



The Association of
**Coloproctology of
Great Britain & Ireland**

EDUCATION | RESEARCH | BETTER BOWEL CARE

PROMOTING
EXCELLENCE IN
COLORECTAL CARE

FOR PEOPLE ACROSS
GREAT BRITAIN AND IRELAND

Candidate brief for the position of

MANAGING DIRECTOR ACPGBI

SEPTEMBER 2026

To promote the best clinical practice for people with colorectal diseases in Great Britain and Ireland through the provision of high quality patient care, education and research.



PATIENT
CARE



EDUCATION



RESEARCH



A STRONGER
SPECIALTY
FOR HEALTHIER
LIVES



BERWICK
PARTNERS

Introduction from the President of ACPGBI

The Board of Trustees of ACPGBI and I are pleased to invite applications for the role of Managing Director of ACPGBI.

The Association exists to advance the science and practice of colorectal surgery and to improve outcomes for patients across the Great Britain and Ireland. Through education, training, research, professional standards, clinical leadership and collaboration, the Association plays a central role in supporting colorectal surgeons throughout their careers whilst helping to shape the future direction of the specialty.

This is an exciting period in the development of ACPGBI. The specialty is evolving rapidly, driven by advances in technology, robotics, artificial intelligence, digital healthcare, research and changing patient expectations. At the same time, the Association has developed an ambitious strategy focused on strengthening membership engagement, enhancing educational provision, advancing research and ensuring we remain an influential voice within the wider healthcare landscape. Achieving these ambitions requires not only clinical leadership, but also the organisational capability to convert ideas into meaningful and lasting outcomes.

To support this next stage of our development, we are seeking to appoint our first Managing Director. This is a pivotal appointment for the Association. Working in close partnership with the President, Honorary Officers, Board of Trustees, Council and ACPGBI's wider committee structure, the Managing Director will provide the executive leadership, operational expertise and organisational focus necessary to deliver our strategic priorities. They will help modernise our operating model, strengthen relationships with key stakeholders and industry partners, enhance the experience and value we provide to our members, and ensure the Association is equipped to thrive for years to come.

We are looking for an experienced and entrepreneurial leader who combines strategic thinking with practical delivery; someone who will become a trusted partner to our clinical leaders whilst helping ACPGBI realise its full potential. For the right individual, this represents a rare opportunity to make a lasting contribution to a profession dedicated to improving patient care and advancing clinical excellence.

We look forward to hearing from you.



Jim Khan
President
ACPGBI



Who we are

The Association of Coloproctology of Great Britain and Ireland (ACPGBI) is the leading professional body for colorectal surgeons, specialist nurses and allied health professionals working across Great Britain and Ireland. With a membership of more than 1,000 professionals, the Association exists to advance the science and practice of coloproctology and to improve outcomes for patients affected by bowel disease.

ACPGBI plays a central role in supporting the profession throughout every stage of a clinical career. Through education, training, research, professional development, clinical leadership and collaboration, the Association helps to shape the future of colorectal care whilst maintaining the highest standards of clinical excellence.

Our work spans:

- **Education and Professional Development** – delivering conferences, courses, webinars and learning opportunities that support the continuing development of colorectal professionals.
- **Research and Clinical Excellence** – promoting research, innovation and evidence-based practice that improve patient outcomes and strengthen the specialty. **Professional Leadership and Standards** – providing expert input on clinical practice, training, new technologies and emerging developments affecting colorectal care.
- **Membership and Community** – connecting clinicians and healthcare professionals across Great Britain and Ireland, creating opportunities for collaboration, networking and shared professional development.
- **External Affairs and Stakeholder Engagement** – working with healthcare organisations, Royal Colleges, patient groups, industry partners and other stakeholders to support the advancement of the profession and improve patient care.

ACPGBI is a highly respected organisation whose influence extends far beyond its size. Its elected Executive and Council bring together some of the most accomplished clinicians in the specialty, who give their time and expertise to the Association alongside their substantive professional roles. This combination of clinical authority, voluntary leadership and shared purpose enables ACPGBI to make a significant contribution to improving outcomes for patients and shaping the future of colorectal surgery.



