



# **The Royal College of Radiologists**

**Medical Director,  
Membership and Business**



The Royal College of Radiologists



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# Medical Director, Membership and Business

Time commitment:	An average of two days per week
Duration:	Three-year non-renewable term.
Remuneration:	The role of Medical Director, Membership and Business is not accompanied by any financial remuneration, although expenses incurred on behalf of the RCR business can be claimed.
Role classification:	Volunteer
Deadline	23:59 22 March 2026
Interviews	First interview : 30 April 2026
	Second interview : May 2026
Induction period	May - August 2026
Formal appointment	1 September 2026



The RCR welcomes talented people... who will enjoy working with and for talented professionals."



# Welcome

Thank you for your interest in becoming Medical Director, Membership and Business at The Royal College of Radiologists

It is an exciting time to be part of the RCR. In addition to providing education, training and assessment for all clinical radiologists and clinical oncologists in the UK we are at the forefront of new developments in healthcare and a leader in the digital innovation and AI space. We provide expert advice and opinion to governments and the media. We are also expanding our reach beyond the United Kingdom, with members in many parts of the globe.

If you have the desire to support the advancement of the next generation of doctors and if you share our commitment to improving diagnostics and cancer care, then please consider applying to join our energetic and dynamic team of officers and trustees.

The RCR welcomes those who share our ambition and commitment and who will enjoy working with and for talented professionals.

I look forward to hearing from you.

Yours sincerely

Dr Stephen Harden  
RCR President



# The Officer Team

As **Medical Director, Membership and Business** you will become part of the Officer Team, developing and delivering our strategic goals. The current officer team is set out below with a brief descriptions of their responsibilities.



Dr Stephen Harden, President  
Leads the College and is its primary spokesperson.



Dr Qaiser Malik, Medical Director, Membership and Business  
Leads on cross-Faculty areas, including membership value and engagement, and works closely to support the President.



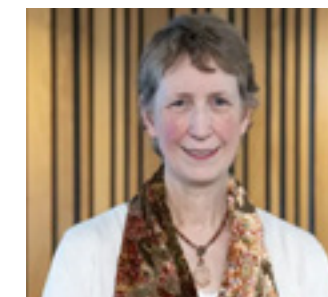
Prof Amaka Offiah, Vice-President Clinical Radiology  
Responsible for leading the Clinical Radiology Faculty and speaking on its behalf.



Dr Nicky Thorp, Vice-President Clinical Oncology  
Responsible for leading the Clinical Oncology Faculty and speaking on its behalf.



Dr David Little, Medical Director, Education and Training  
Responsible for specialty training matters for Clinical Radiology.



Dr Louise Hannah, Medical Director, Education and Training  
Responsible for specialty training matters for Clinical Oncology.



Dr Robin Proctor, Medical Director, Professional Practice  
Responsible for professional and workforce issues for Clinical Radiology.



Dr Petra Jankowska, Medical Director, Professional Practice  
Responsible for professional and workforce issues for Clinical Oncology.

You can find out more about the **RCR Officers** [here](#).



# Role specification

Role title:	Medical Director, Membership and Business (MDMB)
Accountable to:	Chair of the board of trustees
Duration:	A three-year term from 1 September 2026

## What's involved

The Medical Director, Membership and Business (MDMB) is a key role for the College. Membership and business are, of course, at the heart of it, but you'll also be one of only two college-wide Officer roles (along with the President), transcending your Faculty. You'll lead on cross-faculty areas of work and work closely to support the President.

You will lead on the following responsibilities on behalf of the trustees:

- membership value and engagement for all
- iRefer
- Clinical input and doctor oversight of business and finance

In addition, alongside the President, you will work on College-wide projects which transcend Faculty boundaries and interests, for example sustainability and Artificial Intelligence. You will work with the other Officers to ensure that Equity, Diversity and Inclusion is embedded.

