



## **Executive Director College of Intensive Care Medicine**

# Welcome

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Thank you for your interest in becoming the first Executive Director of the College of Intensive Care Medicine.

In July 2026, following almost two and a half years of work and nearly two decades as a Faculty, we became the College of Intensive Care Medicine: an independent charity with our own Board of Trustees, governance and voice. Reaching this point has been a significant achievement. Now comes the next chapter: building an organisation that is genuinely independent, financially sustainable and equipped to lead the specialty for the future.



This role sits at the heart of that transformation.

Organisationally, we are creating a College from what was previously a faculty function – establishing our own culture, values, policies, systems and operating model while managing a careful and constructive separation from the Royal College of Anaesthetists (RCoA), our long-standing host and continuing close partner.

Financially, we begin with an established income base, derived predominantly from subscriptions and examinations. The Executive Director will lead the development of a more diverse and resilient financial model, strengthening income and ensuring long-term sustainability without compromising our charitable purpose, governance or commitment to members.

For our people, we need to build our own workforce and operating model while supporting colleagues through a genuine change in employer and organisational identity. This will require clarity, empathy and strong leadership – alongside an unwavering focus on maintaining the services that almost 5,000 members rely on.

We are therefore looking for an Executive Director who has successfully led organisations through significant transformation; who understands how to build financial sustainability and diversify income; and who can bring people with them through complex and meaningful change.

You will bring the strategic and financial credibility to earn the confidence of our Trustees and partners at the RCoA, alongside the emotional intelligence and collaborative leadership needed to unite staff, members and the wider clinical community behind the College's future.

This is a rare opportunity to shape a new professional college at the moment of its creation: establishing its identity, culture and operating model while building the foundations for long-term independence and impact.

If you are excited by the opportunity to lead the College of Intensive Care Medicine through this defining period and help shape the future of intensive care medicine, I would be delighted to hear from you.

Best wishes,

A handwritten signature in black ink that reads "Jack Parry-Jones".

Dr Jack Parry-Jones  
President, College of Intensive Care Medicine

# About us

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The College of Intensive Care Medicine is the newest of the UK's medical colleges, formed from the Faculty of Intensive Care Medicine (FICM).

FICM was established in 2010 as a faculty of eight parent medical royal colleges, with the Royal College of Anaesthetists (RCoA) as its principal host. Over more than 15 years, the Faculty established standards, developed training and examinations and advocated for a specialty that has evolved from one historically dominated by anaesthetists into a genuinely multidisciplinary profession.

Today, the College of Intensive Care Medicine represents more than 5,000 members of a growing specialty. This includes doctors who lead and deliver critical care services, Advanced Critical Care Practitioners and Critical Care Pharmacists, reflecting the breadth of the professional and stakeholder community that the College exists to serve.

The College's ambition is to build on this strong foundation: bringing together a diverse professional community, championing excellence in intensive care medicine and ensuring that patients and their families benefit from high-quality, evidence-informed care.

## Our vision

Leading excellence in intensive care medicine.

## Our mission

We will:

- Listen to public, patient and family voices to enhance and develop our approach to intensive care medicine.
- Develop professionals across a diverse intensive care medicine workforce through guidance and standards, training pathways, curricula, education, examinations, specialty credentialling and ongoing personal and professional development.
- Advocate for the specialty and our members with a unified voice, influencing policy and practice to improve care for patients and their families.
- Build a sustainable and dynamic college that delivers value, responds to member needs and champions equity across our multidisciplinary community and across the four UK nations.

## Our values



# About us

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## Our charitable purpose

The College exists to advance and promote education and training in intensive care medicine to the highest standards of professional competence, for the protection and benefit of the public.

We seek to advance, preserve and protect good health by promoting professional practice and providing expert guidance on policy; to further instruction and research in the specialty, in the UK and overseas; and to educate the public in matters relating to intensive care medicine.

## Our journey to independence

Independence is a process as well as a moment. The College has followed a deliberately phased roadmap to establish the foundations of the new College and progress towards full independence.

### Prepare – 2025/26

The first phase established the College as a charitable company, with the RCoA as sole constitutional member, and put in place the governance structures required for the new organisation.

The priority was continuity. For most members, day-to-day services, examinations and support remained unchanged, while the College continued to be co-located with the RCoA.

### Establish – 2026/27 onwards

This is where we now stand.

The College has its own Board of Trustees and Council, while continuing to operate within the wider RCoA structure during the transition.

The focus of this phase is to establish the foundations of a sustainable and independent organisation, including strengthening the College's financial position, developing new membership models, building its organisational identity and putting in place the systems, workforce and operating model required for the future.

### Grow – 2027 onwards

The final phase will see the College move towards full constitutional independence from the RCoA.

This will include the College admitting its own membership as constitutional members and, once the College's finances are sufficiently stable, pursuing an application to the Privy Council for a Royal Charter.

The Executive Director will play a central role throughout this journey, balancing the need to move decisively towards independence with the importance of maintaining strong relationships, continuity of services and the long-term interests of both organisations.

