



Senior censor and vice president for education and training (VPET)

Reports to	RCP president
Department	Education Directorate
Tenure	3 years, commencing as soon as possible following election until 31 July 2029
Hours	Up to 3 days per week. Two-person job-share applications welcomed
Location	The role holder 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.

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 senior censor and VPET is one of the senior officers and a trustee (from the second year of tenure) of the Royal College of Physicians (RCP). This senior role involves discharging the duties required by the RCP bye-laws and charity law, and undertaking ceremonial duties.
- Directly responsible to the president, you will work as part of the senior clinical team (president, registrar, treasurer, academic vice president, clinical vice president, academic vice president, global vice president, vice president for Wales) and with executive colleagues. The vice presidents will represent or deputise for the president as appropriate and required.

- You will act as a trustee according to the vice president rotation arrangements set out in the [Standing orders of the Board of Trustees](#). When you are not required to act as a trustee you will be an observer at Board of Trustees meetings.
- The senior censor and VPET is nominated by RCP Council (based on nominations received from the fellowship) and elected by the fellows and collegiate members of the RCP. Nominees should have at least 5 years' standing as a fellow and must have the necessary experience or knowledge as required by the role description (as judged by Council). You will bring senior clinician insight and wisdom to support the development and delivery of the Education Directorate's multifaceted portfolio of activities (see below), which are undertaken for RCP member benefit, the development of the physician workforce, and to generate income for the RCP.
- You will advise on the RCP's strategy concerning education, training, CPD, revalidation and assessment. Through briefing and delegation where necessary, you will ensure that this strategy is properly represented to external stakeholders and in joint activities with the Federation of Royal Colleges of Physicians of the UK.

About the Education Directorate

The RCP Education Directorate comprises the Education portfolio and library services, Assessment Unit, and a range of consultancy and scholarly activities. These are outlined below.

Education portfolio and library services

- Provides postgraduate education, CPD and credentialing through in-person and online workshops and longer programmes, online self-directed CPD resources and revision products, and master's level programmes and modules in partnership with universities. The education portfolio both generates income for the RCP and provides member benefits. The portfolio is mapped to the career stages of a physician.
- Undertakes curriculum and educational development projects and consultancies for national bodies, such as NHS England, Health Education & Innovation Wales, Northern Ireland Medical and Dental Training Agency and the National Institute for Health and Care Research, and for strategically selected international clients. We provide educationalist expertise to the federated activities of the Joint Royal Colleges of Physicians Training Board and the framework for physician's CPD. We also produce and publish scholarly work.
- The RCP Library Service provides RCP members, fellows, staff and learners enrolled on certain year-long CPD programmes access to a wide range of online journals and other resources via RCP Open-Athens accounts. The physical collection is small and focused on resources which are more effectively provided that way. (The older books you see lining the walls of several rooms in the RCP at Regent's Park building are the visible part of our historical book collection, cared for by the Heritage Library and Museums staff).

Assessment Unit

- Develops and delivers high stakes exams for doctors and physician assistants, supported by over 900 volunteer examiners, centre hosts, and question and scenario writers and reviewers. This work is also supported by patients and simulated patients.
- Has a state-of-the-art assessment suite in The Spine, supporting delivery of RCP clinical examinations and external business development to generate income for the RCP from this bespoke space. Knowledge-based assessments (written exams) are delivered online, and the

RCP has made significant investments in software platforms associated with examination development and delivery.

- Provides candidate services and examiner services for PACES centres around the country which run through the RCP. The team collaborates with the physician colleges in Edinburgh and Glasgow to ensure national consistency and to facilitate national distribution of candidates.
- We also develop and deliver smaller optional credential assessments for clinicians from a range of backgrounds who wish to demonstrate expertise in these fields: the Diploma in Global Health (DGH), the Professional Diploma in Geriatric Medicine (DipObsMed) and the Diploma in Geriatric medicine (DGM). The DGM is developed in partnership with the British Geriatrics Society and, alongside doctors from a range of disciplines, admits candidates who are advanced clinical practitioners in care for older people. The Assessment Unit team also delivers the registration assessment for physician assistants on behalf of the GMC.

RCP Education strategy 2024–27

The RCP Education strategy is based on the RCP's core values, vision, mission and principles. It aligns with the RCP's 2022–24 strategy, our broader strategic aims and charitable purpose. Its purpose is to support our membership through every stage of their career and to ensure that the education offer is relevant, relatable and sustainable; mapped to the needs of the changing workforce and challenging climate.

