



Research and Outcomes Officer

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Welcome from the CEO, Steve Jamieson



I am delighted that you have expressed an interest in the Royal College of Speech and Language Therapists (RCSLT). We are a team of supportive, compassionate, and collaborative professionals committed to creating a society that is **inclusive** of all with communication and swallowing needs.

Having joined the RCSLT in March 2023 as the CEO, I am thrilled to be leading the organisation through its next phase of growth. Through support from our members, colleagues and Board of Trustees, we are making significant strides in delivering our [strategic five-year plan 2022-2027](#) while simultaneously architecting our vision for 2027-2030. We have just commenced our planning for our new strategic plan and undertaking a major consultation with our membership and stakeholders to establish our key priorities for the coming three years. Central to this journey is our unwavering commitment to remaining an **inclusive and great place to work**.

Everyone who works at the RCSLT plays a key role in **delivering excellence to our members**. As the voice of speech and language therapists (SLT) in England, Northern Ireland, Scotland and Wales, we are looking for highly motivated and talented people who are passionate about the work of the RCSLT and can align with our [Vision, Mission and Values](#). We aim to be an employer of choice and a high performing organisation where people feel valued, heard, and supported to achieve their full potential. We want to make sure that all our employees have the resources and tools they need to enable them to thrive and deliver their best work.

More about the RCSLT: We are a professional body for SLT in the United Kingdom. We support and represent over 24,000 members. We have offices in London, Belfast, Edinburgh, and Cardiff. We employ approximately 70 employees, primarily based in London with hybrid working arrangements.

Our vision: A society that is inclusive of all with communication and swallowing needs.

Our mission: is to enable better lives for people with communication and swallowing needs. We do this by facilitating and promoting research, producing guidance, holding events, and influencing government. We promote better education and training for SLT and provide information to our members and the public about speech and language therapy. This is how we work: [Our governance and leadership](#).

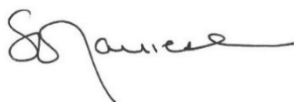
Our values:

- **Accountable** – we take responsibility for our actions and value constructive, kind and honest feedback.
- **Belonging** – we build a sense of belonging together by valuing equality, diversity and inclusion in all that we do.
- **Integrity** – we are honest, transparent, and trustworthy.
- **Professional** – we are competent, innovative, reliable and effective.
- **Compassion** – we create compassionate and supportive connections, working together as one team through successes and challenges.
- **Empowerment** – we are empowered to try new things and learn from mistakes, so we grow professionally and personally.

Equity, Diversity, and Belonging (EDB): At the RCSLT, we believe a strong profession is an inclusive one. Our vision is to build a profession where every voice is valued, every identity respected, and every practitioner and staff member is empowered to thrive. Our values guide all our actions, and we are committed to fostering an environment that challenges inequality, champions diversity, and promotes inclusion at every level. We strive to build an inclusive working environment where opportunities are open to all, diversity is celebrated and valued, and everyone feels respected, empowered and safe. We are dedicated to embedding EDB practices throughout our recruitment and selection procedures and welcome applications from candidates regardless of their age, disability, neurodiversity, religion or belief, gender identity, sexual orientation, ethnicity, or race. The RCSLT's new vision and strategy sets out our priorities, including our aspirations for taking these forward as an organisation. We encourage you to explore [our EDB vision and strategy](#), [our comprehensive resources, guidance, and update](#), and [our anti-racism statement – reaffirming our vision and commitment](#).

If you are excited by the work of the RCSLT and would like to know more about our current vacancy, please read our recruitment pack below for more details. Should you require further information about other vacancies, please contact our HR/People Team on hr@rcslt.org. We look forward to receiving your application.

Kind Regards,



Chief Executive Officer, Steve Jamieson MSC BSc (Hons) RN

The role:

Job title: Research and Outcomes Officer

Reports to: Research Manager

Hours: Part time, 4 days per week (28 hours per week)

Location: Remote or London based (must be able to attend the London office at least twice per month if remote working).

