



Director of Education, Training and Examinations Royal College of Anaesthetists

Welcome

Dear Candidate,

Thank you for your interest in becoming our next Director of Education, Training and Examinations at the Royal College of Anaesthetists (RCoA).

I joined the College as Chief Executive in August, having previously served as a Lay Trustee. I already knew the RCoA to be an organisation with real heart, expertise and ambition; returning in this new capacity and getting to know our members, specialties and people from a different perspective has only strengthened that view.

The College is at an important moment in its development. We've just begun work on a new corporate strategy to shape the future of the College as an institution and of the specialties we serve. We've recently moved into our new headquarters, Jubilee House in London Bridge: a modern, welcoming base for our members, specialties and colleagues.

At the heart of everything we do is our purpose: to ensure patients benefit from the highest possible standards of care in anaesthesia, pain medicine and perioperative care. Standards are not an abstract commitment for us - they are the mechanism by which patient safety is protected, every single day, in every operating theatre and pain clinic in the country. The overwhelming majority of anaesthetists practising in the UK have passed through the curricula, training programmes and examinations that this College sets and safeguards, and our examinations are well recognised, both in the UK and overseas as a robust and fair standard in anaesthetic practice. Getting those standards right, and rigorously maintaining them, is one of our most fundamental responsibilities as a professional body and as a charity.

That responsibility has rarely mattered more. The NHS faces rising demand, workforce shortages and constrained resources, while being asked to improve productivity and reduce waiting times. Robust, well-evidenced standards allow the profession to expand safely, adapt training to new models of care and give patients, employers and regulators confidence in every anaesthetist we certify.

As we develop our next strategy, we have an opportunity to think carefully about how we uphold and evolve the standards that underpin anaesthesia, pain medicine and perioperative care - ensuring our curricula, assessments and quality assurance keep pace with the profession while never compromising on rigour, fairness or consistency.

This is where our new Director of Education, Training and Examinations will play a pivotal leadership role. We are looking for an experienced senior leader with a strong track record of leading education, training, examinations or professional standards within a complex organisation. You will bring a deep, practical understanding of education and assessment – as well as the judgement to hold that rigour even under operational and financial pressure.

You'll oversee the UK anaesthetic training programme and our curricula, credentials and assessment frameworks, ensuring they remain valid, reliable, fair, inclusive and delivered to consistently high standards, with robust arrangements for standard setting, moderation and quality assurance at every stage. You'll also maintain the regulatory relationships across the four nations, while developing commercially viable opportunities to extend the reach of the College's education and examinations expertise in the UK and internationally, without ever diluting what those standards represent.

If this opportunity inspires you, and you bring the experience, judgement and ambition we're looking for, I would be delighted to hear from you.

Craig Jones

Best wishes,
Craig Jones
Chief Executive



About us

The Royal College of Anaesthetists (RCoA) is the professional body and registered charity responsible for the specialty of anaesthesia throughout the UK. We work to ensure the highest standards of patient care across anaesthesia, pain medicine and perioperative care. We continue to have a close partnership with the College of Intensive Care Medicine through shared services, working practices and objectives.

Anaesthetists are specialist doctors who have undertaken at least seven years of specialist postgraduate training. Anaesthesia is the largest single hospital specialty in the NHS, and the RCoA is the third largest medical royal college in the UK, with more than 26,000 fellows and members.

Our employees and volunteers deliver a wide-ranging portfolio of education, training, assessment, professional support, advocacy and policy work. We work alongside our members to support them throughout their careers, while representing the interests of our specialties and the patients they care for. This position will play a pivotal role in supporting over 4,700 anaesthetists in training, 27,000 users of our Lifelong Learning Platform and over 170 examiners, assessing over 3,000 examination candidates per year and 500 College Tutors, Regional Advisers and senior trainers across the UK. The role will be responsible for managing and controlling a complex budget of £3.5m. From setting the standards for recruitment into anaesthetics training, to developing and maintaining curricula, developing quality assurance and guidance, overseeing portfolio pathway assessments and setting, maintaining and developing examinations, the role of Director of Education, Training and Examinations is to continually uphold and develop standards for anaesthetists in the UK and overseas.

