

The Royal College of Radiologists

Governance and Secretariat Officer Candidate pack



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

Governance and Secretariat Officer

Salary:	£45,904 per annum, with pay progression up to £50,735 per annum within two years employment, plus excellent benefits
Location:	Central London, with flexible working
Hours:	Full-time/35 hours per week
Contractual status:	Permanent
Closing date for applications:	23:59 23 February 2026
Interview date:	Shortlist interviews are scheduled for 3 March 2026 and selection interviews are scheduled for 11 March 2026.

About The Royal College of Radiologists

Are you interested in making a real difference in the healthcare sector to improve imaging and cancer care for all?

At The Royal College of Radiologists (RCR), we're the leading professional membership body for clinical radiologists and clinical oncologists and a registered charity who educate and support doctors throughout their career. With over 18,000 members in the UK and internationally, together we're contributing to the advancement of each new generation of doctors and helping to improve patients' lives.

We require a broad range of skills and experience to deliver our strategic goal of increasing the clinical radiology and clinical oncology workforce, which will ultimately lead to improving imaging and cancer care services for all.

If you're inspired by our **strategy** and **values**, and are passionate about helping us meet our ambitious goals in an environment that celebrates differences, values diversity and recognises that everyone here plays a role in the success of the College, then we encourage you to consider a career at the RCR.



Welcome

Thank you for your interest in working with the RCR. I hope that you will find the information in this Candidate Pack useful, in addition to the content on our website: www.rcr.ac.uk

The last few years at the RCR have seen much growth and development. We have improved the range and quality of the services and support offered to our membership. We have grown the external profile of the RCR's work and increased awareness of the value of our medical specialties to patients and the public. We have created life-saving guidance and expanded our work globally to many different countries. We've revised how we train and examine our doctors to ensure they continue to be the best in the world, plus much, much more. We are ambitious to continue this success and build into the future.

Our Strategic Priorities from 2019 are:

Workforce

Support excellent, safe patient care by working collaboratively on team-wide standards across imaging and oncology. Define our doctors' professional needs for the future and shape sustainable workforce models for our patients and our specialties to realise them.

Be the experts

Highlight to the public and stakeholders the contribution our specialties make to safe, evidence-based and cost-effective patient care. Contribute meaningfully to the debate on the future of healthcare both in the UK and overseas.

Professional learning

Develop our educational offer to support our doctors to meet the challenges of practice, working with others where appropriate, sharing ideas where possible. Adopt new educational models rapidly to ensure continuing equity of access to high-quality products.

Membership value

Support all members and Fellows to deliver the best care for patients, for their entire career regardless of where or how they practice.

Our College

Shape a College that is demonstrably agile and responsive, accountable and open, supporting our specialties and the patients we treat.

The RCR is growing – in what we achieve, our income and our staff. We are a great team that focuses on improving the lives of patients through our doctors. Our culture is friendly and ambitious, underpinned by a continuing commitment to develop and support all our employees.

We are a *London Living Wage Employer* (www.livingwage.org.uk) not only for our employees, but also in respect of our contractors.

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

I look forward to hearing from you.

Yours sincerely





Working for the RCR

The RCR is a membership body and a registered charity. The trustee board is mainly made up of practising clinical oncologists and clinical radiologists and is accountable to the membership at large. Each specialty has its own Faculty which agrees policy and the range of support, advice and guidance offered to doctors in the specialty. The executives of the RCR are the eight Officers (doctors) who work closely with the senior management team (the Chief Executive and Executive Directors for Communications, Education, Professional Practice and Business and Resources) supported by about 100 other employees.

this is a great role for someone interested in the next stage of their career in governance.

