



Royal College
of Surgeons
of England

Candidate information pack

Director of Business Development

May 2025

Reference: ABNTC

About RCS England

The Royal College of Surgeons of England provides world-class education, assessment and development to 30,000 surgeons, dental professionals and members of the wider surgical and dental care teams, at all stages of their career. Our vision is to see excellent surgical care for everyone. We do this by setting professional standards, facilitating research and championing the best outcomes for patients.

Our strategy 2021 – 26 refreshes the place of The Royal College of Surgeons of England (RCS England) in the post-COVID world, in the context of the NHS, the independent sector and global health, but most importantly in the interests of surgeons, surgical teams and their patients.

It sets out what we are doing to support our members, the wider surgical and dental workforce, patients, the NHS and policy makers to recover from the impact of the pandemic on services, training, standards of care, safety and waiting times, across all the regions of England, the devolved nations of the UK and beyond. It also sets out how we are exploring the opportunities of the digital age, and addressing the challenges of professional specialisation, changing workforce expectations, and a growing demand for surgical interventions, at a time of constrained healthcare resource.

We have a particular focus on promoting diversity, inclusion and fairness in our College and right across the surgical and dental professions. We believe that embracing difference is not just the right thing to do, it can inspire all of us to grow, and it will ensure that our profession and our College remain at the forefront of patient care for generations to come.

[Read our strategy 2021 - 26](#)



Strategic aims

We will achieve our mission by:

Leading our profession: by being the pre-eminent voice of surgery, championing excellent surgical care by engaging the profession, policymakers, patients and the public.

Improving practice: by continually improving the practice, standards and safety of surgical care, and by developing the workforce across the UK.

Engaging our members: by inspiring, supporting, educating and representing the professional interests of a growing, diverse membership.

Embracing diversity: by building an inclusive profession where everyone's contribution is recognised and all feel welcome, demonstrating our commitment to fairness, gender equality and anti-racism.

Transforming our College: by building a sustainable, diverse, digital, forward-looking organisation, which plays its part in the world and is accountable for everything it does.



Our vision

We want to see excellent surgical care for everyone



Our mission

We will achieve our vision by enabling our members, in all their diversity, to deliver excellence in everything they do



Our values

We will deliver our values through our behaviours and attitudes which impact directly on the care delivered to patients and how we work together



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The Role

Job summary

The Director of Business Development role is a key member of the Professional Development Services Directorate leadership team reporting to the Executive Director of Professional Development Services. The post holder is responsible for:

- leading the development, monitoring and review of the College's business development strategy
- driving revenue growth and contributing to the financial sustainability of the College.
- identifying and developing new business opportunities across all College departments and the Faculty of Dental Surgery, consistent with the College's strong brand and reputation.
- negotiating strategic partnerships and collaborations to expand the College's market reach.
- overseeing the development and commercialisation of new products and services.

Specific duties and responsibilities

Strategic Planning and Market Development

- Collaborate with key stakeholders to develop and execute the College's business development strategy and business plan, ensuring alignment with the College's strategic vision.
- Work with departments and faculties to identify, evaluate and cultivate new business opportunities from inception.
- Conduct periodic reviews and up-dates of the Business Development Strategy and business plan with the Executive Director of Professional Development Services.
- Mentor and support College staff across departments in recognising and developing viable business opportunities, including developing new commercial products and services, digital offerings, and programmes.
- Prepare and present papers and reports for the board of trustees, council, committees and the Executive Director Team (EDT), on business development strategy and operations.
- Develop and present comprehensive business cases in liaison with the Executive Director of Finance, incorporating financial modelling, market analysis, risk assessment, resource requirements, stakeholder impacts, and implementation plans to enable informed decision-making.
- Identify and develop strategic partnerships to expand the College's market reach and revenue potential.
- Lead negotiations in collaboration with the Executive Directors with potential partners and stakeholders for new business ventures.
- Oversee market research and analysis to identify trends in medical education and training and new opportunities.
- Maintain and develop effective contacts and partnerships with a wide range of stakeholders.
- Develop proposals, MoUs and contracts with commercial partners and lead the overall commercial partnership process.



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Financial and Risk Management

- Produce annual revenue forecasts and business plans, in liaison with directors of the relevant delivery areas. Monitor to ensure adherence to targets and establish mitigating actions for adverse outcomes.
- Develop pricing strategies for new and existing products and services to maximise revenue while maintaining accessibility.
- Proactively identify and secure new revenue streams through innovative business models and partnerships.
- Create and maintain the departmental risk register as part of the College's general risk management strategy, including financial, organisational and reputational issues.

Leadership

- Contribute to the strategy, direction and management of the College, working closely with members of the Leadership Forum and Executive Director Team.
- Facilitate collaboration and knowledge-sharing between teams across the College.
- Represent the College by acting as an ambassador and champion for the Professional Body and its charitable aims.
- Be an effective and engaged member of the Professional Development Services Directors' Team.
- Build effective mutual confidence, respect and trust with Council and Trustee Board members.



