Royal College of Surgeons of England
ADVANCING SURGICAL CARE

Job description

Job title:	Business Development Senior Manager - International
Grade:	5a
Department:	Business Development
Responsible for:	n/a
Accountable to:	Director of Business Development

Job summary

Business Development is a newly established department within the College, 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.

Specific duties and responsibilities

Strategy & Leadership

- Lead the design and implementation of the organisation's internationalB2B (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.

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 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 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.

This job description will be subject to review in the light of changing circumstances and may include other duties and responsibilities as may be determined. It is not intended to be rigid or inflexible but should be regarded as providing guidelines within which the individual works.

November 2026

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Person specification

Education, qualifications and experience

- Educated to degree level or relevant professional experience;
- Relevant professional or postgraduate qualifications e.g. MBA (desirable);
- 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
- Experience of working in public and private sector, understanding of working with different stakeholder groups (commercial, charity, government, quangos)
- Knowledge of international healthcare sector (public and private) and regulatory landscape; (desirable)
- Good understanding of sales cycles in the UK Healthcare and dental (including NHS), partnership development, and value creation.

Competencies

- 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.
- Skilled in CRM systems, marketing automation tools, and data analytics platforms.
- Communication skills:
    - Takes the time to listen and understand
    - Able to communicate complex information in a clear, engaging and culturally aware manner

The post holder will also need to demonstrate the following values:

Collaboration	**We embrace our collective responsibilities working collaboratively and as one college.**
	• We work together, using our collective expertise and experience to effect positive change • We are open, honest and transparent, straightforward in our language and actions, acting with sincerity and delivering on our commitments • We take our responsibilities to each other, to patient care and to the environment seriously and we act with this in mind across our work

Respect	**We value every person we come into contact with at the College as an individual, respect their aspirations and commitments in life, and seek to understand and meet their physical and wellbeing needs.**
	• We treat everyone we meet with kindness and integrity and we seek to promote these behaviours in others • We actively seek a range of views and experiences across our work, and we listen to, and make everyone feel, a valued part of the team

Excellence	**We aspire to excellence and success. We share learning from our experiences, apply feedback into practice, and commit to continual improvement.**
	• We work hard to be the best at what we do, recognising and celebrating effort and achievement, and reflecting on our work, so we can learn and improve • We value and invest in research, education and training to drive excellence and put improvements in surgical practice, dentistry and patient care at the heart of our work • We always seek to learn and discover more, valuing knowledge and scientific evidence, basing our decisions on insights, fact and experience

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.