



Royal College of Anaesthetists

Strategic Lead – Faculty of Intensive Care Medicine Independence Programme

Directorate: Chief Executive's Office

Reports to: Chief Executive Officer

No. of Direct Reports: 0

Band: F

1.1 Job purpose

This role plays a pivotal role in shaping the strategic direction and operational framework of the Faculty of Intensive Care Medicine (FICM) Independence Programme. Working closely with the FICM Executive Board, the RCoA Board of Trustees and other key stakeholders, you will be responsible for building the foundation of the new charity and driving its plan for growth and impact in the healthcare sector.

1.2 Key tasks and responsibilities

Strategic Leadership

- Lead on the development of an ambitious and realistic strategic plan that outlines the goals, objectives, and activities of the new charity
- Identify emerging trends, challenges, and opportunities in both internal business planning and the external healthcare landscape and adapt the strategy accordingly
- Establish or develop partnerships and collaborations with other organisations, healthcare providers, and stakeholders to support the charity's independence and advance its mission
- Lead on translating agreed strategic objectives into achievable operational plans and monitoring progress against agreed targets

Finance and Resource Mobilisation

- Develop and implement strategies that secure a sound financial underpinning for the new charity, whilst clarifying any detrimental impacts for the RCoA
- Develop a plan for membership retention and growth that will underpin the new charity's financial sustainability and ensure members are at the heart of its planning for the future
- Cultivate relationships with potential donors, sponsors, and corporate partners to build a strong network of supporters
- Monitor, evaluate, forecast and report on the financial performance of the charity, ensuring transparency and accountability in the future use of funds

Organisational Development

- Prepare the plan to lead, develop and support a team of highly engaged professionals committed to the new College's mission and values
- Prepare a plan to create a positive and inclusive organisational culture that supports its employees and promotes collaboration, innovation, and excellence on behalf of the new charity
- Ensure the development of appropriate policies, procedures, and systems to ensure efficient and effective operations of the new charity

- Work with partners at the RCoA to ensure current FICM team members are treated inclusively and respectfully, and consulted appropriately, in line with HR policy and best practice, throughout the process of independence

Programme Development and Implementation

- Working with the Associate Director of Faculties at RCoA, contribute to the continuing development of programmes and initiatives within FICM that will address the needs of College of Intensive Care Medicine (CICM) members, and the healthcare needs of patients and the public
- Design and implement a programme to deliver data disaggregation from RCoA and integration into a new database for CICM, bearing in mind all relevant procurement and data governance requirements, and liaising with key RCoA personnel
- Design and implement a programme to ensure the ongoing delivery of examinations and assessments for CICM members, bearing in mind all relevant General Medical Council (GMC) requirements, and liaising with key RCoA personnel
- Design and implement a programme to ensure the new charity is headquartered in a facility that can deliver its operations successfully and within its budget, bearing in mind all relevant procurement requirements, and liaising with key RCoA personnel
- Design and implement a programme to deliver disaggregation from RCoA IT and digital systems, and to create appropriate systems for CICM, bearing in mind all relevant procurement, digital security, and data governance requirements, and liaising with key RCoA personnel
- Monitor and evaluate the impact of programs, reporting on progress and making decisions that support the success of the Independence Programme

Advocacy, Awareness and Approval

- Build and maintain effective relationships with key stakeholders, including members, supporters, volunteers, staff, trustees, and external partners
- Represent the goals of the new college at external events, conferences, and meetings to raise awareness and foster partnerships
- Support the Associate Director of Faculties in advocating for policies and initiatives that promote the aims of FICM and CICM for the specialty, and for patients and the public
- Work with the Associate Director of Faculties in raising awareness of key health issues and challenges related to the specialty, including through public education campaigns, events, and media outreach
- Engage with policymakers, government agencies, and stakeholders to support of the aims and objectives of the new charity
- Seek appropriate support and approval from relevant Royal Colleges' governance, including but not limited to the FICM Executive, RCOA Board of Trustees and any Independence Programme Boards as part of any advocacy or engagement activity

1.3 Qualifications, skills, knowledge and experience

- Proven senior or executive leadership experience in the nonprofit sector, with a focus on health-related organisations or initiatives
- Strong strategic planning and execution skills, especially with regard to change management, with the ability to translate vision into action
- Strong alignment with the values of the RCoA and FICM
- Excellent communication and interpersonal skills, with the ability to engage and inspire diverse stakeholders
- Deep understanding of healthcare issues related to Intensive Care Medicine and the broader NHS, policies, and systems
- Entrepreneurial mindset with a passion for innovation and making a positive impact on people's lives
- Educated to degree level, or equivalent

Signature:

Name:

Date: