



Vice president for Wales (VPW)

Reports to	RCP president
Department	Membership Support and Global Engagement (MSGE) Directorate/Communications, Policy and Research (CP&R) Directorate
Tenure	3 years, commencing as soon as possible following election until 31 July 2029 (initial 2-year term extendable subject to satisfactory appraisal and mutual agreement)
Hours	Up to 1 day per week. Two-person job-share nominations are welcomed
Location	The role involves a mix of remote and onsite working (in Liverpool, London and Wales). The role holder will need to be a physician (RCP fellow) who works in Wales and will be expected to work flexibly to meet the requirements of the role.

About the RCP

The Royal College of Physicians is a rewarding and friendly place to work with an incredible history, dating back to our foundation in 1518. We are a professional membership body for physicians – doctors who work in hospitals – with around 40,000 members in the UK and across the world working to improve patient care and reduce illness. Our activities focus on educating, improving and influencing for better health and care.

We work from two main sites – The Spine, a new state-of-the-art building at the heart of the Knowledge Quarter in Liverpool, and an iconic Grade I-listed building overlooking beautiful Regent's Park in central London. We are committed to a hybrid working model that means most staff work flexibly, spending a minimum of 6 days a month in the office.

We champion an inclusive culture and welcome applications from all sections of society. We value taking care, learning and being collaborative. These values underpin everything we do.

Join us to help achieve our vision of a world in which everyone has the best possible health and healthcare.

Purpose and scope

- The vice president for Wales (VPW) is a college officer role with senior leadership responsibilities. Directly responsible to the president, you will be a key member of the RCP senior clinical team, a member of Council and the RCP Wales Committee.
- You will be responsible for supporting and uniting the members and fellows in Wales, as well as playing a key role in delivering the RCP's strategy and policy regionally.

- You will lead work to identify the key policy issues, priorities and challenges facing RCP fellows and members in order to influence change in the Welsh NHS and develop links with the Senedd and the Welsh government.
- You will work on projects and campaigns across a wide variety of policy areas, and engage with stakeholders to raise the RCP's influence, its impact on health and public policy, and enhance its reputation.
- You will work as part of the senior clinical team (president, registrar, treasurer, vice president for education and training, academic vice president, clinical vice president, global vice president) and with executive colleagues. The vice presidents will represent or deputise for the president as appropriate and required.
- The VPW is nominated by RCP Council (based on nominations received from the fellowship who work in Wales) and the role is elected by the fellows and collegiate members of the RCP who work in Wales. Nominees should have at least 5 years' standing as a fellow and must work in Wales. Nominees must have the necessary experience or knowledge as required by the role description (as judged by Council).

How we'll measure your success

- Your contributions to representing the RCP's vision, strategy and values, in external and internal contexts, and to their development to ensure the continued relevance and impact of the RCP for its members in Wales, for health and healthcare, and for the public.
- Productive partnership working alongside the senior officers, MSGE clinical officer team and the professional staff of the MSGE/CPR directorates and a wide range of other stakeholders.
- Conducting your work in line with RCP policies and financial procedures and developing this as a cultural norm for all clinicians involved in education and assessments.

What you're responsible for

- The focus of the role will be on matters relating to policy and campaigns, acting on behalf of the RCP within Wales, on a basis agreed with the president. The vice president for Wales will be empowered to liaise locally with ministers, CMO and other civil servants, Senedd Members, senior stakeholders and the Academy of Medical Royal Colleges in Wales – in effect acting as a deputy for the president in continuing business.
- You will be expected to represent the interests of all medical specialties for which the RCP has responsibility, liaising as appropriate with specialist leaders and societies in Wales. You will also attend (as appropriate) relevant RCP meetings as either a member or attendee – see Board and meeting membership (below). As such, you will be expected to contribute to decision making around policy, strategy and external influence and positioning.
- Your responsibilities will not duplicate those of the RCP regional advisers (RAs), but you will be expected to work closely with the RAs in Wales and support them in carrying out their roles. Similarly, the RAs will support you in carrying out the role. In addition, the nature of the devolved NHS and Welsh government will require different ways of working. In circumstances involving the management of local affairs, you will have authority and responsibility to determine local operational policy. The VPW is responsible for the RCP Update in medicine programme in Cardiff, together with the RA team.

