



President Role Description

Nominated by: Self-nominated

Appointed by: If there is more than one nomination, a ballot of all voting members of the College will be held

Accountable to: Trustee Board and Council

Term of office: Three years from the date of the AGM in the year of election. The successful candidate will hold the title of President-elect from the date the election result is confirmed until they take up office at the AGM.

Introduction

The College is a professional membership organisation dedicated to the advancement of the science and practice of pathology. There are currently approximately 11,000 members, all of whom are pathologists and scientists based in hospitals, universities and laboratories in the UK and overseas. The College's main tasks are to set and maintain training standards for doctors and scientists, to advise on the appointment of consultants, to ensure the membership is kept up to date with current practice through the continuing professional development scheme, and to promote the latest developments in pathology by holding scientific meetings. The College's mission is to promote excellence in the practice of pathology and to be responsible for maintaining standards through training, assessments, examinations and professional development.

We are committed to increasing diversity and inclusion within our organisation, as well as using our voice and platform to help make pathology as a profession more inclusive. This means reflecting critically on issues of diversity and inclusion within all that we do, identifying and taking appropriate actions to reduce inequality, and welcoming challenge.

We welcome applications from anyone regardless of their disability, ethnicity, heritage, gender, sexuality, religion or socio-economic background.

The College

This College has a key role in the professional aspects of pathology services in the development and delivery of health care. Those holding office in the College provide professional leadership and thereby contribute at a national level to the maintenance and development of pathology services and the quality of care that patients receive. The College expects its office holders to be proactive and to provide leadership, not only in their own specialty, but also in pathology in general, in the wider context of health services. The College's influence extends to all sectors of healthcare provision.

The College is its membership, and the co-ordination, coherence and consistency between national, regional and local activities is paramount. All office-holders are expected to subscribe to these principles. The President will need to work closely with the Chair of the Trustee Board and is supported



by a team of six honorary officers, including three Vice-Presidents. The Vice-Presidents play a key role and work together to ensure coherent College advice and guidance across their three areas of activity at the international, national, regional and local levels through the College Clinical Directors and England regional representatives. Devolved Nation representatives provide professional leadership within their region. The College is also expected to provide advice and guidance on specialty-specific issues nationally, regionally and locally. Specialty Advisory Committees provide professional leadership within their specialty.

The President

The President is the College's senior professional officer and public face. They chair Council, serve as a charity trustee, and lead the College's professional voice across the UK and internationally, working closely with the Chair of the Trustee Board, other officers, and the Senior Management Team to deliver the College strategy and annual plan.

The President is a charity trustee of the College and chairs Council. They are also a director of RCPPath Trading Ltd and attend Trustee Board, Council, and subsidiary meetings as required.

The President works closely with the Chief Executive on strategy and delivery, within the College's agreed governance and line-management arrangements.

The role is unremunerated. The time commitment averages 3–4 days per week, with frequent evening and weekend commitments. During peak periods (meeting cycles, media developments, ceremonial events) the role may require full-time attention for short stretches. Candidates should ensure their employers understand this scale of commitment and confirm release arrangements before standing.

The presidency is a demanding, high-profile position equivalent in scale to a senior national leadership role. In addition to Council and Trustee duties, the President is routinely engaged in external meetings, national committees, and media activity. It requires significant diary flexibility and sustained commitment throughout the three-year term.

The President is supported by four Vice-Presidents, Registrar, Treasurer and the Senior Management Team, and dedicated administrative support for diary, correspondence, and travel arrangements.

Ordinance 31c:

The President shall be elected every three years and shall hold office for a three-year term. No person shall hold office as President for more than one term. A candidate is only eligible to stand in a presidential election if they are a member of a different College Specialty to the incumbent President. Where any candidate is a member of more than one College Specialty the Governance & Nominations Committee shall determine in its sole discretion that candidate's eligibility to stand.

