

RCoA

Royal College of Anaesthetists



CANDIDATE PACK FOR CHIEF EXECUTIVE OFFICER



WELCOME

Dear Applicant,

Thank you for your interest in becoming the next Chief Executive of the Royal College of Anaesthetists (RCoA). This is an exceptional time to be joining us.

With a strong, forward-looking culture and a proud heritage, the College stands at a pivotal moment for our members and specialties. We are shaping a modern, outward-facing organisation - one that champions our members and our specialties, delivers on our charitable aims and continues to enhance patient care across the UK and beyond. We also mark the beginning of a new chapter as we prepare to move to our new home in London Bridge in summer 2026. Jubilee House will provide a welcoming, accessible, and sustainable base for our members, specialties, employees, and the vital work we do together.

Our purpose is to ensure that patients benefit from the highest possible standards of care in anaesthesia, intensive care, pain medicine, and perioperative care. Our members make this possible. They work across the NHS to deliver high-quality and compassionate care, often under intense pressure. As their professional body, we have a responsibility to support, represent, and advocate for them with authenticity, ambition, and care.

Our 2022–2027 strategy gives us a clear sense of direction and shared purpose, and we have made significant progress under the leadership of our outgoing Chief Executive, Jono Brüün. As we look ahead, we know there is much more to do given the challenges and opportunities presented to us.

In our new Chief Executive, we are seeking someone who can demonstrate experience of leading at scale in a complex, values-led organisation, with a strong understanding of membership dynamics and the wider health or not-for-profit sectors. You will have confidence in balancing charitable and commercial priorities, building on our progress in income diversification while maintaining financial sustainability. You will demonstrate ambition for our membership and our specialties, while maintaining what is unique about our College.

You will bring a values-driven and collaborative but decisive leadership style, a strong sense of purpose, and a commitment to excellence. We are seeking someone who will enjoy a positive and productive relationship with our Board and Council as well as inspiring our employees. You will bring sharp strategic and political acumen, with the ability to navigate complexity, including engaging with a diverse stakeholder community. Your combination of commitment to deliver at pace and the emotional intelligence to sustain a positive and high-performing culture across the whole organisation will be an asset.

In summary, the new Chief Executive will play a vital role in guiding the College through its next phase and on our future strategy - ensuring we continue to deliver on our mission to support our members, our specialties, our employees, and the public whilst raising the profile of anaesthesia more widely.

If this opportunity inspires you, and you believe you would bring the experience and skills we are looking for, we would be delighted to hear from you.

Best wishes

Dr Claire Shannon,
President



ABOUT US

The Royal College of Anaesthetists (RCOA) is the professional body and registered charity responsible for the specialty of anaesthesia throughout the UK and ensures the quality of patient care through the maintenance of standards in anaesthesia, intensive care, pain medicine, and perioperative care. Anaesthetists are specialist doctors who have undergone at least seven years of specialist postgraduate training. Anaesthesia is the largest single hospital specialty in the NHS, and we are the third largest medical royal college in the UK, with a combined membership of more than 24,000 fellows and members. Our employees and volunteers deliver a wide portfolio of education, training, assessment, clinical quality improvement, research, and support.

Our members are at different stages of their careers, and we are guided by their needs and those of the patients they care for. We aim to strengthen our connection with members across the UK, ensuring every fellow and member feels heard, valued, and represented. We will remain open and responsive, making sure our work reflects the realities of modern practice and the evolving expectations of professional bodies. A full review of our membership offer is underway, and our primary aim is to ensure membership remains relevant, accessible, and good value for all anaesthetists.

We will also continue to strengthen our voice externally, influencing the national conversation on the issues that matter to our members and to patients, while staying true to our charitable purpose and values. Our aim is to ensure the future of the anaesthetic workforce through evidence-based policy, research, and advocacy, and to be a leading voice for our specialties. In doing this, we must manage our resources with care to ensure we are equipped to deliver our strategy, now and in the future.

