

Role description

Associate global director – Sub-Saharan Africa

Department	RCP Global
Reports to	Global vice president
Tenure	The role is an honorary, 1-year post, with an option of a 3-year extension if all parties agree – subject to satisfactory annual appraisal. Reasonable travel expenses will be covered, consistent with RCP policy.
Time commitment	Half a day per week, plus occasional international travel
Location	This position is open to candidates from anywhere in the world, provided they meet the core criteria for the role and can accommodate regular meetings in the UK time zone. Occasional international travel will be required.

About the RCP

The Royal College of Physicians (RCP) is a professional membership body with 40,000 members in over 130 countries 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.

Role context

The RCP plays a pivotal role in setting the standards and, through a variety of activities, influencing the quality of medical practice in hospitals. We conduct examinations, carry out training, education and research activities and advise the government and the profession on health and medical matters.

Around 30% of RCP members and fellows are based outside of the UK across more than 130 countries. Many UK-based members and fellows also contribute to the delivery and shaping of healthcare systems globally. Working with our global membership and partners, and by leveraging our respected brand and the UK's reputation in global health, the RCP is well-

positioned to support the ongoing development of healthcare systems and the medical communities working in those systems.

This post is open to RCP fellows based within or outside of the UK.

Purpose and scope

The postholder will play a key role in supporting the delivery of the vision, mission and principles laid out in the [RCPs global strategy](#).

The purpose of the post is to identify areas of focus, potential funding opportunities and partnerships within the Sub-Saharan Africa region and to further develop the RCP's programme of activities within this region.

The role requires the postholder to act as a representative of the RCP, both within the UK and internationally, attending relevant meetings and undertaking travel where necessary.

RCP relationships and local networks

Reports to: Global vice president

Direct reports: [International advisers](#) (IAs) and fellowship graders within the region

Works closely with:

Global vice president

Head of Global

Global team

Other AGDs, IAs and fellowship graders

Role description

Major responsibilities

The RCP's Global strategy outlines a themed approach to our activities and the key responsibilities of this role are aligned to those themes.

Membership and fellowship engagement

- > Identify opportunities to support and engage with the membership within the region.
- > Build and maintain relationships with key individuals and organisations within the region.
- > Chair quarterly Fellowship Grading Panels and international adviser meetings for the region and support colleagues to progress work between those meetings.
- > Facilitate the nomination of new fellows and promote RCP membership growth and diversification in the region.
- > Support international advisers in the development of local networks of members and fellows by country, or by region.

Medical Training Initiative and supporting international workforce

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www.rcp.ac.uk

Registered charity no 210508

- > Support the operational delivery, development and expansion of the Medical Training Initiative (MTI) scheme within the region.
- > Support international advisers with the recruitment, interviews and development of a returned MTI alumni network.
- > Support the selection and placement of MTI doctors from the region into training opportunities in the NHS. Work closely with the MTI team and the associate global director for international medical graduates.
- > Identify suitable organisations within the region and facilitate formalised MTI partnerships between these and the RCP.

Education and training

- > Support the development and delivery of clinical and non-clinical educational and training initiatives within the region, involving RCP fellows in delivering training, whether in support of the MRCP(UK), local curricula or targeted specialty training.

Conferences and continuing professional development events

- > Explore opportunities for, and support delivery of, conferences and continuing professional development (CPD) events – both virtual and face to face – within the region.
- > Maintain existing agreements within the region and seek out opportunities for further development.

Projects mapped to the RCP's vision, mission, principles and charitable purpose

- > Support the delivery of existing projects and programmes in the region.
- > Identify new opportunities and partners in consultation with the head of Global and the Global vice president and in line with agreed strategic priorities.
- > Work closely with and advise the appropriate project managers and head of Global.

General communication and networking

- > Maintain good relationships with all members of the Global team and wider RCP staff.
- > Attend and play an active role in the quarterly Global committee meetings, providing reports and papers as requested.
- > Work, as a team, with other AGDs towards the realisation of the RCP's global strategic objectives and work with staff and officers of the RCP as appropriate.
- > Build and maintain networks and partnerships, including those with medical institutions, members and fellows, governments, charities, funders and sponsors in line with the global strategy and agreed priorities.
- > Be a focal point for intelligence gathering, highlighting issues of importance and advising the RCP about opportunities and challenges faced.
- > Advise the Global team on the development and delivery of country engagement strategies for priority countries/regions in line with the RCP and RCP Global strategy.
- > Represent the RCP at relevant internal/external meetings and meet with other RCP officers to brief them on relevant activities.
- > Assist in appointing new IAs as required.
- > Work with IAs within the region, briefing them on RCP activities and ensuring information from IAs is filtered back to the Global office.
- > Contribute to the content of the RCP website and publications (eg *Commentary* magazine) as required.

Promote the values, ethos and expertise of the RCP.

Budget

Work to identify potential funding streams for new and existing activities, including:

- > corporate sponsorship, government and charitable grants, and philanthropic donations
- > supporting the RCP in business generation in line with the Global strategy

Work within the approved Global budget and plan activities accordingly within budget and resource constraints.

Time commitment

We estimate that postholders will need to devote half a day per week, plus occasional international travel. The postholder will be expected to:

- > attend a virtual induction following appointment
- > chair quarterly Fellowship Grading Panels and IA meetings
- > attend the quarterly Global committee meetings
- > take part in bimonthly meetings with the Global vice president and head of Global (virtual or in person)
- > attend ad hoc meetings on projects or develop partnerships/opportunities as required.

Person specification

Professional competencies	Application	Interview
Essential		
Be within 2 years of clinical practice at the time of appointment, including the supervision and training of doctors in training.	✓	
Demonstrable ability to provide leadership, create consensus, and have experience in a senior leadership role.	✓	✓
An experienced consultant physician and fellow of the RCP, in good standing with employer, the General Medical Council and the RCP.	✓	
A commitment to the mission, vision and values of the RCP and our <u>Code of Conduct</u> .	✓	✓
Ability to work collaboratively with an individual team, across specialties and institutions.	✓	✓
Ability to delegate effectively, ensuring appropriate skills and experience are deployed from a team to deliver strategic objectives.	✓	✓
Desirable		
International MRCP(UK) PACES examining experience.	✓	
Technical competencies	Application	Interview
Desirable		
Experience of delivering and evaluating international projects.	✓	✓
Successful experience of fundraising for education and training projects (corporate sponsorship, grant writing, project proposals etc).	✓	✓
Experience and understanding of business development and of identifying and successfully delivering business opportunities.	✓	✓
Existing network of international (regional) and UK contacts, including physicians and others in leadership positions in the medical profession / healthcare industry.	✓	✓

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 – Oct 2025

Next review – to be reviewed annually as part of annual appraisal.