Why ACPGBI is Recruiting a Managing Director

ACPGBI has entered an important period in its development. Over recent years, the Association has established an ambitious vision for the future of the profession, focused on strengthening membership engagement, advancing research, enhancing educational provision, supporting innovation and ensuring that colorectal surgery continues to evolve in response to changing patient needs and healthcare priorities.

The Association benefits from an exceptional volunteer leadership structure. Its elected President, Executive Officers, Council members and committee chairs are respected clinicians who contribute significant time and expertise alongside demanding professional careers. Collectively, they bring considerable knowledge, credibility and commitment to advancing the specialty. As ACPGBI's ambitions have grown, however, so too has the scale and complexity of its activities.

To support the next stage of its development, ACPGBI has taken the strategic decision to appoint its first Managing Director. This newly created role reflects a recognition that the Association now requires dedicated executive leadership to complement its clinical leadership and provide the organisational capacity necessary to realise its long-term ambitions.

Working closely with the President, Honorary Officers, Board of Trustees and Council, the successful candidate will have a unique opportunity to shape the future of the organisation. They will bring the leadership, strategic coordination and operational focus required to turn ambition into action, while helping to create an operating model that is fit for the future.

This role also presents an opportunity to strengthen and modernise ACPGBI's structures, systems and ways of working. Ultimately, the Managing Director will play a critical role in enhancing professional standards, supporting innovation, strengthening the Association's voice within the healthcare landscape and improving outcomes for patients across Great Britain and Ireland.

Strategic Priorities for the Managing Director

Strategic	Develop a clear organisational roadmap for the delivery of ACPGBI's strategic priorities
Operations	Undertake a comprehensive review of ACPGBI's operational identifying opportunities to improve efficiency, effectiveness and long-term organisational capability
Membership	Work with clinical leaders to strengthen ACPGBI's membership proposition, ensuring the Association continues to attract, engage and support members
Commercial	Strengthen relationships with industry partners and external stakeholders, while identifying opportunities to enhance organisational sustainability
Governance	Support the Board, Executive Officers and committee structure in delivering their priorities, creating greater alignment, accountability and coordination
Future Capability	Assess the resources, skills and organisational support required to deliver ACPGBI's ambitions
Influence and Profile	Support the Association in strengthening its voice within the wider healthcare landscape, reinforcing its reputation as a leading authority in colorectal surgery



Our Executives

Along with the ACPGBI office bearers, the Executive Committee includes chairs of the Education and Training, External Affairs, Multidisciplinary Clinical and Research and Audit committees.

Our Executive are a group of leading surgeons in colorectal surgery, with expertise spanning clinical practice, leadership, innovation, education, research and academia.



Jim Khan
President



Ian Jenkins
President-Elect



Chris Cunningham
President-in-Waiting



Nicola Eardley
Honorary Secretary



Katie Adams
Assistant Honorary Secretary



Dorin Ziyaie
Honorary Treasury



Sreelakshmi Mallappa
Assistant Honorary Treasurer



Catherine Boereboom
Chair Education and Training Committee



Tom Pinkney
Chair, Multidisciplinary Committee



Dale Vimalachandran
Chair, Research and Audit Committee



Heman Joshi
External Affairs Committee Chair

The Team

The Managing Director will be supported in their work by a committed, capable but small team of two who currently support the ACPGBI by undertaking operational activities such as:





Job Purpose

The Managing Director will provide executive leadership to the Association of Coloproctology of Great Britain and Ireland (ACPGBI), working in partnership with the President, Board, Executive Officers and committees to ensure the successful delivery of the Association's strategic priorities.

The postholder will translate strategic ambition into operational delivery, providing the organisational leadership, commercial oversight and operational discipline required to support a modern, effective and sustainable professional membership organisation.

They will be responsible for strengthening organisational capability, enhancing member value, developing key stakeholder relationships and ensuring that ACPGBI is equipped to fulfil its mission of advancing the profession and improving patient care.