Together with the other Officers from both Faculties you'll be part of a team leading the RCR; all highly committed, motivated and supportive. You will take a full role as an Officer of both Faculties and will actively contribute to Faculty policy and strategy in Clinical Radiology and Clinical Oncology. You will represent the College and build influential relationships across the NHS, Government, with our members and Fellows and globally.

## What support will I receive from the RCR staff and other Officers?

You will work as part of a very close team with other College Officers – particularly the President, but also the Vice-Presidents and the other Officers. Most Officers find the mutual support from the Officer team is one of the most rewarding aspects of their role.

There is also a Treasurer who sits as a trustee of the College. They bring extensive financial expertise and will work closely with the MDMB on the business and financial aspects of the College.

The MDMB is given policy guidance and advice and administrative and secretarial support by College staff. This is led by the Chief Executive, Oliver Reichardt, who will manage the day-to-day implementation of most of these responsibilities, along with a small group of expert senior managers, representing each area of activity you lead.

There are around 125 RCR staff supporting the College's work. They will provide you with support in all aspects of your role including managing projects and helping you to realise your ideas and ambitions. The staff recognise that you will be working in clinical practice alongside the role of MDMB and will support you to use your RCR time as constructively as possible. You will find this to be a very different level of support to that in many NHS roles.

You'll have an induction programme in the months before taking office which will include a handover and briefing on all aspects of the role from the outgoing MDMB, from other Officers, from the Chief Executive and from a range of RCR staff. Most of this can be done on-line. During your induction period, you'll be able to attend and observe all the meetings which you will subsequently need to chair or contribute to and will learn about RCR governance and trustee responsibilities during two dedicated induction sessions. You'll therefore be fully prepared to undertake the role when you start.

The RCR will actively develop your leadership and other skills; for example, you will have the opportunity to undertake media training and will benefit from 360 colleague feedback. You'll also have opportunities to meet and engage with people doing similar roles in other colleges.

Travel and accommodation associated with the role will be organised and paid for by the college so you can use your time as effectively as possible.

## What's the commitment?

This is an appointed role for three years commencing 1 September 2026. All Officer roles are for three years with different posts changing each year, so you'll work with a variety of other Officers during your term.

The commitment is 1-2 days on average each week comprising meetings which are usually organised many months in advance, and email correspondence /off-line working which can be done at any point during the week. Most college meetings are held on a Thursday or Friday, but the majority are now online so there is some flexibility to fit around your clinical commitments. There are monthly Faculty Leadership Team meetings in London on a Thursday afternoon and every other month there is a Trustee Board meeting on a Friday morning.

The MDMB is bound by the Code of Conduct a document that sets out the key principles and commitments for the Trustee Board in working together. They are also expected to demonstrate adherence to the College values. As a trustee, the MDMB will be required to complete and update an entry in the RCR's register of interests.

The role is unpaid, but the College will do what it can to help make the case to your employer that they should support you in this important role.





Further details

This list of RCR board and committee meetings the MDMB will attend may look daunting but will give you many opportunities to meet and engage with the people who can help you in the pursuit of your goals. Many of these meetings will be online.

Boards and committees essential to the MDMB role

- Trustee Board (six per year)
- Council (two per year)
- Finance and Investment Committee (five per year)
- Journals Board – as Chair (twice per year)
- Remuneration Committee (as needed, generally once a year)
- Equity, Diversity and Inclusion Committee (three per year)
- Annual General Meeting
- Constitution Review Group (three to four per year)
- Governance Review Group (three to four per year)

Faculty of Clinical Oncology

- Clinical Oncology Leadership Team (nine per year)
- Faculty Board (two per year)

Faculty of Clinical Radiology

- Clinical Radiology Leadership Team (nine per year)
- Faculty Board (two per year)

In addition, the MDMB may on giving notice to the chair, attend any other board, committee or subcommittee and may be expected to take a particular interest in those bodies whose activities have a significant value to the membership, impact on their lead areas or are high-risk.