Contract type: Permanent

Key relationships: Head of Research and Outcomes, other members of the Research & Outcomes Team and other members of the Professional Development Team

Job purpose

- To plan, implement and evaluate RCSLT Research & Outcomes team projects and initiatives designed to: build research capacity, capability and culture within the profession; support members to take an evidence-based approach to practice; support the profession in relation to the areas of outcomes, health informatics, and data.
- To act as a point of reference for the members, the RCSLT and other organisations with regards to specific areas of clinical and research knowledge as delegated.

Scope and accountability

Reporting to the Research Manager, the Research & Outcomes Officer has delegated responsibility for a number of RCSLT Research & Outcomes projects and initiatives. The post holder will also support other RCSLT teams, members and external bodies as delegated to provide clinical and research advice.

Responsibilities for resources

- Delegated responsibility for maintaining and developing specific RCSLT Research & Outcomes networks.

- Delegated responsibility for developing and managing RCSLT Research & Outcomes resources including content relating to designated projects and initiatives

What are the main responsibilities?

The Research & Outcomes Officer will support the RCSLT Research & Outcomes team with the following:

- Operational responsibility for the scoping, planning, facilitation, delivery and evaluation of a portfolio of Research & Outcomes projects and initiatives, for example the RCSLT's research priority setting project, or engagement with the National Institute of Clinical Excellence (NICE).
- Manage communications via key RCSLT Research channels, ensuring that content is shared in an engaging way that aligns with organisational priorities.
- Manage broader communications for specific RCSLT Research & Outcomes work as appropriate.
- Support the dissemination of evidence by helping to search for, identify and synthesise areas of emerging, priority research.
- Support the planning, collecting, and analysis of data about the profession and within the profession (including within the RCSLT).
- Lead on elements of responses to enquiries from RCSLT members, staff and other interest holders on a variety of issues relating to evidence-based practice, research, outcome measurement, and/or data as appropriate.
- Provide evidence-based advice to RCSLT members, staff and other stakeholders on a variety of clinical and professional issues.
- Plan, deliver and evaluate Research & Outcomes projects as delegated. This may involve e.g. project planning, facilitating member and patient-and-public involvement, data collection, data analysis, dissemination and impact monitoring.
- Liaise with external interest holders to support the delivery of programmes of work.
- Present and support RCSLT work at conferences, webinars and events.
- Represent team/RCSLT on external groups where delegated.

The Research & Outcomes Officer will support the wider Professional Development and overall RCSLT teams with the following:

- Support programmes of work as delegated by the Research Manager.
- In collaboration with colleagues from other teams and members, where appropriate, lead, coordinate and/or develop (or contribute to) responses to external consultations.
- Educate, advise, or support other RCSLT teams (i.e. Communications and Policy) in identifying, accessing, understanding and applying research evidence.
- Delegate appropriate tasks to the Project Assistant.
- Support the Enquiries and wider Professional Development team as a point of contact and source of expert insight for the membership in relation to various research, clinical and professional issues.

What we need from you?

Person Specification

Knowledge and Qualifications

- Speech & Language Therapy qualification
- Current member of the RCSLT
- Good clinical & professional knowledge of SLT
- Good knowledge of evidence-based practice
- Knowledge of research, data analysis, outcome measures and improvement approaches
- Good understanding of the remit of the professional body ideally

Experience

- Carrying out literature searches and synthesising evidence, using a recognised referencing system
- Critical appraisal of evidence and application of evidence to practice
- Carrying out evaluation using a range of outcome measures, data analysis, service evaluation, audit, quality improvement and/or research
- Verbal and written presentation of the evidence base, evaluations and/or research
- Managing multiple on-going tasks and processes

- Working collaboratively as part of a team environment in health, education or social care. This includes working with people with communication difficulties and differences
- Experience of creating written copy and delivering communications via a variety of channels, ideally including social media

Skills and abilities

Organisation and Planning

- Able to prioritise and organise tasks across different projects to effectively meet the demands of ongoing work as well addressing reactive unanticipated tasks, such as wider organisational work and/or queries from contacts
- Able to collate and organise large amounts of information clearly and methodically

Communication

- Able to work collaboratively within a team and with wider networks of colleagues and external contacts
- Able to provide guidance to others that is appropriate to their needs and concerns, including signposting to sources of information
- Excellent verbal and written presentation skills to enable effective communication with a wide range of different audiences, adapting the means and style of communication as required. This includes knowledge, skills, and/or experience of academic publications and presentations. It also includes planning, implementing and evaluating communications for people with communication difficulties and differences.