The Role

Title:	Managing Director
Reports to:	Board of Trustees
Salary:	£125,000 pro rata
Contract Type:	Permanent; Part Time (0.6 standard working week)
Location:	Remote
Other Considerations:	This role requires regular travel

Key Relationships

Whilst this role reports to the President, the incumbent in this role will work very closely with the employees, Honorary Secretary, Honorary Executive Officers, Board of Trustees, and committee structures. This senior executive position is accountable for end-to-end operations of the charity.

In addition, this role will work with many key stakeholders, such as Dukes Club, BRUK, Royal Colleges, NHS bodies, industry partners, patient groups i.e. Wiley and Colorectal Disease Editor in Chief, BRUK, NATCAN/NBOCA, Professional Conference Organisers (EBS, SaySo Medical), RCS England/Edinburgh, ASGBI, AUGIS, BSG, RSM, Tripartite Nations.



Key Responsibilities

Reporting to the Board of Trustees, the responsibilities of ACPGBI's Managing Director are varied and fall into eight categories:

Strategic Leadership and Organisational Delivery

- Serve as a trusted strategic partner to the President, Executive Officers and Board of Trustees, providing advice, challenge and leadership to support effective decision-making.
- Translate ACPGBI's strategic priorities into deliverable organisational plans, ensuring clear accountability, milestones and measures of success.
- Act as the principal coordinator of strategic initiatives, ensuring momentum is maintained across successive Presidential terms.
- Provide objective analysis of organisational priorities, capacity, risks and resource requirements, enabling informed decisions regarding future investment and activity.
- Support the development and periodic review of ACPGBI's strategic plan, helping to identify emerging opportunities, risks and priorities.

Operational Effectiveness and Organisational Development

- Lead the modernisation of ACPGBI's operating model, ensuring the organisation has the systems, processes and ways of working required to support future growth and delivery.
- Review and strengthen organisational structures, resources and external support arrangements to improve efficiency, resilience and member experience.
- Embed effective project and programme management disciplines, ensuring strategic priorities are translated into practical plans, clear accountabilities and measurable outcomes.
- Identify opportunities to enhance operational capability through technology, automation, outsourcing and external partnerships.
- Ensure continuity, organisational memory and effective knowledge transfer across ACPGBI's volunteer leadership structure.
- Promote continuous improvement across ACPGBI's operations, membership services and stakeholder engagement activity.



Key Responsibilities

People and Secretariat Leadership

- Lead, motivate and develop a high-performing and responsive secretariat function.
- Review organisational capability and recommend changes to structures, roles, resources and external support arrangements where appropriate.
- Develop a collaborative, flexible and member-focused culture aligned to ACPGBI's values and strategic objectives.
- Ensure effective management of staff, consultants, contractors and outsourced providers.
- Build organisational capability to support long-term sustainability and growth.

Membership, Education and Events

- Lead the development and implementation of ACPGBI's membership growth, engagement and retention strategy.
- Work with clinical leaders to ensure ACPGBI delivers a compelling value proposition for members at every stage of their career.
- Develop initiatives that strengthen engagement amongst trainees, early-career clinicians and long-standing members.
- Oversee the successful delivery of ACPGBI's conferences, educational programmes, scientific meetings and digital learning activities.
- Ensure educational and membership activities continue to evolve in response to changing member needs and expectations.
- Drive the effective use of CRM systems, digital platforms and data to enhance member experience and inform decision-making.

Communication, Profile and Stakeholder Engagement

- Develop and deliver a strategic communications and stakeholder engagement framework aligned to ACPGBI's objectives.
- Strengthen relationships with Royal Colleges, specialist societies, NHS organisations, patient groups, professional organisations and other key stakeholders.
- Support the President and Executive Officers in coordinating strategic stakeholder engagement activity.
- Enhance ACPGBI's profile, reputation and influence across the healthcare, professional and scientific communities.
- Ensure ACPGBI presents a modern, professional and consistent external profile.