The Executive Office Directorate/Governance Team

The Governance Team is a five people team at the heart of the RCR, ensuring the organisation runs smoothly. The Governance and Secretariat Officer will play a vital role in the team, getting involved in many varied and interesting aspects of governance. Supporting boards and committees, as well as the Presidents and Vice-Presidents, you'll be at the heart of things. With your organisational abilities, high levels of confidentiality and ability to problem solve

Where the job fits





Job description

Job title:	Governance and Secretariat Officer
Responsible to:	Head of Governance
Responsible for:	N/A
Contract terms and hours:	Permanent, full time
Location:	63 Lincoln's Inn Fields, London WC2A 3JW with flexible working
Flexible working:	Employees are required to work from the office for at least 40% of their working week.

The role

Overall purpose

This role provides support to the RCR's Vice-Presidents in their role as Chairs of their Faculty Leadership Teams and as leaders of their respective Faculty. It also provides support to other Chairs of senior Boards and Committees and guidance on governance issues more generally to Officers, Senior Management and colleagues. It is a key role in delivering strong effective governance at the RCR alongside other governance team members.

Main areas of responsibility

- a. Providing excellent secretariat service for senior Boards and Committees
- b. Co-ordinating and advising on faculty governance matters
- c. Supporting RCR governance on cross-College matters
- d. Partnership working
- e. General

Responsibilities

- a. Providing excellent secretariat service for senior Boards and Committees
 - 1. Provide comprehensive secretariat support for allocated boards, committees or working parties including, preparation of agenda, drafting and commissioning papers, logistical support, production of minutes.
 - 2. Co-ordinating Board and Committee meetings, including forward planning and identifying relevant forum for the business under discussion.
 - 3. Commissioning and drafting reports and briefings as required.
 - 4. Following up on actions arising from meetings, seeking advice where needed to move business forward.

- b. Co-ordinating and advising on faculty governance matters
 - 5. Handling queries relating to the work of each faculty including drafting correspondence and drafting reports and briefings where required.
 - 6. Manage faculty and cross-College endorsement of guidance and publications produced by other organisations.
 - 7. Supporting the induction process for new faculty Officers and Faculty Board/Council members.

- 8. Maintaining accurate and up to date records of committee appointments.
- c. Supporting RCR governance on cross-College matters
- 9. Co-ordinating and supporting arrangements for the Annual General Meeting
- 10. Supporting governance reviews
- 11. Supporting Council and Faculty Board meetings
- 12. Providing advice and support to colleagues on GDPR issues
- d. Partnership working
- 13. Providing full secretariat support to partnership boards in accordance with the terms of relevant service level agreements or memoranda of understanding.
- 14. From time to time as agreed by the Head of Governance supporting working groups.
- 15. Providing support to RCR officers in chairing partnership boards as required.
- 16. Maintain links with other bodies party to partnership boards, liaising on behalf of the RCR and attending meetings as needed.
- 17. Maintain faculty's links with Special Interest Groups (SIGs) and/or Site Specialty Groups (SSGs), including secretariat support to meetings.
- 18. Liaising with SIGs/SSGs as appropriate on queries directly related to their expertise.
- 19. Where relevant, reviewing and updating the content of partnership working pages of the website in accordance with website protocols.
- e. General
- 20. Maintain and manage records in accordance with the RCR's data protection policy and guidance.
- 21. Maintain documentation on all activities carried out.
- 22. Undertake such other duties appropriate to the level of the postholder's qualifications and experience as may be required by the RCR from time to time.



Key working relationships

Internal working relationships

- The elected Officers – providing secretariat and governance support.
- Senior Management Team in respect of faculty business
- Managers and colleagues - in achieving the work plan
- Communications team - in communicating with the wider membership
- External affairs team - in response to media enquiries.

External working relationships

- Members and fellows - involved in boards and committees
- Other royal colleges and professional bodies – networking, sharing information, collaborative working on joint ventures.

