

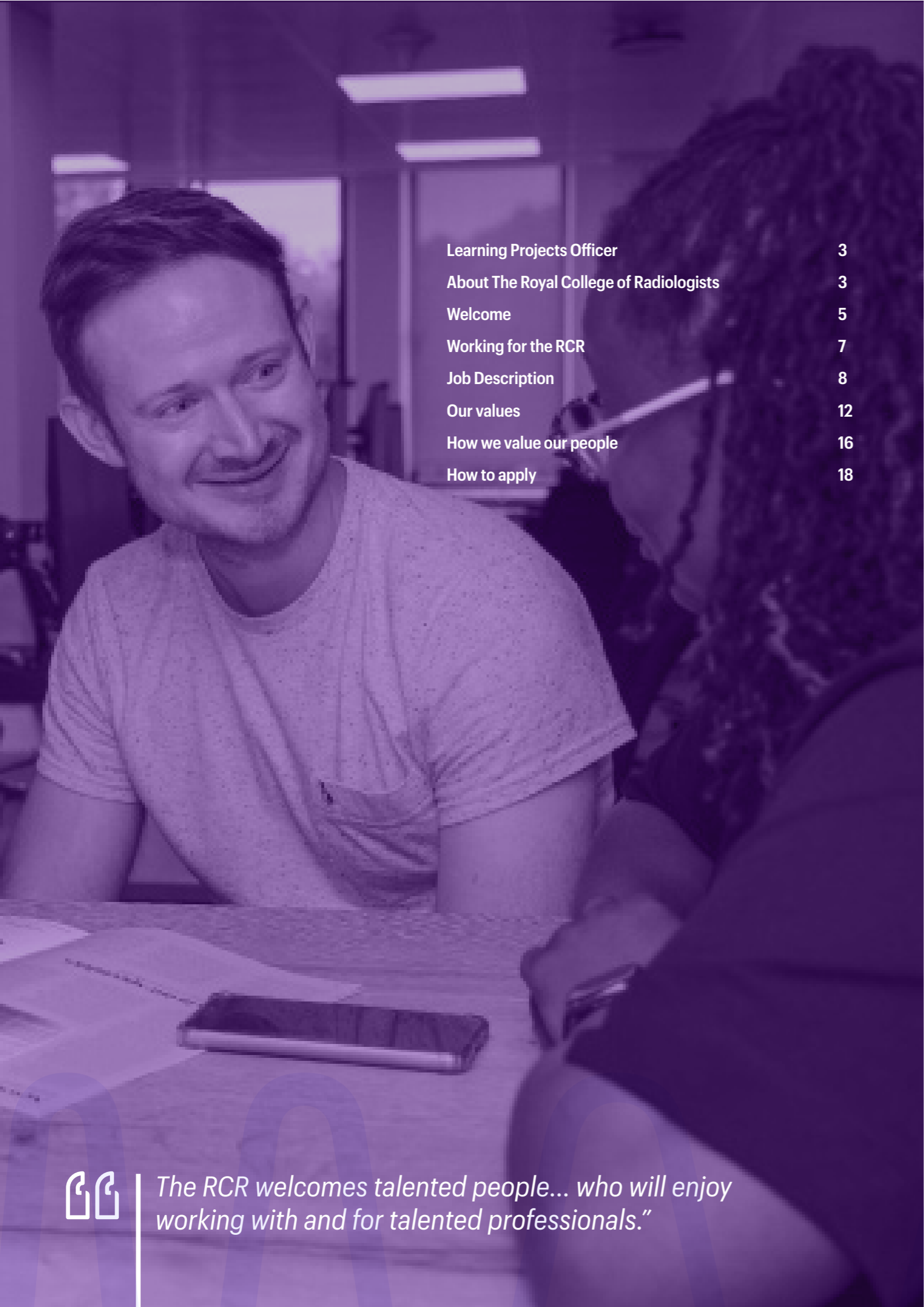


The Royal College of Radiologists

Learning Projects Officer



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

Learning Projects Officer

Salary:	£42,860 per annum, increasing to £47,371 following two years continuous employment, plus excellent benefits
Location:	Central London, with flexible working
Hours:	Full-time/35 hours per week
Contractual status:	Permanent
Closing date for applications:	midnight 21 April 2024
Interview date:	Shortlist interviews are scheduled for 25 April and selection interviews are scheduled for 1 May 2024.

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 14,000 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 specialities 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 (Council) 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 Education, Professional Practice and Business and Resources) supported by about 100 other employees.

