

# Role description

## RCP clinical vice president

<b>Reports to</b>	RCP president
<b>Tenure</b>	3 years, commencing on 1 August 2025
<b>Hours</b>	3 full days per week, with a commitment to work flexibly to meet the requirements of the role. Job-share applications are welcomed.
<b>Location</b>	UK based, with office locations available in London and/or Liverpool. There will be a mix of onsite and remote working, plus regular UK travel.
<b>Department</b>	Care Quality Improvement Directorate (CQID)

### About the RCP

The Royal College of Physicians (RCP) is a professional membership body with 40,000 members in the UK and around the world working to improve patient care and reduce illness. Our activities focus on educating, improving and influencing for better health and care.

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.

### The purpose of your role

The clinical vice president (CVP) is one of the senior officers and a trustee of the Royal College of Physicians (RCP). You will discharge the duties required by the RCP bye-laws and charity law, and undertake ceremonial duties.

Directly responsible to the president, you will work as part of the senior team (president, registrar, treasurer, vice president for education and training, clinical vice president, academic vice president, global vice president, and vice president for Wales) and with executive colleagues as part of the strategic leadership team. The vice presidents will represent or deputise for the president as appropriate and required.

The clinical vice president is nominated by RCP Council (based on nominations received from the fellowship) and elected by the fellows of the RCP. Nominees should have at least 5 years' standing as a fellow. You will be expected to demonstrate interest and experience in the improvement and delivery of high-quality clinical services and patient safety at a local, regional

or national level. You will provide leadership to the RCP for clinical service improvement and patient safety and work with other clinical leaders within the RCP, medical specialties and the NHS to deliver this remit. The CVP also chairs the RCP's strategic theme Improving Board developing and overseeing delivery of the work programme as outlined below.

## **CQID – current work programme**

The Care Quality Improvement Directorate (CQID) uses a variety of methods and approaches to help drive improvement and change in the delivery of healthcare and clinical practice in collaboration with medical specialties, national clinical improvement programmes and key external stakeholders. Work is patient focused, clinically led and delivered by multidisciplinary teams. It is well supported by communications and policy expertise, and other corporate functions. Work is funded via contracts and awards from organisations and charities, and through partnerships with external organisations supporting NHS teams. CQID teams are based in both London and Liverpool.

The RCP Patient and Carer Network (PCN) is hosted by CQID on behalf of the organisation, enabling patient-centred approaches to all of the RCP's work, and co-production within improvement and safety workstreams. Close working with the chair of the PCN and RCP patient involvement officer are important in the role. As CVP, you will be a key sponsor of these roles, advising on how they can maximise impact.

You will work in partnership with the executive director for CQID, deputy director, improvement clinical director and clinical leads, and senior managers. Current improvement activity is delivered through national clinical audit programmes, clinical service accreditation schemes, and our improvement portal Medical Care – driving change. The RCP hosts improvement round tables and clinical summits on key topics, and/or as part of partnership programmes with NHS and other stakeholders. We aim to develop and maintain networks of physician improvers, including alumni of our Chief Registrar Programme, which is delivered with the RCP Education Directorate. Patient safety work is coordinated through the Patient Safety Committee, which includes safety leads from medical specialties and other key partners. The RCP also hosts safety partnerships for medication safety, acute deterioration, and digital safety. Our digital health work also falls within the remit of CQID and the digital health clinical lead reports to the CVP. The CVP ensures appraisal, supportive management and development of clinical leaders within the department.

As CVP, you will lead and coordinate clinical policy development with medical specialties, clinical leads and other key partners. You will work with college officers and colleagues in the wider RCP to provide thought leadership and support for interpreting national policy relevant to improvement and patient safety, translating into recommendations and action where relevant. You will seek opportunities to enhance the impact of the RCP's improvement and safety work, identifying internal and external partnership or collaborative working with external colleagues where appropriate.

You will work closely with the consultation team to coordinate responses to consultations related to clinical service and standards and patient safety. This includes responding to safety alerts. You will also work with the registrar to oversee invited reviews of clinical services and the outcomes of these reviews, which are led by the medical director of invited reviews.

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Registered charity no 210508

## Working with key partners and representing the RCP

You will maintain key relationships with medical specialties, NHS clinical leaders, GIRFT programme, arm's length bodies, academic bodies and independent organisations such as think tanks and patient safety organisations with respect to clinical service delivery, improvement and innovation, and patient safety. This is to influence clinical care delivery, and to enable RCP to be a partner in national and regional improvement and safety programmes.

