



The ROYAL
SOCIETY of
MEDICINE

Saxton Bampfylde



Appointment of

Chief Executive

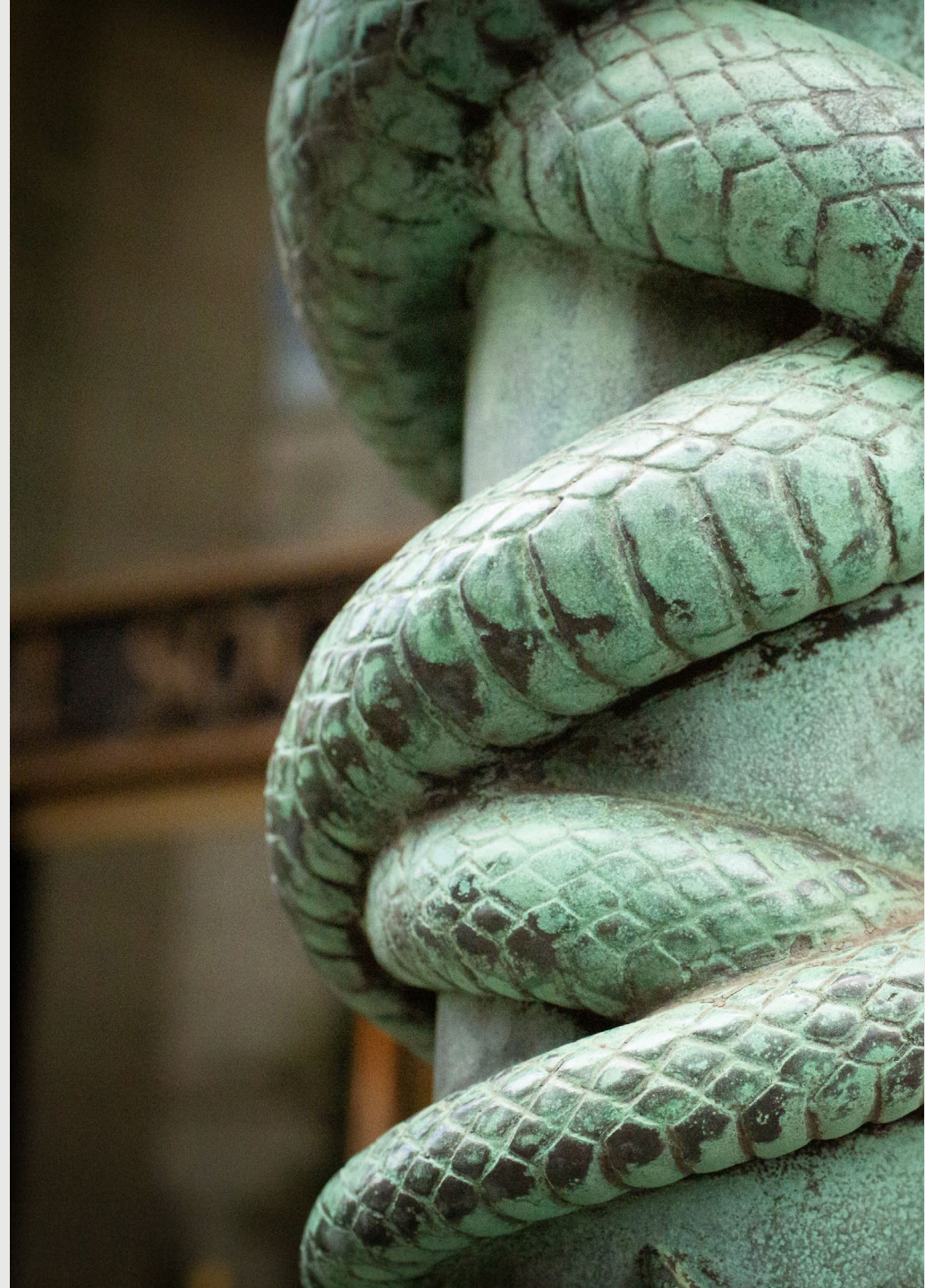
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**“To advance health,
through education and
innovation.”**





Letter from the President

We live in a fast-changing world where the work of medical colleagues is critical. The Royal Society of Medicine (RSM) is a charity and membership organisation with enviable convening power, bringing together leading healthcare professionals, researchers, innovators and patients to shape future thinking across a wide array of issues.

Our work addresses some of the most pressing challenges today from improving patient care and tackling public health crises, to advancing medical technology and innovative treatments. In recent years, the global healthcare landscape has faced immense challenges, including the COVID-19 pandemic, the growing pressures of an ageing population and emerging healthcare inequalities. These challenges underscore the vital role of medicine in safeguarding the health of individuals and communities.

Whether supporting a diverse community of healthcare professionals, advancing medical research or fostering lifelong learning, the RSM empowers its members to drive innovation and improve patient care worldwide.