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, health and healthcare, and the public.
- High-quality discharge of charity trustee duties – when required and as assessed by the Board of Trustees through the chair.
- Productive partnership working with the executive director of education to lead the strategic development of a valued, sustainable and fit-for-purpose portfolio of assessments, professional development programmes and resources, and expert consultancy in relation to training, educational responses to national workforce needs, CPD, revalidation, and credentialing (through exams and other assessments).
- Productive partnership working alongside the professional staff of the directorate and a wide range of other stakeholders, which builds upon complementary expertise and insights in the processes of developing and delivering a high-quality RCP portfolio of assessment and education products and services, both for member benefit and for income generation.
- Your contributions to effective and efficient partnership working across the RCP, within federated work streams (Federation of Royal Colleges of Physicians of the UK), and with key external partners.
- Effective line management and appraisal of other clinical volunteer roles (eight censors and the clinical lead for assessment), ensuring that their activities are aligned with RCP strategy and the Education Directorate priorities which derive from this.
- 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

Strategy and governance

- Following a period of observation at the beginning of your tenure, you will become an RCP charity trustee, discharging your duties in accordance with relevant charity law.
- Cyclical collaborative development and monitoring of RCP and Education strategy and operations, governance, budget and other resources.
- Chair of the Educating Board, which reports to both RCP Council and the Board of Trustees.
- Delivering the duties of the senior censor as outlined in the [Procedure for the conduct and discipline of fellows and members](#). This includes liaison with the registrar to communicate decisions and ensure the conduct procedural integrity; and the appointment of the Standing Panel of Censors and review recommendations of investigations for disciplinary cases referred by the registrar.

Leadership and professional advice

- Deputise for the president as necessary.
- In partnership with the executive director, be the senior college officer responsible for leading RCP's portfolios of education and assessment.
- To ensure, through briefing and delegation as necessary, the RCP's strategy and advice regarding education, training, CPD, revalidation and assessment are properly represented to external and internal stakeholders.
- Advise the RCP on matters encompassed by the memorandum of agreement defining the Federation of Royal Colleges of Physicians of the UK, namely: the responsibilities of the Joint Royal Colleges of Physicians Training Board (JRCPTB), federated assessments (including MRCP(UK) and specialty certificate examinations), and the physicians CPD framework. Represent the RCP position in these matters.
- Perform the role of RCP medical director for revalidation.
- Provide advice from the perspective of a senior clinician to support the development of the education directorate's officers, clinical faculty and clinical fellows, and the development of its portfolio of products and services. When appropriate, provide similar advice across the RCP, Federation and externally.

General

- Attend ceremonial and governance occasions, such as the admission of new members and fellows, College Day and the annual general meeting.
- Contribute to the delivery of the Education Directorate's portfolio of activities.

Board and meeting membership

This role involves oversight of a substantial amount of committee work. This may be directly or via delegation or nomination. You will be a member of several boards and meetings, including:

- Board of Trustees (observer initially, then trustee)
- RCP Council (member – voting rights)

- RCP Strategy Executive Group
- College Officers' Forum
- Medical Specialties Board
- Federated Management and Policy Boards x 3 (CPD, MRCP(UK), JRCPTB) and other prioritised Federation committees and working groups as necessary, at present particularly those relating to the internal medicine stage of training, the Heads of Specialty Advisory Committee meetings, and the Heads of School meetings.
- Committees and working groups relating to different career stages and professional groups, including the RCP Resident Doctor Committee, RCP New Consultants' Committee, meetings related to the RCP's SAS doctor strategy.
- Selected Academy of Medical Royal Colleges (AoMRC) committees and working groups, including the Joint Academic Training Forum.

Direct reports

- Censors (currently eight).

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.
- To be currently employed as a consultant (NHS or honorary) in one of the medical specialties recognised for training.
- A fellow of the RCP (for at least 5 years by end of nomination period) in good standing with the RCP, your employer and the GMC.
- Have a commitment to the vision, mission and values of the RCP and its [Code of Conduct](#).
- A master's in medical education or equivalent relevant experience.

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.
- Track record of impact in academic medicine and its training.
- Demonstrable ability to horizon scan and connect effectively with emerging work relating to education, training, CPD, revalidation or assessment, and apply this to contemporary and emerging health, healthcare and workforce needs.
- Commitment to interprofessional collaboration and working collaboratively across specialties and organisations.
- Ability to work productively in partnerships and contexts where disagreements and divergent agendas are commonplace.

- Demonstrable commitment to equality, diversity and inclusion.
- Ability to chair meetings and committees effectively and inclusively.

Desirable

- Experience as a charity trustee.
- Development and delivery of university-based master's level education, or partnership working with such provision.
- Expertise, credibility and enthusiasm to contribute to the education portfolio in one or more of the themes described in the 'About the directorate' section above.
- Track record of scholarship in one of the themes described in the 'about the directorate' section.

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 £20,000 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