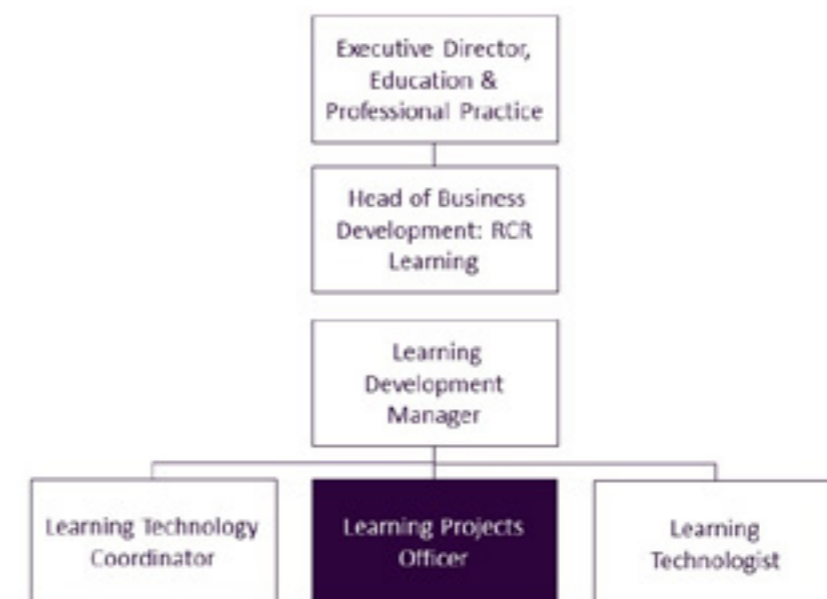
ca-reers, working in locations across the globe.

If you have experience in delivering projects to the highest standards, possess excellent stakeholder management skills and can work independently, then this job opportunity is suitable for you. You will be joining a dynamic team that contributes to educating doctors to deliver the best care to their patients. To succeed in this role, you must have a proactive approach, a strong desire to understand the learning needs of our members and be able to develop impactful learning programmes and re-sources accordingly.

The Education & Professional Practice Directorate/RCR Learning Team

This is an excellent opportunity to join the Learning Team at The Royal College of Radiologists (RCR) as a Learning Projects Officer. We are a part of RCR's Educational and Professional Practice Directorate and our core function is to design and deliver high-quality educational and learning activities for (and in collaboration with) clinical radiologists and clinical oncologists at all stages of their

Where the job fits





Job description

Job title:	Learning Projects Officer
Responsible to:	Learning Development Manager
Responsible for:	N/A
Contract terms and hours:	Permanent, full time
Location:	63 Lincoln's Inn Fields, London WC2A 3JW with flexible working

The role

Overall purpose

The Learning Projects Officer will be responsible for developing new learning programmes, for RCR members and Fellows at any (and all) stages of their careers, wherever they practice. The role holder will work alongside the Learning Development Manager and the wider RCR Learning team to understand our members' needs and in response develop high-quality, income-generating educational resources. The role holder will work independently and collaboratively with internal and external stakeholders including our subject matter experts (SMEs - who are doctors).

Main areas of responsibility

• Development of new learning programmes • Monitoring and evaluation of newly developed educational resources • Stakeholder engagement • Project management and budgeting • General

Responsibilities

a. Development of new learning programmes

1. Develop from conception to completion several high-quality learning programmes on time and within budget in collaboration with internal colleagues and our SMEs.
2. Be responsible for the quality of newly developed programmes beyond the project completion and ensure necessary improvements are incorporated where required.
3. Undertake desk-based research and horizon scanning to inform the decision-making process for the development of new learning programmes.
4. Provide clear goals and support to the working groups whilst they develop new programmes.
5. Work with our Learning Technologist and Learning Technology Coordinator to produce quality digital learning content and ensure they are published on our learning platform in a timely fashion.
6. Work with our Events and Courses colleagues to ensure the smooth delivery of the live elements of newly developed learning programmes.
7. Oversee the integration of third-party platforms into relevant educational resources, and support negotiation around cost, contracting and procurement where necessary.
8. Assist the Learning Development Manager in managing intellectual property rights, copyright documentation, and application of CPD credits based on RCR's CPD scheme for new learning programmes.
9. Be the main point of contact for stakeholders as the role develops new projects, providing necessary support, troubleshooting queries and ensuring strategically sound decisions are made.
10. Work closely with the Head of Team and Learning Development Manager to create new or adapt existing programmes tailored to the needs of the RCR's global members.

