Job Title – Senior Business Development Manager (International)
Salary – from £58,786 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 International

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 international B2B growth and partnerships strategy, developing and managing high-value partnerships that enhance global influence, reach, and revenue potential. The postholder will be responsible for proactively identifying, developing, and securing business opportunities with international clients and partners — including governments, hospitals, universities, regulators, and industry.

Responsibilities

Strategy & Leadership

- Lead the design and implementation of the organisation's international B2B (including B2B2C) business development strategy.
- Participate, and play a positive and engaged role in, the wider College Leadership Team.

Business Development & Opportunity Generation

- Identify, qualify, and pursue new international opportunities and markets aligned with strategic priorities,
- 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.
- Build sustainable international revenue streams through strategic partnerships and contracts.
- Lead proposal and bid development, ensuring high-quality submissions aligned with partner needs and organisational goals.

Market & Opportunity Intelligence

- Work with the Insight & Growth Marketing Senior to use market intelligence and data analytics to inform regional strategies and business planning and create targeted outreach campaigns to generate opportunities.

- Translate data and market insight into actionable business plans and go-to-market strategies.
- Tailor offerings to the growing demand for digital solutions.
- Identify international business consortium-type opportunities which would be relevant for the College.

Account & Relationship Management

- Manage key international accounts and partnerships, ensuring strong performance, satisfaction, and retention.
- Act as key relationship lead for assigned regions, maintaining regular engagement with senior-level stakeholders.
- Negotiate MoUs, agreements, and commercial contracts with international partners and clients.

Cross-Directorate & Interdepartmental Collaboration

- Collaborate closely with colleagues across the organisation to design market-relevant B2B offerings and B2B2C offerings.
- Coordinate cross-divisional delivery of international projects, ensuring consistent standards and client experience.
- Work with the Director of Business Development and the Finance team to develop financial models and revenue forecasts for new initiatives.

Finance & Performance Management

- Maintain a live overseas business pipeline and report on growth metrics, conversion rates, and partner performance.
- Produce business cases, proposals, and presentations for leadership and external stakeholders.
- Monitor revenue performance, profitability, and ROI across markets and partnerships.

Other

- Regular international travel will be required;
- Any other duties as are within the scope, spirit and purpose of the job, the title of the post and its grading as may be assigned by the Director of Business Development;
- The post-holder is expected to represent the College in a professional manner and ensure their own continuing professional development.

About you

- Educated to degree level or relevant professional experience;
- Substantial experience in international business development, commercial partnerships, or account management within a B2B environment.
- Proven track record of securing and managing high-value B2B relationships in healthcare (desirable), education, or professional services.
- Strong experience in pipeline development, opportunity qualification, and deal negotiation.
- Experience in commercial negotiation, contract management, and financial planning
- Excellent understanding of international business practices and stakeholder management across multiple time zones
- A self-starter able to work independently and effectively manage multiple priorities during busy periods
- Ability to influence, convince and negotiate, respecting intercultural differences, that results in acceptance and agreement.
- Communication skills:
    - Takes the time to listen and understand
    - Able to communicate complex information in a clear, engaging and culturally aware manner

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@rceng.ac.uk

Closing date: Sunday 29 November 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.