Scope and limits of authority

Decision making level	<ul style="list-style-type: none"> • Day to day responsibility for taking routine decisions within the scope of RCR's governance arrangements. • Expected to take decisions, sometimes exercising own judgement, but other times in collaboration with College Officers and colleagues from across the organisation • Expected to manage own workload in consultation with line manager
Financial resources	<ul style="list-style-type: none"> • Processing financial information and monitoring expenditure against budget
Other resources	<ul style="list-style-type: none"> • Responsibility for updating relevant web pages Responsible for maintaining a range of information resources for the offices of Vice President, and in support of assigned committees
People management	<ul style="list-style-type: none"> • N/A
Legal, regulatory and compliance responsibility	<ul style="list-style-type: none"> • Exercise role in compliance with RCR's data protection policy and the requirements of the General Data Protection

The person

Knowledge, qualifications and experience

Educated to GCSE level or equivalent, with a high standard of literacy and numeracy.	E
Administration experience, including providing support within a sensitive or complex administrative environment	E
Significant experience of managing and administering senior committees.	E
Good working knowledge of Microsoft packages such as Outlook, Word and Excel.	E

Some experience of working with doctors or other high-profile professionals would be advantageous, as would an understanding of the NHS and the provision of healthcare services.

Skills and abilities

Accurate use and understanding of English.	E
High level oral and written communication skills and ability to adapt style to different audiences.	E
Ability to take minutes on complex subjects.	E
Ability to work collaboratively and build and sustain effective working relationships with a diverse range of colleagues, partners and stakeholders at all levels.	E
Clear and analytical thinker with the ability to exercise sound initiative, judgement and discretion and think through issues to offer practical solutions.	E
Ability to manage own time effectively and prioritise own work and work of others (Officers) across a range of activities to deliver as required.	E
Ability to work effectively within the team, working collaboratively with colleagues to deliver tasks and projects.	E
Self-starter, confident to initiate and progress work, knowing when to consult or involve others.	E

Other Requirements

To be able to apply candidates must be able to also fulfil the following requirements:

- Candidates must have the right to work in the UK to be able to apply for positions at the RCR
- Commitment to equality and valuing diversity and understanding of how this applies to delivery of own area of work.
- Commitment to the aims and charitable objectives of the RCR.
- Self-awareness.
- Enthusiasm for learning and development and taking on new tasks.
- Committed to own continuing professional development.
- Demonstrable commitment to providing a professional customer service to colleagues, members and stakeholders.
- Ability to maintain confidentiality and information security in line with our data protection policy and guidance.

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.

Behavioural competencies

The RCR's Competency Framework defines the behavioural competencies required from all staff to contribute effectively in their role and within the wider organisational team.

Communicating effectively

The success of the College depends on how it communicates with its membership and other stakeholders. Employees need to know their audience(s) and communicate with them in a way which meets stakeholder needs and expectations as far as possible.

Working together

The College's effectiveness and reputation depends on efficient and collaborative working, both within and beyond the team. This includes all employee colleagues, Officers, other Fellows and members and often others outside the College.

Personal effectiveness

The College is most effective when employees take ownership of their work, understand the context of that work, deliver effectively to achieve required results and demonstrate a positive attitude to taking on additional responsibilities or learning new skills.

Customer focus

We should all provide excellent services to all customers but notably to the membership and staff colleagues. Focusing on those and other customers, and understanding and responding appropriately to their needs, is key to the success and sustainability of the College.

Embracing change

We must all play a part in ensuring that the offer the College makes continues to be effective and relevant in meeting customer needs. This will involve changes to what we do and how we do it. We all need to play our part in embracing change.



How we value our people

Benefits

We offer all our employees a fantastic range of benefits to help you enjoy a great work-life balance, look after your wellbeing and plan for the future.

A modern and welcoming working environment

We've made sure our office in a prime central London location is a destination people want to come and work in – it's open-plan and spacious, with areas for meetings, collaborative working and concentrated workspaces. We also have kitchen facilities well-stocked with plethora of teas and two very fancy coffee machines for everyone to use.

