



Royal College
of Surgeons
of England

ADVANCING SURGICAL CARE

Job Title – Senior Business Development Manager (UK)

Salary – from £60,000 per annum

Contract Type – Permanent, 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 Senior Business Development Manager (UK).

This is an exciting opportunity to join a newly established Business Development Department, forming a key plank of the Finance & Commercial Foundation and supporting the aims of sustainable finances, a diversified income stream, and growing commercial capability.

This role will lead the organisation's B2B growth and partnership strategy across the United Kingdom, with an understanding of the broader international landscape and of the UK as a global centre of healthcare excellence. The postholder will identify, develop, and manage business-to-business and cross-sector partnerships that expand the organisation's reach, impact, and revenue potential.

Responsibilities

Strategy & Leadership

- Lead the design and implementation of the organisation's UK B2B (including B2B2C) business development strategy.
- Build sustainable UK revenue streams through strategic engagement and contracts.
- Participate and play a positive and engaged role in the wider College Leadership Team.

Market & Opportunity Intelligence

- Work with key income-generating teams in the UK to understand RCS member needs, UK healthcare market trends, competitor activity, and sector opportunities and international opportunities within the context of the UK as global healthcare excellence country..
- Translate data and market insight into actionable business plans and go-to-market strategies.
- Align UK Healthcare, Public Health Policies, Private Healthcare, and NHS objectives with RCS offerings in the UK.
- Tailor offerings to the growing demand in digital solutions.

Business Development & Opportunity Generation

- Identify, qualify, and pursue new opportunities aligned with strategic priorities, including proactively researching and identifying B2B and B2B2C opportunities in the public and private sectors.



- Develop and design new approaches to business models, new offerings and new solutions. Develop a structured approach to lead generation, pipeline management, and conversion tracking.
- Lead proposal and bid development, ensuring high-quality submissions aligned with client needs and organisational goals.

Account & Relationship Management

- Manage key UK accounts and partnerships, ensuring strong performance, satisfaction, and retention.
- Lead B2B negotiations, including the structuring of commercial terms, pricing, and value propositions.

Cross-Directorate & Interdepartmental Collaboration

- Collaborate closely with colleagues across the organisation to design market-relevant B2B offerings and B2B2C offerings.
- Work closely with Membership to support the wider Membership offering, involving relevant business units to ensure cohesive delivery and a consistent customer experience for members.
- Work with the Finance team to develop financial models and revenue forecasts for new initiatives.

Finance & Performance Management

- Maintain a live UK business pipeline and report on growth metrics, conversion rates, and partner performance.
- Produce business cases, proposals, and presentations for leadership and external stakeholders.

Other

- Regular UK travel will be required;

About you

Qualifications

- Educated to degree level or relevant professional experience (essential)
- Relevant professional or postgraduate qualifications e.g. CIM, MBA (desirable)

Skills/Experience

- Substantial experience in business development, commercial partnerships, or account management within a B2B environment.
- Proven track record of securing and managing high-value B2B relationships in healthcare, education, or professional services.
- Strong experience in pipeline development, opportunity qualification, and deal negotiation.
- Experience in commercial negotiation, contract management, and financial planning
- Experience of working in public and private sector, understanding of working with different stakeholder groups (commercial, charity, government, quangos)
- Good understanding of sales cycles in the UK Healthcare and dental (including NHS), partnership development, and value creation.
- Skilled in CRM systems, marketing automation tools, and data analytics platforms.
- Ability to influence, convince and negotiate with others in a way that results in acceptance and agreement.
- Knowledge of healthcare (including dental) sector in the UK (public/NHS and private); understanding of healthcare policy and regulatory landscape (desirable)
- Understanding of UK and London as an international healthcare excellence hub (desirable)

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.

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@rcseng.ac.uk

Closing date: Monday 29 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.

