoting equitable opportunities.

III. SELECTION PROCESS

A. Submission of Applications:

Interested candidates are invited to submit their resumes, a cover letter and any supporting documents, including references, to the Office of the Director, Tata Memorial Centre, Mumbai by email (director.tmc@tmc.gov.in with copy ttchairtmc@gmail.com) and hard copy to the following address:

**Office of Director TMC,
Ground Floor, Main Building,
Tata Memorial Hospital,
Dr. E. Borges Marg, Parel,
Mumbai – 400 012, India
Tel: +91-22-24177131, +91-22-24177201**

The last date for application submission by e-mail is December 30, 2024, and by hard copy is January 10, 2025.

B. Shortlisting of applications:

A selection committee comprising eminent experts and relevant individuals from Tata Memorial Centre and the Tata Trusts will review all applications that meet the minimum eligibility criteria. The review will include evaluating the candidates' academic and professional qualifications, public health experience, research excellence, clinical expertise, leadership capabilities, and contributions to the field.

C. Interview:

Shortlisted candidates will be invited to interview with the Selection Committee. The interview process may include:

- A presentation by the candidate on their past work and future vision.
- A discussion session will assess the candidate's expertise, leadership qualities, and alignment with TMC's mission.

D. Appointment:

The recommendation of the Selection Committee will be submitted to the Office of the Director Tata Memorial Centre, which will offer the Chair to the selected candidate. Once the selected candidate accepts the offer and obtains any relevant NOC from their current employer, TMC will publicly announce the appointment through a press release and updates on the TMC website and other relevant platforms.

E. Onboarding and Integration:

The newly appointed Chair holder will undergo an onboarding process to integrate them into TMC's academic, research, and clinical framework. This includes introductions to key personnel, orientation sessions, and setting up necessary resources and support systems.

IV. TERMS AND CONDITIONS OF APPOINTMENT AS TATA TRUSTS ENDOWED CHAIR AT TMC

A. Position and Duration:

The appointment to the Tata Trusts Endowed Chair is temporary. The initial period of appointment is for one year. The appointment may be extended for an additional year based on a review of the first year's work by the Director of Tata Memorial Centre (TMC).

B. Emoluments:

The Chair holder will receive a fixed monthly emolument ranging from Rs. 3,00,000 to Rs. 4,00,000, depending on the seniority and qualifications of the candidate, at the discretion of the Director TMC.

C. Expenses:

All necessary expenses incurred during duties, including travel, accommodation, and incidentals, will be reimbursed at actuals up to an upper limit of Rs. 20,00,000 per year. This includes expenses for secretarial support, office rental, manpower, telephone, data, and other related costs.

D. Project-Related Expenses:

Specific mandates of the Chair holder will be supported by project-related expenses as deemed appropriate by the Office of the Director, TMC. These expenses will be facilitated to ensure the successful execution of the Chair holder's responsibilities and projects.

E. Responsibilities:

The Chair holder is expected to advance TMC's mission of excellence in oncology and related fields through research, clinical practice, and educational activities. Specific responsibilities and objectives will be outlined at the start of the appointment and reviewed periodically.

F. Review and Evaluation:

The performance and contributions of the chair holder will be reviewed on a quarterly basis. . The decision to extend the appointment for an additional year will be based on this review conducted by the Director of TMC.

G. Termination:

The appointment may be terminated by either party with a notice period of one month. In case of any misconduct or breach of terms, the appointment may be terminated with immediate effect by Director TMC.

H. Compliance and Ethics:

The Chair holder is expected to adhere to the highest standards of ethical conduct and professionalism. Compliance with all relevant policies and regulations of TMC is mandatory.

I. Reporting:

The Chair holder will report directly to the Director TMC or a designated representative. Regular updates and reports on progress and activities will be required.

J. Miscellaneous:

The standard policies and regulations of Tata Memorial Centre will govern any other terms and conditions not covered in this document.

V. WHITE PAPER ON CANCER INFRASTRUCTURE AND HUMAN RESOURCES IN INDIA

A. EXECUTIVE SUMMARY :

The proposed white paper will address the critical need for comprehensive information on India's cancer infrastructure and human resources. It outlines a project to systematically document and map the availability of resources for cancer care and control across various sectors. The white paper aims to provide an important dataset resource for evidence-based policymaking related to cancer. The collected data and future projections will establish a baseline for several decades.