In a shifting policy landscape, we will continue to advocate for our members and patients, including by providing evidence to national reviews on medical training and the future of the NHS. The 10 Year Health Plan sets out the government's vision for the future direction of healthcare in England. Our work supports the "three shifts" from hospital to community, from analogue to digital, and from sickness to prevention. Our members play a leading role in patient care before, during, and after surgery. There is strong evidence that perioperative approaches such as prehabilitation, shared decision-making, and early discharge planning improve patient outcomes and NHS efficiency. The shift from hospital to community-based care offers an opportunity to embed these approaches more widely, provided services are adequately resourced and integrated with hospital care. The commitment to a single patient record is also a welcome step towards enabling better perioperative care.

We have already highlighted the impact of workforce shortages and the opportunities to improve perioperative care. Our efforts helped secure additional anaesthetic training places in Northern Ireland and influenced new perioperative measures in the Elective Reform Plan. Yet significant challenges remain. Our latest workforce census, completed this year, provides data to support our case for change from workforce planning to improving members' working lives.

To learn more about our organisation, as well as the challenges and opportunities we encounter, please follow the links below.

- [Annual Report](#)
- [Current Strategy](#)
- [Our Commitment to Equity, Diversity and Inclusion](#)
- [Our Commitment to Sustainability](#)

Please [click here](#) to find out more about how we support our members.



OUR VISION AND 2022 – 2027 STRATEGY

Our vision for 2022–2027 is safe, more effective patient-centred care, delivered by a well-trained, supported, and valued workforce.

We need to be agile and adept in supporting and training clinicians in the fields of anaesthesia, intensive care, pain medicine, and perioperative care, whatever the circumstances, and this has never been more evident following the pandemic.

Therefore, our strategy aims to provide our members, and the professionals in our specialties, with the tools and support they need to be able to look after their own and each other's welfare, and to care for their patients.

We will achieve our vision by:

- Taking an integrated approach to our specialties: anaesthesia, intensive care medicine, pain medicine, and perioperative care
- Delivering our strategic aims and acting on our values
- Being mindful of our responsibilities to patients, the public, our members, our employees, and resources
- Securing the future of the College through sound financial and organisational planning

The work of our Trustees, volunteers, and employees in delivery of the strategy is underpinned by our core values of being:

- Caring and supportive
- Just and fair
- Innovative and progressive
- Open and responsive



We have identified four focus areas to guide the progress and development of our specialties:

- Championing our membership
- Shaping the future of our specialties
- Pursuing excellence in everything we do
- Promoting healthier outcomes for all

OUR COMMITMENT TO OUR MEMBERS

What we do

Our vision is safe, more effective, patient-centred care, delivered by a well-trained, supported and valued workforce.

Why we do it

Because great anaesthetists are vital to the present and future of healthcare.

How we do it

By being...
Caring and Supportive
Just and Fair
Innovative and Progressive
Open and Responsive.

Most importantly we must remain truly connected to our membership. We need to listen and respond to what is important for our members and our employees, so that collectively we can be the best we can be.

We are moving into our new headquarters at Jubilee House, which provides a working environment for our 130 employees, examination facilities, and events and meeting spaces for our members. In conjunction with our move, we have the opportunity to create a connected digital ecosystem that strengthens our membership, supports the highest standards of care, amplifies our voice, and positions the College as a leader in responsible innovation. This transformation is also an opportunity to deepen collaboration with other medical royal colleges, the NHS, and strategic partners - sharing solutions, standards, and innovation for the benefit of the wider health system.

We are committed to complementing the needs of our membership by delivering a comprehensive Digital, Data, and Technology roadmap and phased implementation plan. The roadmap will include recommendations for the operating model, resource, and governance to support sustainable delivery. Our current digital estate includes multiple websites, a core CRM, and several specialist platforms supporting education, examinations, events, and member services; our digital roadmap must provide a roadmap for modernisation. This is a unique opportunity to reimagine how we work, connect, and lead innovation in our field.

The RCoA Board of Trustees has formally agreed to support the establishment of the College of Intensive Care Medicine (CICM) as a charitable company. In doing so, we recognise the distinct and growing specialty of intensive care medicine and its ability to operate on an equal footing with other medical colleges. The founding CICM Board of Trustees will be in place in shadow form prior to July 2026 and will be legally operational at the start of phase two from July 2026 onwards. Member engagement and collaboration has been integral to the process and will continue to be front and centre as plans for the new College progress.