Our membership spans different career stages, specialties and professional experiences. Understanding those differences - and responding to them effectively - is central to our future.

We want every fellow and member to feel that the College understands their needs, values their contribution and represents their interests. That means listening carefully, using evidence and insight to inform our decisions and ensuring that our services remain relevant as professional practice and expectations change. We also have an important external role. We advocate for our members and patients at national level, contributing evidence and expertise to debates about healthcare, medical education, workforce planning and the future of the NHS. We want to remain a leading voice for our specialties while ensuring that our advocacy is grounded in evidence and focused on better outcomes for patients and the public.

The healthcare environment in which our members work is changing rapidly. The UK Government's 10 Year Health Plan for England sets out a vision for healthcare based around three shifts: from hospital to community, analogue to digital and sickness to prevention. Similar reforms are taking shape across the devolved nations. These changes have significant implications for anaesthesia and perioperative care. Our members have an important role to play before, during and after surgery. Approaches such as prehabilitation, shared decision-making and early discharge planning can improve patient outcomes and support greater efficiency across the NHS. The move towards more integrated, community-based care, alongside the development of a single patient record, creates opportunities to embed these approaches more widely.

At the same time, significant challenges remain. Workforce shortages continue to place pressure on services and professionals. Our latest workforce census provides important evidence to support our work - from workforce planning through to improving the working lives of anaesthetists and other professionals across our specialties. Our external influence is already delivering results; our work has contributed to additional anaesthetic training places in England and Northern Ireland and influenced new perioperative measures within the Elective Reform Plan. We will continue to use our expertise, evidence and the collective voice of our membership to shape policy and practice.

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

- [Annual Report](#)
- [Current Strategy](#)
- [2025 Workforce Census](#)
- [Our Commitment to Equity, Diversity and Inclusion](#)
- [Our Commitment to Sustainability](#)

To find out more about how we support our members, please see the [membership section](#) of our website.

Our Vision and 2022 - 2027 Strategy

Joining the College at this critical juncture will mean the postholder can play a direct role in shaping our new corporate strategy - at the precise time we're making choices and judgements that will decide the future shape of our institution and the specialties we serve.

Our vision is clear: we want 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, pain medicine and perioperative care, whatever the circumstances. This has never been more essential than today, as the NHS mobilises to step up to the growing pressures of an ageing population living with multiple chronic conditions.

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, 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

Our current strategy identified four focus areas to guide the progress and development of our specialties:

Championing our membership

Ensuring our members feel valued, supported, represented and connected to the College throughout their careers.

Shaping the future of our specialties

Using our expertise, evidence and influence to shape the future of anaesthesia, pain medicine and perioperative care.

Pursuing excellence in everything we do

Maintaining and improving the standards, education, training, assessment and services that underpin high-quality care.

Promoting healthier outcomes for all

Using our influence and expertise to improve patient outcomes, address inequalities and contribute to a healthier society.

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



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.