Thank you for your interest in the role of Chief Executive at the RSM. This is a unique opportunity to play a pivotal role in shaping

the future of the RSM at a time when medical practice and education are facing significant challenges. We are committed to advancing healthcare by supporting professionals at every stage of their career; demonstrating why medicine is crucial to our society's health and wellbeing.

As our Chief Executive, you will lead a passionate and dedicated team, working with a diverse range of stakeholders including our members from around the world. You will lead the development of a new strategy to drive forward a vision to address the challenges of the future.

We are seeking a leader who can inspire, connect, and empower others; someone who understands that medicine is not just a profession, but a force for positive change. If you are excited by the opportunity to shape the future of healthcare and lead an organisation that is making a meaningful impact, we are keen to hear from you.

Yours sincerely,

Professor Gillian Leng CBE
President, Royal Society of Medicine





Introduction

The RSM has a rich history dating back to the 18th century. Its origins were founded on enabling connections and providing a platform for discussion, debate and learning within the medical community. That tradition remains.

Today the RSM flourishes on forging connections and empowering experts across a broad spectrum of healthcare professions. By sharing learning and supporting innovation, our aim is to be the leading provider of continued learning for healthcare professionals today, to inspire future generations and to engage the wider public in key health issues.

The RSM is a charity and member organisation with a Royal Charter. Our patron is His Majesty King Charles III.

To read more about our governance find more information here: <https://www.rsm.ac.uk/about-us/how-we-are-governed/>.

All our work is guided by our vision and mission.

- **Vision: Better healthcare for better lives.**
- **Mission: To share learning and support innovation within and across all areas of healthcare.**







Our activities

The RSM empowers healthcare professionals to have the conversations that matter. By connecting RSM members and healthcare professionals across the globe, we inspire debate, champion innovation to advance healthcare and support 30,000 individuals in their careers annually. Our global network of experts spanning 106 countries is united by our shared vision: better healthcare for better lives.

Membership

Our members make us what we are. Representing the full breadth of healthcare roles, our dynamic global membership ranges from passionate students to senior fellows, fostering a vibrant, diverse community. Currently, we have a global membership of approximately 18,000 with strong ambitions to grow. Their expert knowledge shapes our education programme; they broaden the horizons of those who they connect with and the RSM itself.

Education and Learning

Our highly-engaged volunteer members span over 50 networks and forums (called sections). They play a crucial role in developing and delivering our extensive specialist education events. The RSM also offers one of the most comprehensive cross-specialty programmes for medical education.

The RSM is renowned for our historic library which houses a rich archive collection of physical reference material. Our extensive online resources, provide healthcare professionals worldwide access to journals and databases. We are also proud of the fact that the Journal of the Royal Society of Medicine (JRSM) ranked 10th out of 329 'general and internal medicine' titles in Clarivate's 2023 Journal Citation Report.

Partnerships and Public Engagement

The RSM partners with a wide range of organisations and institutions across the commercial, public and charitable sectors.

Addressing diverse subjects with leading speakers, the RSM's public engagement programme offers free, open-to-all events for healthcare professionals and members of the public.

Commercial Services

Royal Society of Medicine Commercial Services Limited is a vital part of our work and is a wholly-owned subsidiary of the RSM, providing event management, catering and audio-visual services for the RSM's education programme, as well as venue hire and services to external clients and conference organisers. The RSM's Club facilities for members, including a restaurant, private dining rooms, bar and hotel, are also operated by the company. These services support the core educational purpose of the RSM and deliver a significant financial contribution to our charitable activities.

For further details please see:

Our annual report here: <https://www.rsm.ac.uk/about-us/annual-reports/>
and

Our Strategy 2021-2026 here: <https://www.rsm.ac.uk/about-us/rsm-strategy-better-healthcare-for-better-lives/>.



The Role

The RSM is embarking on an exciting new stage as we move beyond our strategy for 2021 to 2026. The Chief Executive has the crucial role of supporting and enabling the President and Council in their plans to continue the RSM's development by growing our impact, inclusivity, sustainability and influence. Providing inspiring leadership, the new Chief Executive will nurture a strong culture of collaboration across the RSM, driving forward a new strategy and an exciting next stage in the life of the RSM.

This post offers an outstanding opportunity to lead and shape the future of an organisation with tremendous impact and potential. The focus now is to enable the development of the education programme, support and grow the RSM's membership base and develop new income streams, whether through the future utilisation of the estate, new corporate partnerships or other funding opportunities.

As a part of this, we seek a visionary and ambitious Chief Executive to lead us into the future. With a demonstrable interest in healthcare, the incoming Chief Executive will bring together the skills, expertise and energy of our global community for the greatest influence and impact. The successful candidate will be a collaborative, creative and innovative leader with excellent business experience. With a strong external presence, they will be passionate about leading a membership organisation with social purpose and global convening power. With proven successful leadership experience in a high-performing organisation, they will bring a strong sense of intellectual rigour combined with commercial acumen and influencing skills. The successful candidate will continue to build on our strong global reputation and, above all, lead by example, working hard and effectively for the greater good of society.