Problem Solving & Analytical Abilities

- Able to critically appraise and synthesise different sources of evidence to produce clear and concise summaries
- Able to analyse and summarise qualitative and quantitative information, present this information clearly to others and use this information to inform further work

Technology

- Able to use online databases and web-based technologies to conduct literature searches
- Able to use Microsoft PowerPoint; Excel, Word, PowerPoint, and/or other document management systems
- Able to produce resources in relation to projects e.g. posters, infographics
- Able to use social media effectively to disseminate information

Personal Qualities

- Commitment to driving forwards evidence-based practice and research and enabling others to deliver evidence-based services to improve outcomes for service users
- Commitment to collaborative, facilitative and partnership working with internal and external stakeholder groups
- 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 RCSLT
- Willingness to travel across the UK, with overnight stay occasionally, when required

Other: Occasional travel within the UK if required.

Please note: We can only accept applications from those who have full working rights in the UK, we cannot offer sponsorship for this role.

What will you receive?

Salary range: You will receive a pro-rata amount of either £44,358 per annum (London based salary) or £39,587 per annum (non-London based salary) + excellent benefits.

Probationary period: 3 months.

Generous annual leave entitlement: 25 days paid holiday (plus bank holidays) which increases with service plus additional closure days between Christmas and New Year.

Pension scheme: Stakeholder pension contribution of 9% from the RCSLT.

Employee Assistance Programme: Access to a free, 24/7 completely confidential telephone helpline for all employees and their family members.

Life Assurance: Group life assurance scheme which pays out 4x salary in the event of death in service.

Other employee benefits include:

- Access to **training and development** opportunities
- **Flexible working/hybrid working** arrangements.
- **Season Ticket Loan** scheme.
- **Cycle to Work** scheme.
- **Family friendly** policies and procedures including enhanced maternity and paternity leave and pay.
- **Occupational Sick Pay** scheme
- **Eye care** voucher scheme
- Opportunity to become a member of our **affinity groups** and more!

How to apply:

Closing date for applications: Monday 19 October 2026.

Our interview process will take place virtually the week commencing Monday 2 November 2026. There may be a task that will be needed to be completed as part of the interview process.

Your application should consist of:

1. A full **CV** including the names and addresses of two referees (at least one should be from your current/most recent employer). Referees will not be approached until the final stages and not without your consent.
2. A **cover letter** of no more than 2 sides of A4 detailing why you are interested in joining RCSLT as the **Research and Outcomes Officer** and how your skills and experience meet the essential criteria of the role. (Please note that for your application to be considered you need to submit both your CV and cover letter).
3. Completed applications should be submitted through our recruitment portal, Personio. **Note:** The successful candidate must have the right to work in the UK.

Should you wish to discuss the role in strict confidence, or for more details about the role, please contact Caroline Bagnall (caroline.bagnall@rcslt.org).

Our recruitment principles

We are committed to a fair, transparent, and inclusive recruitment process. All applications are handled with strict confidentiality to protect your privacy and encourage openness throughout the process.

Our commitment to Equity, Diversity, and Belonging (EDB)

The RCSLT is committed to fostering an inclusive and equitable workplace where everyone feels valued and a sense of belonging. We aim to embed equity, diversity, and belonging practices throughout our recruitment and selection procedures. We strive to ensure everyone is valued equally for their contribution, experience, knowledge, and skills. We welcome applications from candidates of all different backgrounds.

The Royal College of Speech and Language Therapists (RCSLT) is the professional body for speech and language therapists in the UK. As well as providing leadership and setting professional standards, the RCSLT facilitates and promotes research into the field of speech and language therapy, promotes better education and training of speech and language therapists, and provides its members and the public with information about speech and language therapy.

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