The overarching aim is to maintain the RCP as a key stakeholder in the clinical improvement arena for our members and fellows.

The RCP aims to work with other independent organisations to deliver partnership programmes that enable improvements in clinical service delivery and patient safety. The development of these partnerships is an important component of the role.

## How we'll measure your success

- > Providing leadership, support and development of all aspects of CQID work and other emergent work on improving care, ensuring its contribution to RCP future strategic direction.
- > Providing strategic direction of the directorate and wider RCP work on improving care in collaboration with the executive director, president and stakeholders.
- > Playing an active role in the RCP executive director and Strategy Executive teams.
- > Obtaining stakeholder feedback that illustrates the added value that CQID and wider RCP programmes bring to membership and our core charitable purpose.
- > Promoting the RCP values through positive role modelling.
- > Delivery of your own objectives (which you'll agree with the president) – and your contribution to our values.

## Your experience includes...

### Essential

All officers of the RCP are encouraged to be practising medical doctors and actively connected with, and credible to, the clinical community. You must:

- > hold a licence to practise
- > be a fellow of the RCP in good standing with the RCP (for at least 5 years by end of nomination period), your employer and the GMC.

You must also have:

- > a commitment to the vision, mission and values of the RCP and our Code of Conduct
- > demonstrable ability to provide leadership and create consensus
- > experience in a senior leadership role
- > extensive experience and knowledge as a clinician, clinical leader and manager
- > credibility and recognition as a leader in healthcare improvement and patient safety

- > knowledge and experience in clinical and quality improvement at a local, regional or national level experience of leading in the strategic and practical aspects of clinical care, both with respect to individual practice and also within systems – across the healthcare sector
- > a comprehensive understanding of the context of healthcare commissioning and provision in the UK
- > ability to chair meetings and committees effectively and inclusively
- > experience of partnership working across sectors and professions including multi-professional strategic partnership working including Patient and Public Involvement and Engagement (PPIE)
- > experience in managing underperformance, delivering feedback
- > ability to act with tact and diplomacy on matters which may be highly sensitive and contentious
- > ability to self-reflect and support the values of the organisation
- > ability to work collaboratively across specialties and institutions, as well as between different career stages of doctors and with staff at all levels.
- > ability to delegate effectively, ensuring appropriate skills and experience are deployed from a team to deliver strategic objectives.
- > experience of implementing strategies and thinking strategically
- > experience of building networks and relationships
- > ability to chair meetings professionally
- > ability to work in a multidisciplinary environment with clinical and non-clinical colleagues
- > a demonstrable commitment to equality, diversity and inclusion.

#### **Desirable**

- > Experience as a charity trustee.

## **Board and committee membership**

- > Board of Trustees (trustee of the charity)
- > Council
- > Strategy Executive
- > Nominations Committee
- > Regional advisers meetings
- > Medical Specialties Board
- > Resident Doctor Committee
- > New Consultants Committee
- > Committee for Ethical Issues in Medicine
- > Improving Board (as chair)

## **Direct reports**

- > Improvement clinical director
- > Digital health clinical lead
- > Outpatients clinical lead
- > Patient involvement officer

## Tenure

The role will begin on 1 August 2025 and tenure of the post as allowed by the bye-laws is a minimum of 2 and a maximum of 3 years subject to satisfactory annual appraisal by the president. The postholder is not thereafter eligible for re-election to the same office.

On election, the CVP-elect will shadow their predecessor for an agreed period.

## Time allocation

The average time needed for this role is 3 days per week. A two-person job-share arrangement for this role is possible. Hybrid working takes place between offices, workplaces and home. The RCP is working towards greater diversity and inclusion and is very open to discussion about flexible working arrangements.

## Financial aspects

The role is not remunerated and it is crucial that you have the support of your employer to enable sufficient time to carry out the role. Candidates for RCP office should be aware that it is their duty to obtain advance agreement from their employing authority that they will be given adequate time to perform RCP duties that are recognised by the Department of Health and Social Care as being in the wider interests of the NHS. We anticipate that this would be performed through a combination of external activities, additional duties and supporting professional activity (SPA) agreed through the postholder's job plan.

However, the RCP appreciates the cost pressures on NHS employers and is therefore able to offer a 'clinician release supplement' to the employer towards the cost of backfill of up to £30,000 per annum. This offer is subject to satisfactory annual appraisal and to approval of a job plan that provides adequate time for the individual to perform RCP duties. Reasonable and appropriate expenses will be reimbursed in accordance with RCP 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.

**Last reviewed:** October 2024