



Royal College  
of Surgeons  
of England

ADVANCING SURGICAL CARE

**Job Title** - Innovation and Improvement Fellow (for RCS England Innovation Hub (the “I-Hub”) and London Institute for Healthcare Engineering (LIHE))

**Salary** - Pay scales for resident doctors in England up to ST5, depending on qualifications and experience.

**Contract Type** – Fixed term (1 year), full-time (35 hours)

**Location** - We fully support flexible working, from our superb offices in Holborn and from home. We do require staff to spend 20% of their time in the office. This is subject to role requirements.

## About us

Do you want to change healthcare for the better?

Join the Royal College of Surgeons of England (RCS England) and you will be part of a professional membership organisation and registered charity that is committed to advancing surgical care.

We provide world-class education, assessment and development to 30,000 surgeons and dental surgeons at all stages of their career. Our vision is to see excellent surgical care for everyone. We do this by setting professional standards, facilitating research and championing the best outcomes for patients.

## Our heritage home in Lincoln’s Inn Fields, Holborn

Nestled in the heart of bustling London, our beautiful heritage building in Lincoln’s Inn Fields, Holborn, offers an easily accessible location steeped in history. Now transformed into a centre of excellence for surgery, it provides a welcoming place for all our members to train, meet or network, wherever they live and work.

## About the role

The Royal College of Surgeons of England is looking for an Innovation and Improvement Fellow to fulfil a unique opportunity to spend three days a week working for the RCS England I Hub working within the RCS England Research and Quality Improvement Directorate, as well as spending two days a week working at LIHE, an exciting new partnership between King’s College London and Guy’s and St Thomas’ NHS Foundation Trust.

The role will also provide you with the opportunity to contribute to high-profile national healthcare innovation, produce peer-reviewed papers and other publications, as well as enable you to develop surgical and wider healthcare innovation expertise, while at the same time strengthening the emerging workstreams of the I-Hub and LIHE. Areas of focus may include: designing applying and evaluating different innovation and improvement approaches, developing new approaches to surgical innovation, and analysing the impact of wider innovation and quality improvement initiatives along with devising proposals for how RCS England and LIHE can develop these further. This is a unique opportunity to participate in a national innovation role centred on healthcare improvement that may also develop expertise that is relevant to surgery worldwide.

## Responsibilities

- Supporting the development and improvement of the RCS England and LIHE’s current innovation infrastructures.
- Supporting surgeons and their hospitals / universities to engage with the I-Hub/LIHE.
- Developing and delivering online and in person surgical innovation training and skills development activity.
- Evaluating and then applying innovation and improvement methodologies that can be translated across the I-Hub, LIHE, and wider surgical innovation work.
- Engaging wider stakeholders, integrated care boards, local NHS trusts / Local Health Boards and universities to support the design and implementation of high quality healthcare innovation.

## About you

You will be a resident doctor / surgeon in training at any stage from core training to ST4 looking to undertake an unique new Fellowship to enhance your surgical career.

### **What's in it for you?**

- 27 days paid holiday + bank holidays and up to 4 college closure days over the festive period & other leave entitlements (carers leave, fertility treatment leave, etc.)
- Hybrid and flexible working. We require staff to spend a minimum of 20% of their time in the office, subject to role requirements.
- Enhanced contributory pension scheme
- Equal access to enhanced parenthood leave
- A range of staff and peer networks
- Employee health and wellbeing committed (Healthcare cash plan, menopause friendly, disability confident employer, mental health first aiders, EAP etc.)
- Retail discount platform
- Sabbatical and volunteering opportunities
- Variety of learning and development opportunities

### **Interested Candidates:**

**If you wish to apply or if you have any questions about this position please email your CV together with a cover letter to [RCSHR@rcseng.ac.uk](mailto:RCSHR@rcseng.ac.uk).**

Any personal data collected from you, or that you provide to us, will be processed by us in accordance with our recruitment processes. If unsuccessful in your application, your information will be held by us on our database for a period of 6 months before deletion. If you would like your information removed sooner, please contact [RCSHR@rceng.ac.uk](mailto:RCSHR@rceng.ac.uk)

**Closing date: Sunday 14 June 2026**

The Royal College of Surgeons of England is an Equal Opportunities Employer. We are open to all talent and we actively ensure that all qualified applicants will receive equal consideration for employment without regards to age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

The Royal College of Surgeons of England is committed to protecting your privacy. We are registered as a data controller with the Information Commissioner's Office (ICO). All College employees are responsible for records held, created and used as part of their work for the College including patient/client, corporate and administrative records. Records are managed according to the requirements of the Data Protection Act 2018 and ensure confidentiality. The College ensures that staff are trained to handle the information you submit to us with care and discretion, seeking advice where necessary.