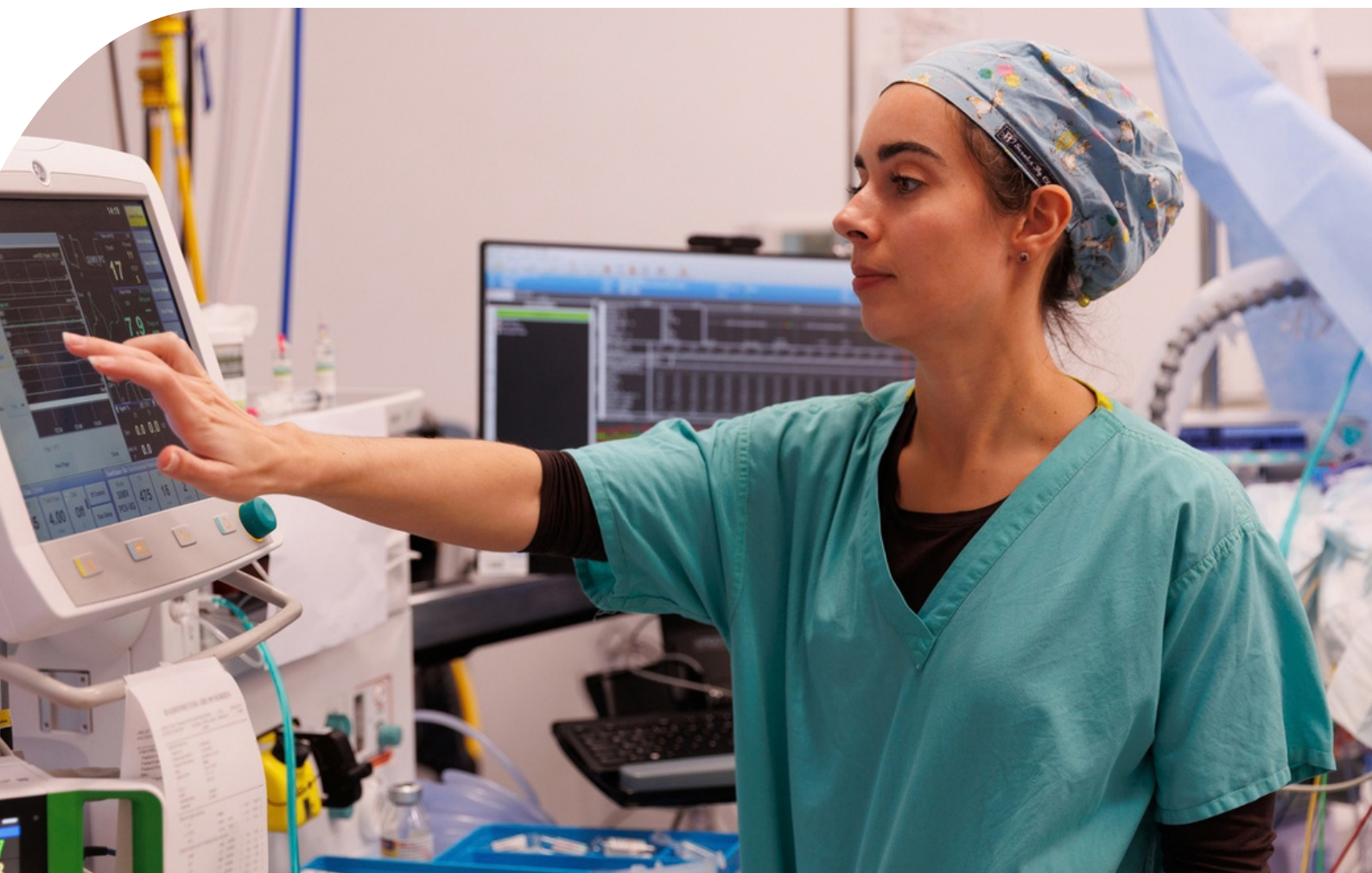
How we do it

By being...

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

We will continue to advocate at all levels to make our vision a reality. This will be from the individual patient wondering if surgery is right for them, through to championing our workforce at the highest decision-making levels in government.

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.



An exciting period for the College

Investment in Our Physical and Digital Estates

In July 2026, we moved into Jubilee House, our new home and a modern base for our members, specialties and colleagues. The building brings together around 130 employees, examination facilities and an events venue, creating new opportunities for members and professional communities to connect with the College.

The move has also enabled us to develop a more connected digital ecosystem, under the leadership of our Digital, Data and Technology Director. We have developed a comprehensive Digital, Data and Technology roadmap and phased implementation plan, including recommendations around our operating model, resources and governance.

Our current digital estate includes multiple websites, a core CRM and specialist platforms supporting education, examinations, events and member services. Modernising this estate is important, but the opportunity is much broader: to rethink how the College works, how members experience us and how technology can help us build stronger relationships with our professional community.

There is also significant potential to collaborate more closely with other medical royal colleges, the NHS and strategic partners, sharing solutions, standards and innovation for the benefit of members and patients.