There are lots of things going on when you come in too, including learning and development sessions with doctors talking about their work, tea and cake get-togethers, free massages monthly and monthly town hall meetings where staff can share updates and ask questions. We even have our own social committee and organise regular fun events, which are a great way for you to get to know your co-workers.

Excellent pension scheme and life assurance

We like to help our staff save for the future and provide an excellent employer pension contribution. We also have a life assurance and personal accident policy which covers all employees up to four times their annual salary.

Hybrid working

At the RCR we only hire great people, and we value being able to bring everyone together to bond, build great working relationships and

generate amazing and innovative ideas.

We embrace remote working, and our staff are able to work remotely for up to 60% of their working time, with 40% in the office. All staff are provided with a laptop to allow them to work remotely, along with equipment such as desks and chairs to make sure they're comfortable when working from home. Our offices are open throughout the working week though, and staff are always welcome to come in as often as they wish.

Wellbeing support

We like to make sure everyone at the RCR is supported, both professionally and personally, so in addition to our excellent line managers and supportive HR team, we've invested in training a number of dedicated staff members passionate about mental Health as Mental Health First Aiders. We also provide an Employee Assistance Programme, that's has a 24/7 helpline so if you ever have any personal problems or concerns, there's always somewhere to turn for help and advice.

Generous annual leave allowance

Working hard is important, but taking a break matters just as much. Everyone starts with a 25-day annual leave allowance per year and that increases with service too.

Interest-free season ticket loan and cycle to work scheme

To make sure you're able to get into the office in the way that best suits you we offer all staff the option to take out an interest-free season ticket loan to help cover the cost of travelling, as well as a cycle to work scheme for those of us who like to be more active on their commute. If you

do choose to cycle in, we have somewhere safe to leave your bike and showers to use if you want to freshen up before work.

Festive spirit

We know taking a break at the end of the year is important to our team. To ensure everyone gets a well-deserved rest to spend time with loved ones, we usually close our office between the Christmas and New Year period – gifting the extra days off to all staff, in addition to their usual annual leave.

Making a real difference

In addition to all the great benefits we've listed above, we believe the main reason people want to join the RCR is because you also get to go to work knowing your role has an impact on the lives of doctors and patients.

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](#).



Great purpose, great people, great working environment and clear direction of travel."



How to apply

The closing date for applications is 23:59 22 February 2026

Please submit a CV and a covering letter (of no more than a page and a half) submitted as Full name, Role , CV/CL together with a completed, [**Diversity Monitoring Form**](#).

It is important that your covering letter includes a clear statement in support of your application, which demonstrates how you meet the essential (and, where applicable, desirable) criteria described in the table entitled 'the person'.

We expect you to meet the points listed under "other requirements" of the Person Specification as a pre-requisite for applying for this position. However, you are not required to address these points in your written statement. We will explore them further if your application is taken to the next stage(s) of the recruitment process.