B. INTRODUCTION:

Cancer is a significant public health challenge in India, with an increasing burden of new cases and deaths. Effective cancer care and control require adequate infrastructure, skilled human resources, and a comprehensive understanding of the existing landscape. The proposed white paper details a project to fill this information gap and support informed policy decisions.

C. OBJECTIVES :

1. Estimate current cancer burden and future projections:

- Utilize available data from hospital, regional, and national cancer registries.

2. Map cancer care facilities in India:

- Develop a comprehensive database of cancer care facilities, including comprehensive and single-specialty units across different sectors (government, semi-government, private, trusts, etc.).
- Categorize facilities based on levels of care (primary, secondary, tertiary).

3. Assess manpower engaged in cancer care:

- Conduct a nationwide survey of healthcare professionals involved in cancer care (physicians, nurses, technicians, allied health professionals).
- Analyse workforce distribution, specialization, and training levels.

4. Evaluate oncology-related academic courses:

- Identify and assess academic programs (medical, technical, nursing, administrative) related to oncology.
- Analyse curriculum, enrolment, and output to assess the workforce pipeline.

5. Analyse the budgetary status of hospitals:

- Collect and analyze data on capital expenditure, recurring expenditure, and income sources for government and non-government hospitals.

6. Assess state and central government budgetary outlay:

- Review budget allocations for cancer treatment and research at state and central levels.
- Identify funding gaps and potential areas for optimization.

- 7. Evaluate hospital and population-based cancer registries:**
 - Assess the quality and completeness of data collection and reporting.
 - Identify opportunities for strengthening data collection and analysis.
- 8. Evaluate preventive and palliative care services:**
 - Assess the availability, accessibility, and quality of preventive and palliative care services in India.
 - Identify barriers to access and opportunities for improvement.
- 9. Create an inventory of high-end equipment:**
 - Document the availability of radiotherapy, radiology, sequencing, and other high-end equipment.
 - Identify equipment manufactured in India and explore opportunities for domestic production.
- 10. Explore mechanisms for utilizing funds from PMJAY and other schemes:**
 - Analyse how funds generated from PMJAY and sponsored patients can be leveraged to support recurring expenditures and incentivize healthcare professionals.
- 11. Assess the feasibility of a hub-and-spoke model:**
 - Explore the potential for establishing a network of interconnected cancer-care facilities, with tertiary care centres acting as hubs and secondary/primary care centres as spokes.
 - Develop mechanisms for seamless referrals and resource prioritization.
- 12. Identify underserved areas and develop a roadmap:**
 - Analyse the geographic disparities in cancer care access and infrastructure.
 - Develop a strategic plan to address gaps and improve access in underserved regions.
- 13. Evaluate government programs for cancer care and control:**
 - Critically assess the effectiveness of existing government programs, including support for cancer facilities, screening programs, treatment support, and guidelines.
 - Identify areas for improvement and policy recommendations.
- 14. Assess the feasibility of centralized patient registries:**
 - Evaluate the potential for creating centralized registries for patients requiring complex treatments or access to high-end equipment.
- 15. Conduct a SWOT analysis of representative cancer facilities:**
 - Assess strengths, weaknesses, opportunities, and threats of representative cancer facilities in terms of infrastructure, manpower, research, and education.
 - Develop detailed remediation plans for exemplar institutions with identified deficiencies, including infrastructure upgrades, equipment acquisition, and workforce development.

16. Evaluate the performance of representative cancer centres:

- Collect and analyse data on patient registration, treatment modalities (surgery, medical oncology, radiation oncology), diagnostic services, and supportive care.
- Establish key performance indicators to assess quality and efficiency.

D. PROJECT MANAGEMENT AND COORDINATION

The Chair is expected to establish a project management team to oversee the project's implementation. He/she must coordinate with government and non-government agencies to facilitate data collection, analysis, and reporting.

E. EXPECTED OUTCOMES

This project will result in a comprehensive white paper that provides:

- A detailed assessment of cancer infrastructure and human resources in India.
- Evidence-based recommendations for policy and practice improvements.
- A roadmap for strengthening cancer care and control in India.

This white paper will be an invaluable resource for policymakers, healthcare providers, researchers, and advocates, supporting evidence-based decision-making and advancing the fight against cancer in India.

F. TIMELINE AND BUDGET

- A detailed project timeline and budget will be developed upon project initiation.
- The project is expected to be completed within a specified timeframe.

(BENNY GEORGE)
CHIEF ADMINISTRATIVE OFFICER (HRD), TMC