Supporting Changing Specialties

The professional landscape around the College is also evolving.

In July 2026, the Faculty of Intensive Care Medicine officially became the College of Intensive Care Medicine, establishing itself as an independent charitable organisation and recognising the distinct and growing nature of intensive care medicine as a specialty.

This marks an important development for the profession and reflects the changing landscape in which the RCoA operates. Membership engagement and collaboration were integral to this process and will remain important as the College of Intensive Care Medicine develops its identity, governance and resources. We will retain and enhance our strong links with the new College as we continue to deliver, maintain and update examinations in Intensive Care through our examinations team, common processes and our formal transitional agreement. Strong collaborative links with clinical examiners, employees and invigilators are key to our shared ambitions of organisational strength and resilience.

Job description

Job title:	Director of Education, Training and Examinations
Reports to:	Chief Executive Officer
No. of Direct reports:	29 employees with two direct reports
	Senior accountable colleagues include:
	Associate Director of Education, Training and Examinations
	Head of Training
	Head of Examinations

Role purpose:

The Director of Education, Training and Examinations is a member of the Executive Team and shares responsibility for the leadership, performance and effective stewardship of the College.

The postholder provides strategic leadership for the College's work in education, training, examinations and assessment, continuing professional development and relevant workforce matters. They will ensure that these activities maintain high professional, regulatory and educational standards, respond to the changing needs of anaesthetists and the wider health service and provide excellent services to members and doctors in Training.

This role is responsible for the performance, people, budgets and resources of the Education, Training and Examinations directorate. Working closely with clinical leaders, volunteers and suppliers, this role will maintain effective relationships with regulators, statutory education bodies and other partners, and develop opportunities to extend the reach, influence and commercial potential of the College's education, examinations and assessment expertise.

The postholder will lead and oversee governance, regulations and policies for furthering and maintaining professional standards in anaesthesia and associated subspecialty areas. The postholder will also drive innovation in learning and assessment, ensuring our offer remains relevant, effective and responsive to the evolving needs of the profession.

Main responsibilities:

Executive Leadership

- Be an active and collaborative member of the Executive Team, contributing to the development and delivery of the College's strategy and organisational priorities, demonstrating and upholding the principle of collective responsibility for outcomes across the College
- Provide strategic leadership and direction to the Education, Training and Examinations directorate, establishing clear priorities, accountabilities and measures of success

- Provide advice to the Chief Executive Officer (CEO), Council, Board of Trustees and relevant committees on matters within the portfolio
- Work collaboratively across the College and represent the College externally at senior level

Education, Training and Professional Development

- Lead the development and delivery of the College's work in education, training and professional development, maintaining high standards across the UK anaesthetic training programme and supporting anaesthetists throughout their careers
- Oversee the development and maintenance of curricula, credentials and associated educational and assessment frameworks for which the College is responsible
- Ensure robust quality management and assurance of training, curricula and educational standards
- Lead the College's contribution to anaesthetic workforce strategy and policy, ensuring it is informed by the best evidence on the needs of the UK-wide workforce
- Lead the College's approach to continuing professional development, lifelong professional learning, registration and revalidation
- Work with colleagues in the Digital, Data and Technology directorate to optimise the Lifelong Learning Platform, with a particular focus on content ownership while technology colleagues enhance the platform and functionality
- Oversee and manage the College's statutory duty to provide external assessors for the Advisory Appointment Committee Consultant appointment process
- Lead the College's work to develop and oversee Physicians Assistants in Anaesthesia
- Maintain effective relationships with trainees, College Tutors, Regional Advisers, Training Programme Directors, Heads of School and other clinical and educational leaders



Examinations and Assessment

- Lead the development and delivery of the College's examinations and assessment strategy, including the Fellowship of the Royal College of Anaesthetists (FRCA), Fellowship of the College of Intensive Care Medicine (FCICM), Fellowship of the Faculty of Pain Medicine of the Royal College of Anaesthetists (FFPMRCA) and other examinations delivered by the College
- Ensure examinations and assessments are valid, reliable, fair, inclusive and delivered to consistently high standards
- Ensure appropriate arrangements for standard setting, quality assurance, moderation, results, examiner recruitment and technology
- Ensure equality, diversity and inclusion are appropriately embedded in examination and assessment, including through analysis of outcomes and differential attainment
- Oversee examination reviews, appeals and significant incidents and ensure that data and evidence are used to support assurance and continuous improvement
- Develop commercially viable opportunities to extend the reach of the College's examinations and assessment expertise, including through international delivery, licensing and partnerships