# Job description

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|------------------------|-----------------------------------------------|
| <b>Job title:</b>      | Executive Director                            |
| <b>Reports to:</b>     | President, College of Intensive Care Medicine |
| <b>Direct reports:</b> | Interim Head of Operations                    |

## Role purpose:

The College of Intensive Care Medicine transitioned from being a Faculty of the Royal College of Anaesthetists (RCoA) on 01 July 2026. The newly established charity, with its own independent Board of Trustees and governance structures, is now embarking on a complex and ambitious journey to complete the transition to full independence.

This is a strategic role that will lead all aspects of the College of Intensive Care Medicine's ('the College') disaggregation from the RCoA towards full independence, delivering a smooth and mutually beneficial separation whilst ensuring financial growth and sustainability for the College.

The role will oversee and deliver a transformative pathway to independence while minimising risks to the RCoA and the College. This is a great opportunity to lead and shape a professional college at the moment of its newly founded charitable status and 5,000 strong established professional membership body - building its identity, systems, staffing, governance, culture, advocacy, long-term strategic platform and a reimagining of how the College as a 21st Century College that delivers value to its members, partners and the wider UK healthcare systems.

## Main responsibilities:

### Strategic Leadership

- Provide visible leadership and direction for the College, creating and delivering a pathway to independence
- Provide strategic counsel to the President of College of Intensive Care Medicine and Board of Trustees, ensuring clarity of direction during a period of change and separation from the RCoA
- Working in partnership with the RCoA Executive Team on establishing strategic disaggregation negotiations and operational separation from the RCoA and transformation towards a fully independent college, managing sensitivities across both organisations to facilitate a way forward that is in their joint interests
- Working alongside the RCoA Examinations Team to ensure the smooth running of exams and shared services
- Develop the College's first independent strategy and operational business plan, ensuring it reflects the new College's vision for leading excellence in intensive care medicine, and its mission of developing benefits for our members, advocating for our members and the speciality, strengthening involvement with patients and the public and establishment of a financially sustainable medical college
- Ensure the College's independence is achieved without service disruption, reputational risk or operational instability – working closely with the RCoA Director of Education, Training and Examinations to ensure the continued smooth delivery of these services through transition

# Job description

## Governance, Risk and Financial Stewardship

- Working with the College's Finance, Audit and Risk Committee, and in partnership with the RCoA Director of Finance and Resources on all financial and regulatory matters, including day-to-day accounting, external audit, and preparation of the Trustees' Annual Report and Accounts as part of the RCoA Group structure
- Develop and implement a strategic plan that secures a sound financial underpinning for the new charity, whilst clarifying any detrimental impacts for the RCoA and ensuring affordability for both organisations with the ultimate aim for the College to establish its own financial stewardship at the point of independence
- Monitor, evaluate, forecast and report on the financial performance of the charity, ensuring transparency and accountability in the future use of funds
- Develop oversight of the College's risk management, including organisational, financial, operational, and reputational risks fit for a modern membership organisation
- Identify and implement new opportunities for fundraising, growth, innovation and diversification of income/services
- Ensure the College operates to the highest standards of charity governance, compliance and fiduciary responsibility, working collaboratively alongside the RCoA Board of Trustees to define what is sole responsibility, joint responsibility or RCoA responsibility during the transition

## Employment, Organisational Design and Cultural Independence

- Working in partnership with the RCoA Director of People and Operations, ensuring compliance with RCoA as the employer until independence
- Lead on the pathway to the delivery of the College becoming an independent employer, whilst ensuring compliance with RCoA employment policies until full independence
- Prepare a plan to create a positive and inclusive organisational culture, underpinned by the creation of new values that supports its employees and promotes collaboration, innovation and excellence on behalf of the new charity
- Ensure the development of appropriate policies, procedures and systems to ensure efficient and effective operations of the new charity
- Lead change management programmes that support employees through the transition with clarity, empathy and a values-driven approach



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## Advocacy and Influence

- Represent the College across the four nations, and advocacy with other medical specialties including through the Academy of Medical Royal Colleges
- Build strategic partnerships with healthcare bodies, training organisations, government agencies, NHS stakeholders and professional groups
- Champion a future-focused vision for education, membership, standards and engagement
- Act as a senior ambassador for the College's values and strategic priorities, ensuring members are heard, understood and represented
- Strengthen the College's public profile as the UK's authoritative voice for intensive care medicine
- Oversee external communications and the network of events that is specifically aimed at the new College
- Ensure that external communications raise awareness of key health issues and challenges related to the specialty, including through campaigns, events and media
- Represent the goals of the new College at external events, conferences and meetings to raise awareness and foster partnerships
- Engage with policymakers, government agencies and stakeholders to support the aims and objectives of the new charity

## People Management, Relationships, Collaboration and Team Working

- Provide direction, support and constructive feedback for team members through regular 1:1 meetings
- Conduct performance reviews with team members, setting SMART objectives aligned to the College's strategy
- Encourage and support team members' personal development
- Build a collaborative, mutually supportive and high-performing team



