



Royal College
of Surgeons
of England

ADVANCING SURGICAL CARE

Job Title Innovation and Improvement Fellow for the RCS England SUPPORT2 Improvement Collaborative.

Salary Pay scales for surgeons / doctors in training in England up to ST5 (£52,656 to £65,048, plus London weighting) in a full-time position or from ST6 to ST8 (£73,992 pro rata plus London weighting) in a part-time position, depending on qualifications and experience.

Contract Type – Fixed term for 12 months, full time or part time dependant on qualification & experience

Contract Start date – Expected start date 1 September 2026

Location – RCS England. The post may be available for remote working at any UK location, to be discussed upon appointment. However, there is an expectation that post holders attend RCS Eng regularly for in-person meetings

About us

The Royal College of Surgeons of England is the professional body for surgery. Our mission is to build the future of the surgical profession and improve the delivery of surgical care. We do this through education, training, examination, supporting surgical research and providing support and advice for surgeons at all stages of their careers.

About the role

The Royal College of Surgeons of England is looking for a one-year Innovation and Improvement Fellow who will work within the SUPPORT2 (SURgeon Peer-led POst-incident Response Teams) Improvement Collaborative being run by the Quality Improvement Department within the RCS England Research and Quality Improvement Directorate.

The SUPPORT2 Improvement Collaborative represents the next phase of our commitment to enhancing support systems for surgeons following adverse events. This new round will build directly on the achievements and lessons learned from the original SUPPORT1 collaborative, which successfully established practical approaches and peer-led support across participating hospitals. SUPPORT2 will continue this momentum and work with up to 25 Sites across the UK and Ireland. Fellows joining SUPPORT2 will have the unique opportunity to contribute to a programme with a proven track record, while also shaping its future direction and impact.

Responsibilities

- Supporting staff at the participant hospitals to engage in the Improvement Collaborative.
- Developing and delivering online and in person quality improvement activity.
- Facilitating peer learning sets and other wider QI learning activity.
- Evaluating and applying quality improvement methodologies that can be translated across the SUPPORT2 improvement collaborative and wider RCS England quality improvement work.
- Engaging with wider stakeholders, integrated care boards and local NHS trusts / Local Health Boards to support implementation of surgical wellbeing and other quality improvement activities and initiatives.
- Engaging with professional bodies and Royal Medical Colleges to support implementation of surgical and other medical/clinical wellbeing quality improvement activities and initiatives
- Supporting the participant hospital teams with the development and implementation of their quality improvement plans.
- Analysing and evaluating wider determinants of surgical/medical wellbeing and considering how these can be best implemented with the SUPPORT Improvement Collaborative and wider RCS England quality improvement programmes.
- Evaluating the impact of the SUPPORT Improvement Collaborative.
- Providing regular reports and updates on project progress to the MPS Foundation.
- Developing and delivering plans for phase two of the SUPPORT Improvement Collaborative.

About you

We are looking for applicants with:

- Relevant clinical experience
- Experience in analysing clinical data
- Familiar with software for data management and statistical analysis

- Good numeracy (e.g., good pass at A level or equivalent)
- Good understanding of health-related research and quality improvement methods
- Good understanding of basic statistical principles
- Evidence of NHS based quality improvement

What we can offer you

- 27 days paid holiday + bank holidays and up to 4 college closure days
- Flexible working
- Enhanced contributory pension scheme & other leave entitlements
- Variety of learning and development opportunities
- Wellbeing programme & Employee Assistance Scheme

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@rceng.ac.uk

Closing date: 22 February 2026 (23:59)

Interview dates: Planned for 2 March 2026 and Tue 3 Mar 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.