- You will work closely with RCP staff in Wales and across the wider RCP to promote the effectiveness of RCP engagement and influence.
- You will be empowered to represent the RCP in discussions with Welsh government ministers, civil servants, Senedd members, NHS officials, the third sector and other royal colleges in Wales, in effect acting as a deputy for the president in external facing engagement. You will also act as the lead media spokesperson for the RCP in Wales.
- You will be expected to attend meetings on behalf of the RCP, contribute to policy consultations, write for RCP publications, and speak or chair RCP conferences and events.
- Where possible, you will attend ceremonial occasions, such as the admission of new members and fellows, College Day (including presidential election), and the annual general meeting.

Board and meeting membership

You will be a member of the following boards and meetings:

- RCP Council (member – voting rights)
- Strategy Executive Group
- Resident Doctor Committee (attendee)
- College Officers' Forum
- Influencing Board
- RCP Wales Committee
- Academy of Royal Colleges in Wales Committee (external)
- All Wales college tutors/associate college tutors meetings (chair)
- Finance and Awards Management Committee.

Eligibility and professional requirements

- All officers of the RCP are encouraged to be practising medical doctors and actively connected with, and credible to, the clinical community. They should hold a licence to practise.
- Be a fellow of the RCP in good standing with the RCP, your employer and the GMC.
- Nominees must have been a fellow for at least 5 years by close of the nomination period.
- Be within clinical practice in Wales (NHS or honorary contract) at the time of appointment, including the supervision and training of doctors.
- Have a commitment to the vision, mission and values of the RCP and its Code of Conduct.

Your experience and skills

Essential

- Ability to represent the RCP authoritatively and sensitively, both nationally and internationally.
- Experience and demonstrable success in a senior leadership role.

- Extensive experience and knowledge as a clinician, clinical leader and manager.
- Knowledge and experience in issues of clinical quality and governance.
- Ability to work productively in partnerships and contexts where disagreements and divergent agendas are commonplace.
- Interest in the strategic and practical aspects of clinical care both with respect to individual practice and also within systems – both in primary and secondary care.
- Used to working within and leading dynamic multidisciplinary teams.
- A comprehensive understanding of the context of healthcare in Wales.
- An understanding of devolution and its implications for the healthcare system in Wales.
- Demonstrable ability to provide leadership and create consensus and have experience in a senior leadership role.
- Commitment to interprofessional collaboration and working collaboratively across specialties and organisations.
- Ability to delegate effectively, ensuring appropriate skills and experience are deployed from a team to deliver strategic objectives.
- Ability to chair meetings and committees effectively and inclusively.
- Demonstrable commitment to equality, diversity and inclusion.

Desirable

- Ability to speak Welsh.

Financial aspects

- This is a voluntary role and not remunerated. It is the duty of a candidate for office to obtain advance agreement from their employing authority that they will be given adequate time to perform RCP duties, in context of activities recognised by the Welsh government as being in the wider interests of the NHS.
- It is anticipated that duties will be performed through a combination of agreed SPA time over and above the minimum required to fulfil revalidation requirements, and that any shortfall would be made up through additional external activities agreed through the postholder's job plan.
- The RCP appreciates the cost pressures on NHS employers and is able to offer a 'clinician release supplement' to the employer towards the cost of backfilling roles of up to £12,000 per annum. This offer is subject to satisfactory annual appraisal and to the approval of a job plan that provides adequate time to allow for performing RCP duties.
- Appointees are eligible to claim reimbursement of reasonable expenses incurred in carrying out their roles, in line with the RCP's expenses policy.

Our values

We are committed to **taking care**, **learning**, and **being collaborative**. These values drive the way we behave, how we interact with each other, and how we work together to achieve our vision and improve patient care.

We value taking care

This means we behave respectfully towards people, whatever their role, position, gender, or background. It means we act as representatives of the RCP and take decisions in the interests of the organisation as a whole.

We value learning

This means we continuously improve through active learning and honest reflection, so that we grow personally and as an organisation, while striving for excellence. We support learning and development opportunities.

We value being collaborative

This means we work together towards the RCP's vision in a collaborative and professional way, understanding that individuals bring different strengths and approaches to our work. We value diversity and each other's contributions.

The RCP 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 RCP is all about our people – our members, staff, volunteers and leaders. We educate, influence and collaborate to improve health and healthcare for everyone and know we can only do this by being inclusive, encouraging and celebrating diverse perspectives. Welcoming into our community people who represent the 21st-century medical workforce and the diverse population of patients we serve is a priority for us.

As a volunteer you are expected to comply with all RCP data protection and security policies and procedures.

Reviewed: November 2025

Next review: To be reviewed annually as part of annual appraisal