We need to stay financially strong, so that we have the resources to follow through on our commitments. Our five-year plan provides the focus we need to achieve these aims for 2022–2027, building in the vision, agility, and compassion that recent history has shown are so important for the College's work, for our members, our employees, and for our patients.



ROLE DESCRIPTION

Role title:	Chief Executive Officer
Reports to:	Board of Trustees through its Chair, the President of the College
Responsible for:	Supporting the Board of Trustees in the development and delivery of the College's strategy; the effective leadership and management of the full range of college activities, including Membership, Media & Development, Education, Training & Examinations, Clinical Quality & Research, Finance & Resources, Digital, Data & Technology, and People & Operations.

JOB SUMMARY

The Chief Executive Officer (CEO) is responsible for strategic and operational leadership of the RCoA, ensuring that it is a thriving and valued professional membership body.

Reporting to the elected President and accountable to the Board of Trustees, the CEO's key responsibilities include ensuring that the RCoA fulfils its charitable objectives and purposes as outlined in our charitable regulations, whilst leading on the development of a future strategy that grows membership, reputation, and standing.

The CEO is responsible for promoting a positive and values led culture of the organisation, with a focus on ensuring a productive, friendly, and caring working environment for our employees. The CEO actively champions equity, diversity, and inclusion within the RCoA and supports College Officers to promote these values within the medical profession.

WHAT YOU'LL BE RESPONSIBLE FOR

Strategic planning, development, and leadership: The efficient and effective implementation of strategy, policy, objectives, and decisions set by the Board of Trustees. Supporting the President and Board of Trustees by providing leadership on the development and delivery of a future strategy 2027–2032 and operational plan with measurable impacts.

Provide inspirational leadership and coordination of the Executive Team and support all employees to deliver the College's objectives and strategic aims.

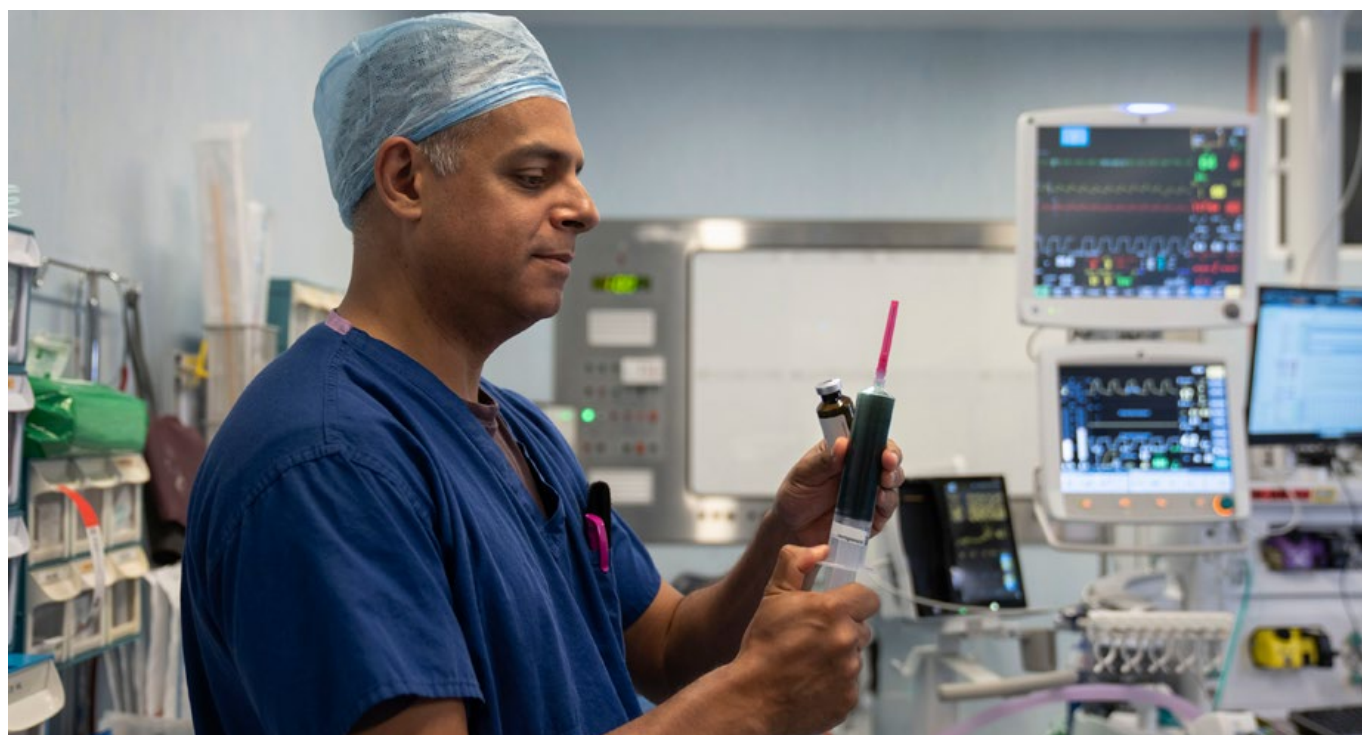
- Lead on the development of the College's strategic vision, mission, and values with Trustees and Council Members, with the engagement of College employees, ensuring it is aligned to the needs of our fellows and members and contributes to the long-term viability and impact of the College.
- Lead on the annual business plan to reflect the strategic objectives of the College.
- Ensure that the College has an appropriate leadership and management structure in order to fulfil its strategic objectives and to carry out its work effectively.
- Ensure the College's values and policies are relevant, fair, and consistently implemented and that management policies and decisions support the agreed objectives and strategic priorities of the organisation.
- Monitor the progress of the College in achieving its strategy, policies, and objectives and implement decisions to advance these.
- Identify and develop opportunities for new income generation.
- Ensure the delivery of the Strategic Plan through effective and coherent organisational design, planning, and resourcing.
- Consult with and make appropriate recommendations to the President, Vice Presidents, Board of Trustees, and Council in a timely and effective manner on strategic issues that may have wider implications for the status and reputation of the organisation.
- Lead on organisational development in the College team and continuous improvements to the administration of the College's activities.
- Identify and monitor Key Performance Indicators for the College, ensuring organisational health, anticipating future needs and risks, and scenario-planning where required.
- Ensure equity, diversity, and inclusion is embedded in College governance, strategic plans, operational activities, and human resources.