b. Monitoring and evaluation of newly developed educational resources

11. Evaluate the success of newly developed learning programmes against agreed objectives, conducting analysis of feedback and retrospectives and using insights to generate actionable recommendations.
12. Track the ongoing performance of programmes and resources the role project manages against agreed metrics and produce accurate reports for monitoring and reporting purposes.
13. Highlight any risks or issues arising during development as soon as they are identified and work closely with the Learning Development Manager and colleagues to resolve them.
14. Subject to evaluation, ensure the smooth handover of successful new programmes to the Events and Courses colleagues for them to iterate and repeat as appropriate.
15. Work closely with our Marketing Manager to identify the best promotion strategy for the new programmes to maximise their impact and engagement, with close attention to income generation.

c. Stakeholder engagement

16. Develop and maintain faculty pools comprised of UK-based doctors to foster innovation and collaboration.
17. Manage recruitment, induction, any collaboration efforts and offboarding of faculty members and ensuring we always have sufficient numbers to support our existing and emerging endeavours.
18. Ensure relevant internal and external stakeholders are brought into and managed well during the learning programme development process maximising the impact of their expertise in line with our strategic goals.
19. Collaborate with the Global Partnerships Manager to identify and develop relationships with SMEs based outside the UK.

d. Project management and budgeting

20. Create a project plan for each learning programme for which the role is responsible, with clear goals, targets, budgets, and deadlines.
21. Work with the Corporate Partnerships Officer to explore and support the application for funding opportunities where relevant.
22. Work within project budgets, identify potential variances of expenditure and recommend appropriate adjustments where relevant.
23. Scope new streams of collaboration with other organisations, especially those leading to securing educational grants.
24. Support end-to-end project management for all new programmes according to team principles and frameworks, including iterating these when the need arises, in collaboration with colleagues.

e. General

25. Maintain and manage records in accordance with the RCR's data protection policy and guidance.
26. Maintain documentation on all activities carried out.
27. 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

- Colleagues in the RCR Learning Team, working collaboratively and sharing information to support the development of the RCR Learning offer.
- The wider Education & Professional Practice Directorate.
- The wider RCR, including Membership, IT and Marketing & Digital.
- The RCR Learning Committees and elected Officers - providing information and support.

External working relationships

- Subject Matter Experts engaged in the development and delivery of learning programmes and resources.
- Technical platform providers and other relevant suppliers: input into development needs and testing processes, with user experience in mind, and ensuring service delivery meets contractual requirements.
- Other medical royal colleges and professional bodies - exchanging experience and ideas.

Scope and limits of authority

Decision making level	<ul style="list-style-type: none"> • Organise and lead on specified work streams. • Priority setting for own workload. • Decisions relating to project timelines, milestones, and actions to make progress on deliverables. • Independent decision-making to support the management of communications within the team.
Financial resources	<ul style="list-style-type: none"> • Create and deliver on budgets for each activity the role is leading on. • Record income and expenditure of the projects the role leads on.
Other resources	<ul style="list-style-type: none"> • Support operational responsibility for technical learning platforms the team uses. • Shared responsibility for college equipment such as cameras and laptops etc.
People management	N/A
Legal, regulatory and compliance responsibility	<ul style="list-style-type: none"> • Ensure that all resources, communications and processes are compliant with relevant legislation such as copyright, Equality and Diversity, GDPR, as well as RCR policies



The person

Essential (E) or
Desirable (D)

Knowledge, qualifications and experience	
Strong experience of delivering projects to the highest of standards on time and budget.	E
Experience of stakeholder management, working with multiple internal and external stakeholders of varying seniority.	E
Experience of undertaking desk-based research to inform the decision-making process.	E
Excellent working knowledge of Microsoft packages such as Outlook, Word and Excel (Excel to an intermediate level).	E
Experience of developing learning programmes and resources such as elearning or live-learning	D
Experience of collaborating with doctors or other medical professionals	D
Skills and abilities	
Accurate use and understanding of English.	E
Ability to initiate and lead projects independently and with minimal supervision	E
Effective interpersonal and teamworking skills to help negotiate, solve problems, and share knowledge with internal and external stakeholders where needed	E
Excellent communication skills, both written and oral	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 work across a range of activities, with excellent attention to detail	E
Ability to effectively evaluate and reflect on personal performance and learning from team projects to identify and take action on areas for improvement.	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 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 midnight 21 April 2024.

Please submit a CV and a covering letter of no more than a page and half, 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**

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 25 April 2024.

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**



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63 Lincoln's Inn Fields
London WC2A 3JW

+44 (0)20 7405 1282
enquiries@rcr.ac.uk
www.rcr.ac.uk
@RCRadiologists

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