

Role: Recruitment and Learning & Development Partner
Salary: £48,557 p.a.
Location: Hybrid Working – Remote / London
Contract Type: Full-time, Permanent

How to Apply

If you believe that you are the right person for this role, please submit your CV and Cover Letter to Tenisha Ekwe (tekwe@rcoa.ac.uk) by **Thursday 08 January 2026**.

Please note that the closing date is subject to change, depending on the success of the recruitment process.

About the Role

This is a unique role that connects Learning and Development (L&D) with Recruitment to ensure the College attracts, recruits and develops the right talent while fostering a culture of continuous learning and growth.

As a key member of the People and Culture Team, you will lead on shaping and delivering the College's L&D framework and initiatives, fostering a culture of continuous learning, promoting inclusivity in recruitment and ensuring talent is identified, supported, and nurtured.

You will be responsible for managing the end-to-end recruitment process and designing, developing, and delivering learning interventions that build organisational capability and resilience. This includes maintaining strong candidate engagement throughout the recruitment journey and partnering with managers to equip them with tools and guidance to attract, hire and develop high-performing teams.

Key tasks and responsibilities include (but are not limited to):

- First point of contact for queries relating to L&D
- Define and deliver a comprehensive learning needs analysis and develop a L&D plan for the College
- Design and deliver engaging, innovative and accessible training content using best practice methods, tailored to organisational needs
- Develop and deliver the College's Leadership and Management Development Programme
- Design and deliver impactful EDI-focused learning initiatives to promote inclusivity
- Champion a culture of continuous learning and professional development across the College
- Manage the end-to-end recruitment process for all College vacancies
- First point of contact for all recruitment queries and advice
- Provide hiring managers with advice on the recruitment and selection process from role release through to offer, in line with the College's Recruitment Policy, promoting EDI at all times.

About You

You are a dynamic and versatile L&D professional, who is passionate about people development and recruitment. You will bring a blend of L&D expertise and recruitment experience, with the ability to balance strategic thinking and hands-on delivery.

You will have proven experience in designing and delivering innovative training programmes, including leadership and management development, and be confident in using digital learning tools and eLearning platforms. Alongside this, you will have managed end-to-end

recruitment processes and understand how to embed inclusive and equitable practices throughout.

Strong communication and relationship-building skills are essential, as you will work closely with managers and stakeholders across the College. You will be highly organised, able to manage competing priorities and bring a creative, solutions-focused approach to everything you do.

The Package

This is a full-time, permanent position with a competitive employee benefits package, which includes (but is not limited to):

- 31 days of annual leave, plus bank holiday
- 1 additional paid day of leave for the purpose of celebrating your birthday
- Healthcare support through Benenden Health
- Up to 12% pension contribution
- Hybrid and flexible working
- Wellbeing hour once a week
- Cycle to work and employee discounts schemes
- Training and development opportunities
- Access to Mental Health First Aiders and Employee Assistance Programmes

About the College

The Royal College of Anaesthetists is the professional body responsible for the specialty throughout the UK. We are the third largest medical royal college in the UK by membership. With a combined membership of more than 24,000 Fellows and Members, we ensure the quality of patient care by safeguarding standards in the three specialties of anaesthesia, intensive care and pain medicine.

At RCoA diversity, equality and inclusion is an integral part of our culture so it is important to us that this is reflected in everything that we do. We welcome applications from all individuals irrespective of age, race, gender, sexual orientation, ethnicity, religion or belief, disability, marital status, or parental responsibilities to ensure we actively embrace an inclusive and representative culture that encourages, supports, and celebrates our differences.

Unfortunately, due to the volume of applications, we are unable to provide detailed feedback to candidates on their application. Only short-listed applicants will be contacted after the closing date. Please note that the closing date is subject to change.

If you have any questions or would like more information about this opportunity, please contact: tekwe@rcoa.ac.uk

Applicants must reside and have the right to work in the UK. No agencies please.