Key Responsibilities

Governance, Risk and Committee Effectiveness

- Serve as the principal executive lead for governance, ensuring compliance with charity, legal and regulatory requirements.
- Support the President, Board of Trustees and Executive Officers in fulfilling their governance responsibilities.
- Develop governance frameworks, policies and reporting structures that support effective oversight and decision-making.
- Partner with Committee Chairs to establish clear objectives, workplans and delivery frameworks aligned to ACPGBI's strategic goals.
- Maintain and oversee the organisation's risk management framework and risk register.

Finance, Commercial Sustainability and Industry Partnerships

- Lead organisational financial planning, budgeting and monitoring in partnership with the Honorary Treasurer.
- Ensure robust financial governance, controls and audit readiness.
- Develop financial models and business cases to support investment decisions and strategic initiatives.
- Strengthen ACPGBI's commercial sustainability through the development of sponsorship, partnership and revenue-generating opportunities.
- Lead the development of productive relationships with industry partners and corporate supporters, ensuring alignment with ACPGBI's values and objectives.
- Identify opportunities to maximise the return on ACPGBI's activities, events and commercial partnerships.



Person Specification

Essential

- Experience of leading organisational modernisation or change, including the improvement of systems, processes, technologies or operating models.
- Experience of working closely with boards, trustees, committees or volunteer leaders, with a clear understanding of the relationship between governance, strategy and operational delivery.
- Demonstrable success in translating organisational strategy into practical plans, programmes and measurable outcomes.
- Experience of managing budgets, financial planning processes and organisational resources, with responsibility for supporting financial sustainability and good governance.
- Experience of developing productive external partnerships and stakeholder relationships, including commercial partners, sponsors, professional organisations or public sector stakeholders.

Desirable

- Significant senior leadership experience within a membership organisation, professional body, learned society, Royal College, charity, not-for-profit organisation, healthcare organisation or similarly complex stakeholder-led environment.



The Association of
Coloproctology of
Great Britain & Ireland

Skills and Capabilities

- Strategic judgement and the ability to prioritise effectively in a complex, stakeholder-led organisation.
- Strong programme and operational discipline, with the ability to coordinate multiple initiatives and maintain delivery momentum.
- Financial and commercial literacy, including the ability to interpret management information, support investment decisions and identify opportunities to strengthen sustainability.
- Governance and risk awareness, with an understanding of the requirements of a charity, professional body or comparable regulated environment.
- Communication and influencing skills, with the ability to build credibility with senior clinicians, trustees, committee members and external stakeholders.
- Problem-solving capability in ambiguous environments, bringing structure, focus and practical judgement where there may not be an established roadmap.
- Ability to use data, systems and technology to improve decision-making, member experience and service delivery.

Leadership Style

- Collaborative and inclusive leader who enjoys working in partnership with highly accomplished volunteer leaders and subject matter experts.
- Comfortable providing constructive challenge whilst maintaining strong and trusting relationships.
- Able to facilitate, coordinate and enable others to succeed rather than seeking personal ownership of every initiative.
- Capable of creating clarity, alignment and momentum across a complex committee and stakeholder structure.
- Adaptable and comfortable working within a flexible environment that requires occasional evening meetings and engagement with volunteers outside traditional working patterns.

Core Competences



How to Apply

CLOSE DATE FOR APPLICATIONS: 18th October 2026

The preferred method of application is online at www.berwickpartners.co.uk/96715

If you are unable to apply online, please email your application to response.manager@berwickpartners.co.uk

All applications will receive an automated response.

All candidates are also requested to complete an online Equal Opportunities Monitoring Form which will be found at the end of the application process.

For detailed information on how we process your personal data, please review our privacy policy on our website <https://www.berwickpartners.co.uk/privacy-policy/>

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and/or biometric data) in your CV and application documentation. Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

If you have any queries or would like more information relating to this document, please contact:

Thomas Ewen

Principal, Professional Bodies, Trade Associations and Membership

D: 020 3970 1886

Thomas.ewen@berwickpartners.co.uk