Membership transformation and external stakeholder engagement: Developing transformational services and support for members to enhance the College's impact and profile across the sector from prospective examination candidates to long-standing fellows and members.

- Foster strong relationships with our members, ensuring they have the necessary infrastructure to support and promote all aspects of patient care and provide excellent anaesthetic and perioperative care for everyone.
- Identify and implement a transformational approach to member experience that is innovative, empathetic, and aligned with the College's values and enables its strategic goals.
- Be a catalyst for change, to design and implement a programme of member transformation that positions the College as a stronger customer-focused organisation.
- Build strong relationships with external stakeholders, including medical royal colleges, NHS leadership, and other professional bodies, to ensure that the RCoA's values and interests are effectively represented.
- Act as an ambassador to enhance the RCoA's public profile, seeking opportunities to promote its work and expand its offering.
- Identify and pursue appropriate new business opportunities, advising officers on their implementation and potential impact.

Financial resilience and sustainability: Maintain financial stability and achieve income growth through management of the effective deployment of resources, with a particular emphasis on identifying opportunities for diversifying and creating new income streams, while balancing this with the charitable purpose of the College.

- Ensure that the College operates within an agreed budget and achieves the financial performance indicators as agreed.
- Be responsible overall for the management of the financial health of the College and ensure that appropriate financial and auditing systems are in place to guard the assets of the organisation, to run it efficiently and effectively, and to monitor and control all financial and other assets.
- Ensure the provision of regular financial and business reports to the Board of Trustees, ensuring all legal and statutory obligations relating to the operation of the College are discharged.
- Ensure that the College has a sustainable business model which develops and evolves as the external environment changes.
- Ensure the College risk register is maintained, taking appropriate and timely action.
- Ensure that College activity is delivered within agreed budgets and/or within the parameters of the Scheme of Delegation.
- Ensure that effective financial and auditing systems guard the assets of the College.
- Ensure College investments are managed and monitored effectively.



Governance and collaboration with the Board of Trustees: Foster strong relationships with the Board of Trustees and Council through open communication enabling informed and consistent decision-making.

Support the Board of Trustees in fulfilling its duties and responsibilities for the proper governance of the College.

