

## Head of Professional Learning & Development

Job Title:	Head of Professional Learning & Development
Job Type:	Permanent
Hours:	35 hours/ week
Department:	Education and Training
Salary:	£51,552 - £54,347
Reports to:	Director of Learning, Product & Innovation
Location:	Hybrid – COSRH Office (London Bridge) and home working

### Who we are:

The College of Sexual and Reproductive (CoSRH) is the leader in the field of sexual and reproductive healthcare, and we are the voice for professionals working in this area. As a multi-disciplinary professional membership organisation, we set clinical guidance and standards, provide training and lifelong education, and champion safe and effective sexual and reproductive healthcare across the life course for all.

You can find out more at [www.cosrh.org](http://www.cosrh.org)

### Can you help us?

The Head of Professional Learning & Development is responsible for leading the strategic design, development and continuous evolution of CoSRH's professional learning and development portfolio, ensuring alignment with organisational strategy, educational quality standards, digital innovation and commercial objectives.

Reporting to the Director of Learning, Product & Innovation, the role plays a critical leadership function in translating strategic priorities into high-quality, scalable learning products that meet the needs of the sexual and reproductive healthcare workforce in the UK and internationally.

### The role:

Learning and development sit at the heart of what the College does and the Head of Professional Learning & Development plays a pivotal role in delivering our existing portfolio of education and training products. Leading a small team of product specialists, you will support the development of the portfolio as well as improve the experience of those undertaking our market-leading training.

You will have a strong background in the provision of learning and development programmes, ideally in the healthcare sector, with demonstrable positive impact on growth and quality. You will have experience of developing and delivering online and face-to-face development products and projects. Ideally, you will also have experience of supporting learners outside the UK. As one of the few medical Colleges with multidisciplinary membership, you will ensure we meet the aspirations and expectations of those across the

sexual and reproductive healthcare workforce, ensuring that the products and services, and their delivery, meet their needs and the needs of their patients.

We are looking for someone who takes cross-organisational collaboration seriously, using your excellent communication skills with a wide range of stakeholders, including senior members of the College.

### **Key tasks:**

#### **Development, innovation and delivery**

- Translate the Director's learning and innovation strategy into deliverable development plans, milestones and products.
- To drive the quality of product and experience across the College's existing range of qualifications and training, including, but not limited to:
  1. Diploma
  2. Letters of Competence
  3. Essentials series of short courses
  4. International educational programmes
  5. On-demand CPD content
- To work alongside members of the College to develop new L&D products and services
- Work closely with the Director of Learning, Product & Innovation, Vice President for Professional Learning & Development, and relevant boards and committees.
- To monitor and evaluate the performance of the learning portfolio, addressing any issues in a timely and effective way and responding to changing needs and opportunities, particularly through digital and AI advances
- Identify opportunities for digital transformation that enhance learner experience and scalability.
- To work with suppliers to find the most suitable solutions and best value for the portfolio and to work with colleagues across the College to look at wider application of those solutions
- To work with the Digital Team and suppliers to get the best value from the systems and platforms that we use to improve user journeys and administrative efficiencies
- To work with colleagues across the College to ensure products and services are marketed appropriately to the sexual and reproductive healthcare (SRH) community

#### **Accessibility and standards**

- To ensure that the College's educational products and services meet recognised educational standards such as GMC Excellence by Design and the Association of Medical Educators framework to provide appropriate value to our members and other users

- To work with the Clinical Effectiveness Unit and others to ensure that our programmes use and refer to the most appropriate evidence base both clinically and educationally
- To ensure that digital products meet accessibility standards
- To ensure that the L&D portfolio is aligned with our values and policies including equality, diversity and inclusion

### **Team leadership and relationships**

- Provide day-to-day leadership for development-focused roles within the portfolio, fostering a culture of quality, collaboration and continuous improvement
- To lead the team of product specialists to ensure they are well-supported to deliver products and services to improve quality, accessibility and growth
- To maintain positive relationships with key members within the College, most notably the Vice President for Professional Learning & Development and the members of the Professional Learning & Development Board of Council
- To manage the recruitment, induction and retention of relevant staff

### **Key skills and attributes**

#### **Essential:**

- Experience of developing and managing products for educational/learning and development purposes including a good understanding of developing learning outcomes, curricula and assessment framework design and implementation
- Experience of managing product development and projects and working to deadlines and budgets
- Experience of working within and improving policies and processes and using these to support improved delivery and member services
- Experience of using and implementing digital platforms and technology, preferably in an educational context including creating qualifications, courses and CPD (e.g. Learning Management Systems, CRM databases, website editing, question banks, online assessment platforms)
- Experience of managing complex stakeholder relationships
- Experience of producing reports and presenting to senior stakeholders
- Demonstrable experience of analysing and interpreting data to support management decisions
- Substantial experience of working independently in a pressurised environment to manage time and prioritise workload, while supporting and managing others

#### **Desirable:**

- Experience of working within a professional membership body/postgraduate education/healthcare background
- Experience of working with learners outside the UK

### **Why Join CoSRH?**

We are committed to supporting the wellbeing, growth and long-term success of our people. As part of the CoSRH team, you will benefit from:

**Generous Annual Leave:** 25 days holiday per year, increasing by an additional 2 days after 2 years of service and a further 3 days after 5 years, plus a dedicated day off to celebrate your birthday.

**Competitive Pension & Life Assurance:** A strong employer pension contribution of 10% (with a 5% employee contribution) following successful completion of probation, alongside life assurance at 4x your annual salary and access to an income protection scheme.

**Flexible Working:** A genuine flexible working culture that trusts you to manage your time and deliver results in a way that works for you.

**Health & Wellbeing Support:** Access to a comprehensive Employee Assistance Programme (EAP), free annual eye tests, and a Free Lunch Thursday to bring our teams together.

**Community & Social Value:** An annual volunteering day to give back to causes that matter to you.

**Employee Benefits Portal:** A wide range of discounts and savings through our employee discounts platform.

**Enhanced Family Leave:** Enhanced maternity, paternity and adoption pay, supporting you and your family at every stage.

**Learning & Development:** We invest in our people. From webinars and sector conferences to bespoke leadership development, we provide the time, space and resources for you to grow, thrive and make a lasting impact in your role.

## To Apply

To apply please follow the instructions in this link: [Head of Professional Learning & Development job - Hybrid - College of Sexual and Reproductive Healthcare](#)

Deadline for applications: **1 May 2026**

Interviews are likely to take place: **Friday 8 May 2026**

We want you to have every opportunity to demonstrate your skills, ability and potential; please contact us if you require any assistance or adjustment so that we can help with making the application process work for you.

We value diversity, promote equality and encourage applications from people of all backgrounds. We are working hard to minimise unconscious bias and your application will be anonymised to support this.

**NB: In order to fulfil this role you should be resident in the UK with a valid right to work; we are unable to sponsor people requiring a work visa.**