Performance, Finance and Development

- Take overall accountability for the performance, people, resources and budgets of the directorate
- Establish and monitor appropriate objectives, Key Performance Indicators and measures of quality, impact and user experience
- Ensure effective financial management and value for money
- Identify and manage strategic and operational risks
- Lead continuous improvement and innovation across the directorate, including opportunities to simplify services and make effective use of digital technology, data and insight
- Develop opportunities to grow and diversify sustainable income from examinations, assessment and professional development in the UK and internationally
- Ensure international activity is strategically aligned, proportionate and normally financially self-sustaining, with any College subsidy justified by a clear strategic or charitable benefit

People, Partnerships and Governance

- Provide visible and inclusive leadership to the directorate, developing senior managers and creating a culture of accountability, collaboration and continuous improvement
- Build effective relationships between employees, clinical leaders, members and volunteers
- Maintain effective relationships with the General Medical Council, statutory education bodies across the four nations, the Academy of Medical Royal Colleges, other colleges and faculties, NHS organisations and other relevant partners
- Ensure Council, the Board of Trustees and relevant committees receive timely and high-quality advice and assurance
- Ensure effective governance and compliance with legal, regulatory and professional requirements
- Undertake other responsibilities or strategic projects reasonably required by the CEO

Person specification

Knowledge and experience

- Significant senior leadership experience in a complex organisation, with responsibility for people, services and budgets
- Significant experience of leading education, training, examinations, assessment or professional standards
- A strong track record of leading teams and delivering high-quality services, continual improvement and change
- Experience of developing strategy and translating strategic objectives into effective delivery
- Strong understanding of education and assessment principles, including quality assurance and standard setting
- Senior leadership experience within education, assessment, professional standards, healthcare, a membership body, regulator or comparable complex environment
- Understanding of, or ability to rapidly acquire, knowledge of postgraduate medical education and the UK medical training environment
- Experience identifying and delivering opportunities for service improvement, organisational growth, commercial development or new markets
- Strong financial and commercial awareness

Skills and abilities

- Excellent judgement, communication and influencing skills, with the credibility to work effectively with senior professional stakeholders, regulators, boards and committees
- Strong analytical capability and the ability to use data and evidence to assess performance and inform decisions
- Ability to balance professional, educational, operational and financial considerations and manage significant risks
- Commitment to equality, diversity and inclusion and to ensuring fairness in education, training and assessment
- Collaborative, inclusive and values-driven leader who demonstrates integrity, professionalism and sound judgement
- Resilient, adaptable and committed to innovation, continuous improvement and customer excellence



Terms of appointment

Salary

The salary for this role is £120,000 per annum on a full-time permanent 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.

Details of appointment

Contract	Permanent full time.
Probationary period	6 months
Holiday	34 days
Notice period	3 months
Pension	Standard Life – auto-enrolment of Employer 10% / Employee 5% 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. You may wish to contribute more than 6% but the College's contribution is capped at 12%.
Family friendly	Enhanced maternity, paternity and adoption pay
Health and wellbeing	Benenden Healthcare Annual flu vaccinations Annual eye test and/or glasses allowance Employee Assistance Programme Cycle to work scheme Weekly wellness hour

How to apply

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 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 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.

Starfish will conduct preliminary interviews. The final stage of the process will combine a stakeholder advisory group of team members and Trustees/Council members with a final interview panel focusing on technical competency and alignment with the person specification.

Closing date: Monday 2nd November 2026
Preliminary interviews: Monday 16th and Tuesday 17th November 2026
Final panel interviews: w/c Monday 7th or w/c Monday 14th December 2026