- Develop the work of the College in accordance with its Royal Charter, Ordinances, and Regulations by being fully familiar with all.
- Ensure that the major risks to which the College is exposed are reviewed regularly, and systems established to mitigate these threats. This includes reviewing the external environment for changes which may impact on the College.
- Ensure that employees understand and support the governance roles of the Board of Trustees and of Council.
- Ensure that the President, Board of Trustees, and Council receive sufficient and timely information and advice in order to make informed decisions, including introductory summaries to include definition of purpose, key issues, and policy implications where necessary.
- Work closely with the Board of Trustees to ensure that Trustees have the necessary skills to govern the College and access to relevant external professional advice and expertise. Ensure Trustees and Council members receive good and appropriate induction.
- Monitor the fitness for purpose of the College Charter, Ordinances, and Regulations, advising on compliance and recommending changes to Trustees where required.
- Oversee the effective delivery of election to Council, election of President and Vice Presidents, election of Trustees from Council to the Board, election to Devolved Nation Boards, and the appointment of Lay Trustees.

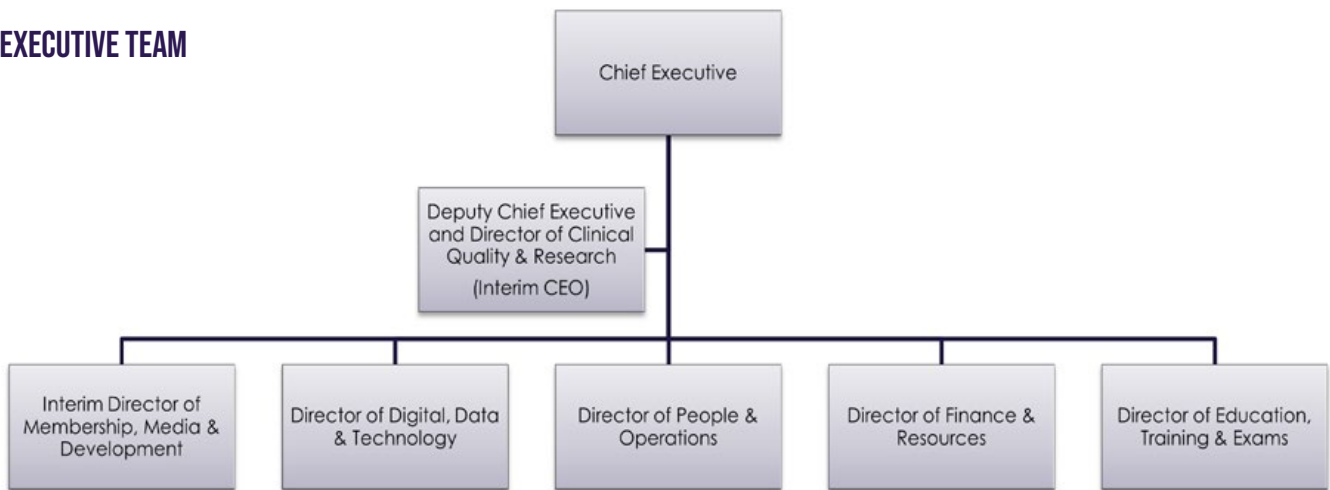
Organisational development, people leadership, and values-led culture: Build and maintain a high-performing executive leadership team responsible for developing and delivering organisational strategy. Embed a culture of taking care, learning, and being collaborative across the organisation.

- Be proactive in creating a culture that embraces equity, diversity, and inclusion, where employees and members can be themselves, are valued for their differences, and supported to be at their best.
- Build a high performing team that is aligned with the organisation's values, supported by a strong focus on engagement and wellbeing, and motivated to pursue excellence.
- Foster positive and respectful engagement between employees, members, fellows, and volunteers.
- Fully support the development and empowerment of employees to reach their potential.
- Ensure the Executive and Senior Management Teams take an appropriate cross-College approach, to ensure coherent operational planning, fairness of approach, and effective use of the College's resources.
- Develop and maintain a balanced and effective workforce, ensuring robust systems for recruitment and personal development for employees and membership voluntary roles.
- Ensure that the RCoA is compliant with employment law and best practice, promoting diversity, inclusion, and equal opportunities throughout all policies and practices.
- Provide leadership in employee wellbeing and professional development, ensuring that the organisation attracts, retains, and nurtures talent.



