



Royal College
of Surgeons
of England

ADVANCING SURGICAL CARE

Job title: Learning & Engagement Partner

Salary: £49,469 – £55,000 per annum

Contract Type – Permanent, Full-time (35h/w)

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

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

We are looking for a Learning & Engagement Partner to play a key role in strengthening learning, development and engagement across the College.

This is a hands-on, partnering role, working closely with colleagues across the organisation to shape and deliver an impactful learning and development offer, alongside initiatives that support engagement, inclusion and a positive workplace culture. You will help translate organisational priorities into meaningful learning and development activity, promote continuous learning, and contribute to engagement initiatives that support staff to do their best work and grow their careers at the College.

The role is ideal for someone who enjoys balancing strategic thinking with practical delivery, and who is motivated by making learning accessible, relevant and aligned to organisational needs.

Responsibilities

- Lead the delivery of learning and development activity that supports organisational priorities, capability building and career development.
- Design and deliver engaging learning solutions (both in-person and digital) that meet identified needs and encourage active participation.
- Work with stakeholders across the organisation to understand learning and development needs and translate these into clear, practical interventions.
- Promote a culture of continuous learning, development and improvement at all levels.
- Support leadership and career development initiatives that help build future capability and strengthen succession planning.
- Contribute to staff engagement and culture initiatives, working collaboratively to strengthen inclusion, wellbeing, recognition and belonging.
- Help evaluate the impact of learning and engagement activity, using insight and feedback to inform continuous improvement.
- Communicate learning and engagement opportunities clearly to ensure high awareness and take-up across the organisation.

About you

You will be an experienced L&D or people development professional, confident working in a partnering role and comfortable balancing delivery with longer-term thinking about capability and culture. You will bring a creative, inclusive approach to learning and development, and enjoy collaborating with others to achieve positive outcomes.



You will have:

- A professional qualification in L&D, OD or HR (such as CIPD), or equivalent experience in a learning-focused role.
- Experience designing and delivering impactful learning and development activity, with evidence of evaluating effectiveness.
- Strong listening and diagnostic skills, with the ability to identify needs and tailor solutions accordingly.
- Confidence facilitating learning and development activity with a range of audiences, both in-person and virtually.
- Excellent communication and relationship-building skills, with the ability to influence and engage stakeholders.
- A commitment to inclusive, modern and evidence-based learning and engagement practice.

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: 13 May 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.