# Person specification

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## Knowledge and experience

- Extensive senior leadership experience within a complex, multistakeholder environment, ideally in healthcare, membership or not-for-profit sectors
- Substantial experience of leading organisational transformation, including cultural change, workforce planning, employee consultation and designing modern operating models that enable long-term sustainability
- Strong knowledge of charity governance and law, with a proven track record of working effectively with boards, committees and trustees, upholding the highest standards of probity, transparency and accountability
- Deep understanding of the healthcare landscape, including the role and pressures of the NHS and the dynamics of working with clinical communities, national agencies and professional bodies
- Demonstrable success in improving the quality of services to members, fellows or professionals, ensuring value, accessibility and innovation
- Proven ability to develop, deliver and monitor organisational strategies, translating high-level ambition into clear, measurable action
- Strong financial and commercial acumen, including leadership of complex budgets, income stewardship and understanding of financial sustainability and diversification models
- A track record as a trusted, strategic and collaborative senior leader, with the ability to balance long-term vision with rigorous operational delivery
- Knowledge of external relations, communications and brand positioning, and their role in shaping reputation and member engagement

## Skills and abilities

- Ability to influence and support others to embrace change and continuous improvement
- High emotional intelligence and strong interpersonal presence, with the ability to inspire immediate confidence and credibility with members, officers, clinicians, employees, trustees and external partners
- Politically astute, with the ability to navigate ambiguity, manage sensitive issues tactfully and represent the College with authority and diplomacy
- Ability to drive organisational improvement, modernisation and innovation through proactive planning, problem-solving and continuous learning
- A collaborative and solutions focused approach, with confidence to hold honest, constructive conversations when decisions are complex or challenging
- Strategic foresight, with the ability to identify risks and opportunities early and guide the organisation through evolving contexts
- Ability to demonstrate clarity, confidence and consistency in leadership, particularly in periods of uncertainty or organisational transition
- Excellent communication, negotiation and advocacy skills, with the ability to convey complex issues simply and represent the College persuasively to diverse audiences
- Exceptional problem-solving capability, anticipating issues and addressing concerns before they escalate
- Outstanding written and verbal communication, capable of producing clear, high-quality briefings and papers on nuanced issues

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## Styles and behaviours

- Inspirational leadership style – reflective, empowering, supportive and capable of uniting and motivating teams through periods of change
- A values-driven, authentic and visible leader who models integrity, professionalism and openness to challenge
- Proven ability to foster a high-performance culture, setting ambitious standards and supporting teams to meet them
- A strong commitment to equity, diversity and inclusion, creating an environment where colleagues feel respected, heard and able to thrive
- A collaborative team player who builds trust, listens deeply and forms strong, productive relationships across the organisation and beyond



# Terms of appointment

## Salary

The salary for this role is £106,000 per annum on a full-time basis.

## Location

We operate a hybrid working policy. However, visible leadership is expected, with a minimum office attendance requirement of 40% each month, balancing office-based and remote working.

Our London office, Jubilee House, is situated in London Bridge.

## Terms of appointment

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|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Contract</b>                 | 2 year fixed term contract                                                                                                                                                                                                                                                                                           |
| <b>Probationary Period</b>      | 6 months                                                                                                                                                                                                                                                                                                             |
| <b>Holiday</b>                  | 34 days                                                                                                                                                                                                                                                                                                              |
| <b>Notice Period</b>            | 3 months                                                                                                                                                                                                                                                                                                             |
| <b>Pension</b>                  | Standard Life – auto-enrolment of Employer 10% / Employee 5%<br>With the option of reducing or increasing contributions to 3%, 4% or 6% and the College will then automatically contribute double the amount you choose.<br>You may wish to contribute more than 6% but the College's contribution is capped at 12%. |
| <b>Family Friendly</b>          | Enhanced maternity, paternity and adoption pay                                                                                                                                                                                                                                                                       |
| <b>Health and Wellbeing</b>     | Benenden Healthcare<br>Annual flu vaccinations<br>Annual eye test and/or glasses allowance<br>Employee Assistance Programme<br>Cycle to work scheme<br>Weekly wellness hour                                                                                                                                          |
| <b>Personal Accident Cover</b>  | All employees are covered under the College's Personal Accident Policy, which provides up to 4x salary (dependent on issue).                                                                                                                                                                                         |
| <b>Training and Development</b> | Professional Development Scheme is available to support employees through relevant professional qualification and training, in providing financial and/or time commitment.<br>Up to 5 days study leave for training relevant to an employee's role is also available.                                                |
| <b>Season Ticket Loan</b>       | An interest-free season ticket loan is available to employees upon satisfactory completion of their probationary period.                                                                                                                                                                                             |
| <b>References</b>               | All appointments are subject to satisfactory references.                                                                                                                                                                                                                                                             |

# How to apply

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We hope you will consider making an application. To make an application, please go to [Starfish](#) and click on the apply now button, with the following prepared:

- Your CV (no more than 3 sides)
- A supporting statement (no more than 2 sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria

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.

**Closing date:** Monday 19<sup>th</sup> October 2026  
**Preliminary interviews:** w/c Monday 2<sup>nd</sup> and 9<sup>th</sup> November 2026  
**Final Panel interviews:** w/c Monday 7<sup>th</sup> December 2026