OUR STRUCTURE

EXECUTIVE TEAM



JUBILEE HOUSE



PERSON SPECIFICATION

EXPERIENCE

Essential

- A proven track record of success in a senior leadership capacity, ideally as a CEO, gained within a comparably complex, multi-stakeholder organisation.
- Significant experience of charity governance and law, ideally in a membership organisation or similar complex matrix organisation such as charity, healthcare, or not-for-profit sector that includes interactions with boards and committees. Demonstrable experience of delivering the highest levels of governance and probity.
- Significant knowledge of the healthcare sector with a strong appreciation for the work of the NHS and the complexities of the sector.
- A proven track record of success in leading transformational impact in the quality of service to members.
- Substantial experience of successful strategic thinking, planning, and delivery of organisational strategic plans.
- Evidence of financial and commercial acumen, including complex budgetary accountability and an understanding of income diversification and sustainability.

SKILLS AND PERSONAL QUALITIES

Essential

- The ability to have immediate credibility driven by high emotional intelligence. Can demonstrate gravitas and earn respect from fellows, officers, employees, and external audiences.
- Politically astute, with the ability to navigate complexity and represent the College's interests with credibility and care.
- Ability to provide inspirational, reflective, and enabling leadership for senior management and employees, while making a major contribution to the leadership of the College as a whole.
- Ability to be proactive and to identify and drive quality improvement, organisational efficiency, and innovation, ensuring continuous learning and modernisation.
- A collaborative and consultative approach, with the confidence and ability to hold open and honest conversations, including when issues are sensitive or challenging.
- Ability to meet multiple and competing deadlines and thrives under pressure, prioritising effectively and maintaining sound judgement in a fast-moving environment.

LEADERSHIP STYLE AND BEHAVIOURS

Essential

- A values-driven leader who is authentic, visible, and open to challenge.
- Proven team player who sets and achieves high standards of excellence.
- Strong sense of transparency and fairness. A demonstrable and personal commitment to equity, diversity, and an inclusive and empathetic approach to relationships and work culture.
- Personally committed to the College's purpose of improving patient outcomes through excellence in anaesthesia, intensive care, pain medicine, and perioperative care.
- Can provide clear, confident, and consistent leadership.

TERMS OF APPOINTMENT

CONTRACT

Permanent

SALARY

c£150,000 depending on the skills and experience of the preferred candidate.

PROBATIONARY PERIOD

Six months

HOLIDAY

34 days

WORKING PATTERN

Hybrid

The role is offered within a hybrid working environment (minimum 40% attendance a month), combining office and homeworking.

NOTICE PERIOD

Six months

PENSION

SAUL

Auto-enrolment of Employer 15% / Employee 6% for the first 3 years

Increasing to Employer 19% / Employee 6% thereafter

FAMILY FRIENDLY

Enhanced maternity, paternity, and adoption pay

HEALTH & WELLBEING

- Benenden Healthcare after 6 months of service
- Annual flu vaccinations
- Annual eye test and/or glasses allowance
- Employee Assistance Programme
- Cycle to work scheme
- Weekly wellness hour

PERSONAL ACCIDENT COVER

All employees are covered under the College's Personal Accident Policy, which provides up to 4 x salary (dependent on issue).

TRAINING AND DEVELOPMENT

Professional Development Scheme is available to support employees through relevant professional qualification and training, in providing financial and/or time commitment.

Up to five days study leave for training relevant to an employee's role is also available.

SEASON TICKET LOAN

An interest-free season ticket loan is available to employees upon satisfactory completion of their probationary period.

REFERENCES

All RCoA appointments are subject to satisfactory references



HOW TO APPLY

To make an application, please go to <https://starfishsearch.com/jobs/rcoa-ceo/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the person specification.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Deadline for applications is **Monday 05 January 2026**

RECRUITMENT TIMETABLE

Closing date:	Monday 05 January 2026
Preliminary interviews:	w/c 26 January 2026
Key Stakeholder meet and greet:	Monday 16 February 2026
Psychometric profiling:	Upon confirmation of shortlist
Final Panel interviews:	Friday 20 February 2026