The MDMB will from time to time become involved in work as regards membership surveys and reviews of communications with the membership.

The MDMB, as all College Officers, must have a personal commitment to Equity and Diversity.



Who’s eligible to apply?

To apply for the role of MDMB, you need to be a Fellow of the College by examination (no minimum period as a Fellow is required) in either Faculty, resident in the United Kingdom, hold a current licence to practise with the General Medical Council (GMC) and be in active clinical practice at the time of application.

**We actively encourage eligible Fellows from all backgrounds, including under-represented groups, to apply for this role.**

Who can I contact for more information?

The RCR President, Dr Stephen Harden (**president@rcr.ac.uk**) and the current MDMB, Dr Qaiser Malik (**Qaiser\_Malik@rcr.ac.uk**) would be happy to discuss the role or answer any questions.

In addition, the Chief Executive, Oliver Reichardt (**oliver\_reichardt@rcr.ac.uk**) can also be contacted for an informal discussion.



## Our values



### People focus

We treat everyone fairly and with respect, actively listening and responding appropriately, while recognising individual differences.



### Integrity

We are open, honest and transparent. We strive to reflect and learn from experience in every area of our work to deliver the right outcome.



### Making a difference

We strive for excellence. We make a difference by setting standards and empowering our membership and our staff through personal development and lifelong learning.

We recognise that patients' best interests underpin everything we do.

## Code of Conduct

The RCR values greatly the time its members, Fellows and external contributors give to the College. The RCR expects high standards of conduct and personal integrity of its staff and Contributors in the performance of their roles. This Code of Conduct applies to all those that contribute to the RCR. Contributors must ensure that they are familiar with the Code and that their actions and behaviour comply with its provisions.

### General principles

Contributors are expected at all times to act appropriately bearing in mind their association with a medical Royal College. They must refrain from any illegal, dishonest or unethical conduct at all times, not just when performing voluntary services for the RCR.

Contributors must:

- Support the College strategy and workplans
- Act in good faith, with honesty, integrity and probity
- Promote the RCR's aims and objectives in a positive light
- Comply with the RCR's values and competencies (set out below)
- Treat others equally, fairly and with respect
- Challenge poor behaviour when it occurs; and
- Take personal responsibility for adhering to this Code of Conduct.

Contributors must not:

- Act in a manner which may bring the RCR into disrepute; or
- Misuse their position for personal gain or to promote their other interests.

### More information

The full version of the RCR's Code of Conduct can be found on our website here:  
[www.rcr.ac.uk/about-us/policies/contributor-code-of-conduct/](http://www.rcr.ac.uk/about-us/policies/contributor-code-of-conduct/)



## Equality and diversity

Every day, our colleagues are making a difference by helping to improve imaging and cancer care for all. This starts by having the best talent, and that is only possible with a diversity of thinking, diversity of background and experience, and diversity of skills.

Diversity means better ideas, better solutions and more innovation. It's why one of our key priorities is to ensure our workforce reflects the communities we serve.

We're committed to creating an inclusive workforce and working environment for us all to enjoy – where everyone is able to bring their whole self to work to create change and reach new heights of creativity.

You can find our equality, diversity and inclusion commitment [here](#) as well as our equality and diversity policy [here](#).



## How to apply

**The closing date for applications is 23:59 on 22 March 2026.**

Please note that this is the only Officer role that is appointed rather than elected. As such there will be an application process involving shortlisting and an interview.

Please provide a short statement of no more than 300 words setting out your suitability for the role as described above. You will need to complete the online application form, confirming that you meet the eligibility criteria and that you are willing to undertake the responsibilities of being a trustee of the RCR.

The deadline to submit your application is 23:59 on 22 March 2026.



*I have found it very stimulating to share the Board table with some of the brightest and best clinicians in our country... ”*







The Royal College of Radiologists

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