The Role

Strategic focus

- Provide direction and support for the development and delivery of a new strategy.
- Keep abreast of emerging issues significant to the RSM.

Managing and Developing People:

- Build, lead and manage the Executive Team, developing and empowering them to ensure delivery of high performance against our strategic goals in line with RSM values. Create inclusive, self-managed, accountable, high-performing teams.
- Lead the Executive Team to maintain a legally compliant, safe, healthy, inspiring and collaborative working environment for all RSM staff.
- Work in partnership to lead the people strategy including the delivery of a high-performance culture, positive management of change and creating an engaging and efficient working environment, which attracts and retains a diverse talent base.

Governance/Compliance:

- Work closely with the President and Trustees to ensure effective leadership and governance of the RSM. This includes the delivery of the RSM's vision, mission and strategic priorities.
- Lead the Executive Team and support the President to ensure responsibilities are carried out in accordance with all relevant applicable laws.

Ambassadorial, Commercial and Stakeholder Management:

- Promote the RSM and its programmes with local, regional, national and international organisations.
- Build and develop beneficial relationships and partnerships with other organisations which support delivery of the RSM's mission throughout the UK and internationally.
- Enhance the RSM's reputation with members, key external stakeholder organisations and members of the public.
- Support a programme of successful fundraising for the RSM.
- Champion EDI across the RSM and its membership.

Financial

- Work in partnership with the Chief Finance and Operations Officer to ensure the financial strategy supports the RSM's overarching organisational strategic aims, ensuring its long-term financial viability and sustainability.
- Ensure that appropriate financial and auditing systems are in place to allow the RSM to run effectively, compliant with UK accounting standards.
- Oversee the setting of annual budgets and regularly monitor performance.
- Support the development of business cases for income generation and optimal use of charitable resources.



Person Specification

Type of Person

The successful candidate will be an effective leader who brings energy and enthusiasm to the role. With a substantial record of achievement and strong strategic thinking, they will nurture and build the RSM's success. An understanding of finance, strong commercial acumen and experience in business development and organisational change will be essential for success. Bringing sophisticated and strategic leadership at a senior executive level within a complex environment, ideally within another charity or membership organisation, this person will have a track record of success in leading and embedding change. An engaging leader, the incoming Chief Executive will have the intellect, emotional intelligence, resilience, and interpersonal and influencing skills to work successfully with all stakeholders, both internally and externally. Experience of having worked with healthcare professionals is helpful but is not essential; some familiarity with and interest in the health sector will be important.

Candidate will bring:

Essential Experience and Skills

- Educated to degree level.
- Successful track record as a leader at senior executive level.
- Strong business and commercial acumen.
- Success in leading and delivering organisational change positively with particular focus on improving services.
- A track record of successful strategic leadership and planning.
- Successful people management across multiple stakeholder groups: including members, clients, partners, and staff at all levels.
- Effective working in collaboration with boards and governing bodies.
- Experience of working in a complex multi-stakeholder environment.
- Ability to present persuasively to a range of audiences.

Competencies

- Strategic thinking and leadership.
- Strong people leadership and values in line with the RSM.
- Honesty and integrity.
- Commerciality.
- Diplomacy and tact.
- Adaptability and flexibility.
- External awareness.
- Collaborative, values driven and emotionally resilient.

Desirable

- An understanding of and interest in healthcare, including current and emerging policies and trends.
- Knowledge of the UK healthcare education sector and global trends, markets and potential.
- Chief Executive experience.
- Understanding of the charity sector and its regulatory environment.
- Understanding of the role of digital channels in creating business opportunities.
- Experience of leadership in similar organisation such as healthcare or education charities, or membership organisation.
- Experience in commercially optimising the value of property and intellectual property.
- Experience of philanthropy.
- Post-graduate or equivalent professional or management qualification.
- Coaching qualification or experience.
- Experience in advancing a culture of equality and inclusion.

Terms of Appointment & Process

There is a generous package on offer including benefits.

Process

- Longlisting will take place on 6th of May.
- Longlisting interviews will be held at the RSM on 12th, 13th and 15th May.
- Shortlisting will take place on 19th May.
- Informal discussions with Professor Gillian Leng CBE will take place w/c 19th May.
- Panel interviews will be held in person at the RSM on 27th May.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Royal Society of Medicine on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **ZRYD**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **30th April**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

The RSM positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, transgender status, religion or belief, marital status or pregnancy and maternity. The RSM is all about our people – our members, staff, volunteers and leaders. We can only do our work by being inclusive, encouraging and celebrating diverse perspectives.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

#CET01



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