The President's role is to safeguard the long term future of the College. The duties of the post are:

1. Leadership & Governance

- Chair Council and act as trustee of the College.
- Work collaboratively with the Chair of the Trustee Board, Vice Presidents, Registrar, Chief Executive and Senior Management Team to deliver the College strategy and objectives.
- Represent the College as a director of RCPPath Trading Ltd.
- Ensure effective governance, accountability, and performance of College committees and officers.

2. Professional & policy leadership

- Lead the College's professional voice and policy engagement across pathology disciplines.
- Provide strategic input on education, training, research, quality assurance, and workforce planning.
- Advocate for patient safety, clinical excellence, and innovation in diagnostics.
- Liaise with NHS bodies, government departments, and professional regulators to represent members' interests.

3. External representation & advocacy

- Represent the College at the Academy of Medical Royal Colleges and with UK governments and national agencies, including UKHSA (e.g., antimicrobial resistance) and other successor bodies.

4. Membership & engagement

- Foster engagement across all membership grades, including trainees and SAS doctors.
- Support regional and devolved nation activities.
- Communicate regularly with members via the President's Bulletin, website, and events.
- Attend College ceremonies and represent the College at key professional gatherings.

5. Conduct & appraisal

The President upholds the Nolan Principles of Public Life, the College Code of Conduct, and social media policy, declares and manages conflicts of interest, and participates in annual appraisal (including 360-degree feedback where applicable).

6. College meeting attendance, including time to read papers and prepare ahead of the meeting
- Standing meetings (typical pattern):

- College Council (four times a year)
- Trustee Board (five times a year)
- Governance & Nominations Committee (four times a year) *
- Finance Committee (four times a year) *
- Remuneration Committee (once per year) *
- Trading Subsidiary Company (monthly) meeting *
- Professional Conduct Committee (four times a year) *
- Operational Management Group (Hon Officers + SMT (monthly)) *
- Attendance at regular meetings with officers, clinical directors and senior staff *
- Pathology Alliance (chair once in every 3 years) (four times a year) *

* Meetings that may take place in hybrid format

7. Other duties as President

- Line management of the Chief Executive
- Performance reviews of honorary officers
- Liaison with the private sector
- Attending and occasionally chairing the meeting of The International Liaison of Pathology Presidents
- Visits to College events overseas
- Formal and informal talks when requested to give them
- Writing a regular column for the quarterly *Bulletin*
- Writing a monthly e-newsletter for members
- Writing material for the website, in support of other organisations' activities and for the Annual Report
- Presentation of certificates and giving a welcome speech at ceremonies for new Fellows
- Introduction of College named lecturers

- Hosting College dinners and giving speeches as required

8. Media duties

- Giving interviews to the media as required
- Writing articles for the press as required
- Working with broadcast programmes as required

9. This list of duties is not exhaustive, and other activities may be involved as required.

Person specification

| Requirements | Essential | Desirable |
|---|--------------------------------------|-----------|
| <ul style="list-style-type: none"> • Fellow of the College • In active practice (at time of appointment) in clinical, research or education • Good understanding of the challenges currently facing pathology • Participating in a CPD scheme • Not currently subject to any investigations or sanctions related to professional performance, behaviour or probity • Trained and up to date in all issues relating to equality and diversity • Experience of chairing committee/board/working group meetings | ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ | |
| Skills and Abilities <ul style="list-style-type: none"> • Ability to communicate effectively and develop effective working relationships on an individual basis with College colleagues • Excellent verbal and written communication skills with the ability to write clear and concise reports, letters and communications • Ability to make decisions and give guidance • Ability to present effectively to an audience, using a variety of methods, and to respond to questions and queries • Ability to take responsibility and show evidence of leadership | ✓ ✓ ✓ ✓ ✓ ✓ | |
| Qualities <ul style="list-style-type: none"> • Excellent interpersonal and communications skills • Flexible, supportive and proactive attitude • Awareness of personal limitations • Proven experience of working constructively as part of a team • Demonstrates adherence to the College's values and behaviours | ✓ ✓ ✓ ✓ ✓ | |