Person Specification

	Essential	Desirable
Experience	<ul style="list-style-type: none"> ▪ Proven track record in business development, contract negotiation, and managing significant budgets both in the UK and internationally. ▪ Senior leadership experience managing diverse teams and complex projects, with a strong track record of embedding high-performance cultures, leading change, and delivering results within matrixed organisational structures. ▪ Experience in preparing complex budgets and contributing to the overall business planning process. ▪ Demonstrable experience in stakeholder management, including high-level engagement with the organisation's senior leaders. ▪ Proven experience in delivering high-quality, value-for-money services, underpinned by effective cross-directorate collaboration and clear internal communication. ▪ Strategic partnership development, including identifying commercial opportunities. 	<ul style="list-style-type: none"> ▪ An understanding of the UK or global healthcare sector ▪ Experience of working in the charitable sector in the UK or globally
Skills	<ul style="list-style-type: none"> ▪ Managing intellectual property rights. ▪ Written and verbal communication, with the ability to convey complex information clearly, tailor messaging for diverse audiences, and present with impact. ▪ Influencing and negotiation, with strong motivational skills to align stakeholders and drive outcomes across varied settings. 	

There will also be a requirement to attend some meetings and events out of normal office hours.



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Values

The post holder will also need to demonstrate the following values:

Collaboration	<p>We embrace our collective responsibilities working collaboratively and as one college.</p> <ul style="list-style-type: none"> • We work together, using our collective expertise and experience to effect positive change • We are open, honest and transparent, straightforward in our language and actions, acting with sincerity and delivering on our commitments • We take our responsibilities to each other, to patient care and to the environment seriously and we act with this in mind across our work
Respect	<p>We value every person we come into contact with at the College as an individual, respect their aspirations and commitments in life, and seek to understand and meet their physical and wellbeing needs.</p> <ul style="list-style-type: none"> • We treat everyone we meet with kindness and integrity and we seek to promote these behaviours in others • We actively seek a range of views and experiences across our work, and we listen to, and make everyone feel, a valued part of the team
Excellence	<p>We aspire to excellence and success. We share learning from our experiences, apply feedback into practice, and commit to continual improvement.</p> <ul style="list-style-type: none"> • We work hard to be the best at what we do, recognising and celebrating effort and achievement, and reflecting on our work, so we can learn and improve • We value and invest in research, education and training to drive excellence and put improvements in surgical practice, dentistry and patient care at the heart of our work • We always seek to learn and discover more, valuing knowledge and scientific evidence, basing our decisions on insights, fact and experience

The Royal College of Surgeons of England is an Equal Opportunities Employer. We are open to all talent and we actively ensure that all qualified applicants will receive equal consideration for employment without regards to age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.



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Terms of Appointment

Salary: Competitive

Location: Central London

Benefits

Our excellent benefits package includes:

- 27 days paid holiday + bank holidays and up to 4 college closure days over the festive period & other leave entitlements (carers leave, fertility treatment leave, etc.)
- Hybrid and flexible working. We require staff to spend a minimum of 20% of their time in the office, subject to role requirements
- Enhanced contributory pension scheme
- Equal access to enhanced parenthood leave
- A range of staff and peer networks
- Employee health and wellbeing committed (Healthcare cash plan, menopause friendly, disability confident employer, mental health first aiders, EAP etc.)
- Retail discount platform
- Sabbatical and volunteering opportunities
- Variety of learning and development opportunities

Diversity and Inclusion

At RCS England, we believe we are only as good as the people we hire. We know that the people we hire come from all walks of life and with that comes different perspectives. Diversity, Inclusion and Belonging are at the heart of everything we do.

Our commitment to fostering an inclusive environment is evident through the active engagement of our employees in the Staff Council, where their voices play a crucial role in shaping work life for everyone within the College. Additionally, our staff networks cultivate a strong sense of belonging, while social clubs create a vibrant community spirit. We actively encourage our team members to openly share their professional and personal experiences, contributing to the evolution of our mindset and organisational culture.

We firmly believe that embracing diversity goes beyond a moral obligation; it serves as a catalyst for both individual and collective growth. Our unwavering dedication ensures that our profession and the College lead the way in advancing patient care for future generations. However, we recognise that achieving this goal demands a collective effort. That is why we are on the lookout for individuals like you. Your unique talents and diverse experiences, acquired through both life and work, are invaluable contributions that will enhance and complement our existing team. Join us on this journey towards a more inclusive and pioneering future in healthcare.



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How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Royal College of Surgeons of England on this appointment.

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

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 Monday 16th.

Interviews will be held on Tuesday 29th and Wednesday 30th July.

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* 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.

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.



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