



## Linacre fellow

<b>Location</b>	The postholder must be based in the UK and is expected to work flexibly to meet the requirements of the role. This will include a mix of remote and on-site working (in both Liverpool and London), and elsewhere as required.
<b>Reports to</b>	RCP registrar
<b>Tenure</b>	Up to 4 years, commencing on 1 January 2027 (3-year initial term that can be extended by an additional year by mutual agreement of the postholder and the RCP.)
<b>Working hours</b>	1 day / 2 PAs a week Candidates should have capacity to give the equivalent of a full day per week to the role, delivered flexibly through SPAs / external duties and discretionary time. The employing hospital will be offered a fixed part-recompense in the form of a clinician release supplement.

### About the RCP

The Royal College of Physicians (RCP) 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, 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 and are required to spend 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 RCP is entering a new strategic period, with its forthcoming 2026–30 strategy focused on supporting members and leading our community; ensuring excellence in education and the highest standards; using our voice to advocate for and shape the future of medicine; and building organisational resilience and responsible growth. The Linacre fellow will play an important role in helping to deliver this strategy, particularly through leadership of, and engagement with, the RCP network of college tutors (CTs) and associate college tutors (ACTs). Working closely with RCP senior officers, regional representatives and RCP staff, the

postholder will help to translate strategic priorities into meaningful activity, ensuring that the work of CTs and ACTs contributes directly to the RCP's wider mission, values and long-term objectives.

The core responsibility of the Linacre fellow focuses on the development and leadership of the RCP network of CTs and ACTs. This is an important network that brings together clinicians from across the UK to collaborate and lead improvements in medical education. The Linacre fellow is responsible for driving engagement with this network and for facilitating events and activities that feed into the RCP strategy and encourage best practice, ensuring that CTs and ACTs feel supported to make a positive impact while in post. The Linacre fellow also shapes the way that RCP CTs and ACTs work, and acts as an advocate for their contribution to the wider workforce.

## How we'll measure your success

- An active, visible and engaged CT/ACT network established in each region across England, Wales and Northern Ireland.
- Strong participation from CTs and ACTs in RCP regional and national meetings and events.
- Provide CTs and ACTs with the guidance, resources and support needed to carry out their roles effectively.
- CT and ACT roles and responsibilities are embedded within regional structures, with clear links to RCP regions and their regional networks.
- Regular, clear and timely communications to CTs and ACTs.

## RCP relationships and local networks

- Work closely with the registrar, deputy registrar, head of UK regions and regional teams to align CT/ACT activity with RCP priorities.
- Collaborate with regional advisers and regional representatives to strengthen local networks and support delivery in each region.
- Connect with RCP career stage committees and other relevant groups to share insight, coordinate support for resident doctors, and avoid duplication.
- Develop effective working relationships with key training stakeholders (including the JRCPTB, medical schools/deaneries, heads of school and training programme leadership) to support joined-up delivery.
- Maintain clear routes for escalation and resolution of issues, ensuring that CT/ACT perspectives inform decision-making.
- Represent the views and contributions of CTs and ACTs in system-wide discussions to strengthen education, training and workforce impact.

## What you're responsible for

- Develop the next stage of the direction and strategy for RCP CTs and ACTs, working closely with the registrar, deputy registrar, head of UK regions and deputy head of UK regions.
- Support implementation of the strategy across the UK, working with tutors and RCP staff to align priorities and deliver agreed actions.
- Act as the national point of contact for CTs and ACTs, responding to enquiries with support from relevant RCP staff.
- Lead and champion the CT and ACT network, driving engagement and supporting tutors in their roles.
- Maintain an up-to-date understanding of current practice, education and training, and the needs of resident doctors.
- Chair CT/ACT meetings, including the annual CT and ACT conference and the CT/ACT network meeting (agenda set by the Linacre fellow). Meetings may be online or in person.
- Build strong relationships with RCP regions, working with regional advisers and staff to strengthen regional links with CTs and ACTs.
- Develop a strong understanding of CT and ACT roles within the RCP and across the wider medical profession.
- Produce regular written communications (eg blogs, articles and newsletters) with the support of RCP staff, to provide updates and showcase achievements across the CT/ACT network.
- Represent the interests of CTs and ACTs within the RCP, working in partnership with the registrar, president, other officers and staff to support delivery of the RCP's strategic goals.
- Represent the RCP at Federation of the Royal Colleges of Physicians of the UK / JRCPTB meetings and the Physician Specialty Recruitment Office Advisory Group (PSRO-AG), providing feedback to the RCP.
- Manage competing priorities and respond positively to changing demands, with significant opportunity for personal and professional development.

## About you

### Essential

- A consultant physician/SAS doctor and subscribing fellow of the RCP, in good standing with their employer, the GMC and the RCP. Working in one of the medical specialties recognised for training.
- Be in clinical practice at the time of appointment, including the supervision of resident doctors.
- Demonstrate the ability to provide leadership and create consensus.
- A commitment to the mission, vision and values of the RCP, including supporting their ongoing development in our new strategy.
- Willingness to build networks and relationships, and to work collaboratively across specialties and institutions.
- Ability to delegate effectively, ensuring that appropriate skills and experience are deployed from a team to deliver strategic and operational objectives, including the annual CT/ACT conference.

- Ability to chair meetings, both online and in person, and oversee the supporting administration.
- Willingness to work in a multidisciplinary environment with clinical and non-clinical colleagues.

### Desirable

- Experience as a CT or ACT.
- Experience on an RCP committee or other RCP role.

## Your behaviours and competencies

- **Strategic leadership and influence:** Demonstrate the ability to think and act strategically, translating organisational priorities into clear direction and meaningful activity.
- **Collaborative, relationship-centred working:** Build strong, trusting relationships across regions, specialties and career stages, working effectively with networks to deliver shared goals.
- **Advocacy and representation:** Act as a confident advocate for CTs and ACTs, representing their views constructively and professionally in national discussions and decision-making forums, while balancing the wider interests of the RCP.
- **Inclusive and supportive leadership style:** Lead networks in a way that is inclusive, respectful and enabling, creating a sense of belonging and engagement.
- **Adaptability and personal effectiveness:** Manage competing priorities with resilience and professionalism, responding positively to change and ambiguity. Demonstrate sound judgement, clear communication and a commitment to continuous learning and improvement.

## Appraisal

- Annual review will be with the registrar, and a review of the role description will also take place on an annual basis.

## 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 the context of activities recognised by the Department of Health and Social Care, before standing for election.
- 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 an RCP member of staff or volunteer, you are expected to comply with all RCP data protection and security policies and procedures.

**Last reviewed: 23 April 2026**