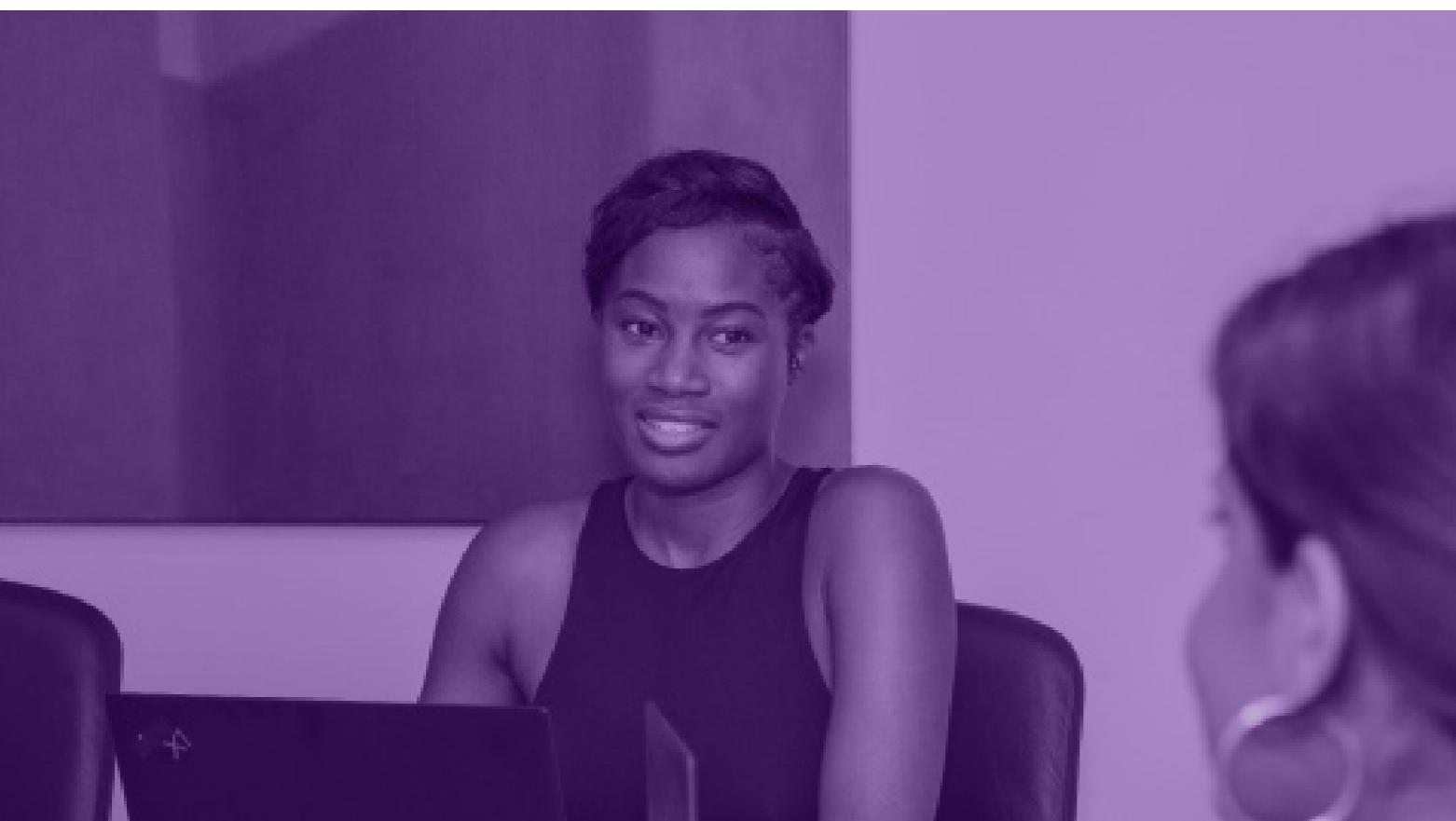
The application process is the first chance we have to assess your suitability for the role you're applying for, and as such, we ask that your application is written by you, and that you do not use AI tools such as ChatGPT to create your application. Where we suspect AI tools have been used to create your application you unfortunately won't be shortlisted for the next stage of the recruitment process. We hope that you respect this request in line with our value of integrity [**Values & strategy | The Royal College of Radiologists \(rcr.ac.uk\)**](#)

Applications should be emailed to [**jobs@rcr.ac.uk**](mailto:jobs@rcr.ac.uk)

If you have not heard further from the RCR within a fortnight of the closing date, you should assume that you have not been shortlisted for interview on this occasion.

Shortlisted candidates will be invited to attend first stage interviews on 3 March 2026

If you consider yourself to have a disability and require a hard copy pack or a different format, for example large print, please contact the HR team at [**jobs@rcr.ac.uk**](mailto:jobs@rcr.ac.uk)



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