



Sustainability Lead (Pathology Practice)

Role description

Responsible to:	The President
Accountable to:	Trustee Board and Council
Term of office:	Three years, renewable by agreement between the postholder and Trustee Board for up to one further year
Location:	The Royal College of Pathologists, 6 Alie Street, London E1 8QT or any of the place(s) of business of the College as determined from time to time

Introduction

The College is a professional membership organisation dedicated to the advancement of the science and practice of pathology. There are currently approximately 12,000 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 we aim to listen and be responsive to its needs. The coordination between international, national, regional and local activities is paramount. All office holders are expected to subscribe to these principles, and the local leads and regional Chairs are expected to

provide the professional leadership within their region. The College is also expected to provide advice and guidance on specialty specific issues nationally, regionally and locally. The Specialty Advisory Committees provide professional leadership within their specialty.

Sustainability & Net Zero

For College operations the Trustee Board has agreed a 42% reduction in absolute carbon emissions by 2032 from our initial baseline as an interim target and a Net Zero target date of 2040. Daniel Ross, Chief Executive, is the sustainability lead for College operations and we now wish to recruit from among our trainees and fellows a sustainability lead for the practice of pathology.

Purpose of the role

The Sustainability Lead for Pathology Practice will play a crucial role in advancing sustainability initiatives within the College and across the wider pathology community. This role is integral to the College's commitment to environmental stewardship and social responsibility. The Sustainability Lead for Pathology Practice will drive the implementation of sustainable practices, promote awareness of environmental issues, and facilitate collaboration among stakeholders to achieve sustainability goals.

The Sustainability Lead for Pathology Practice will be passionate about promoting sustainability in healthcare, possess strong analytical and communication skills, and demonstrate leadership in driving positive change within pathology. They will play a pivotal role in advancing the College's sustainability agenda and contributing to a greener, more sustainable future for pathology practice.

Responsibilities

- Raise awareness among members, trainees, and pathology professionals about the importance of sustainability in healthcare.
- Organise educational programmes, workshops, and webinars on sustainable practices in pathology.
- Provide guidance to support the pathology community in adopting environmentally friendly procedures.
- Foster collaboration with sustainability leads of Pathology Alliance members, external organisations, and industry partners to advance sustainability goals.
- Represent the College in sustainability forums, conferences, and working groups on sustainability and climate change activity to share knowledge and best practice.
- Work with other international pathology bodies to co-ordinate minimising the impact of pathology on the environment.
- Provide clinical input to all aspects of sustainability and climate change where required, and liaising with the College's policy team.
- Attend and report to College Council on sustainability issues.

**Sustainability Lead for Pathology Practice
Person specification**

Requirements	Essential	Desirable
Knowledge and experience		
Fellow or trainee of the College	✓	
In active practice	✓	
Not currently subject to any investigations related to professional performance or probity	✓	
Broad overview of all pathology specialties	✓	
Trained and up to date in all issues relating to equality, diversity and inclusion	✓	
Interest in/experience of promoting awareness/understanding of pathology to a range of audiences	✓	
In-depth understanding of environmental issues, sustainability principles and their application to healthcare settings	✓	
Skills and abilities		
Ability to communicate effectively and develop effective working relationships on an individual basis with College colleagues and staff	✓	
Excellent verbal and written communication skills	✓	
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	✓	
Project Management skills		✓
Qualities		
Excellent interpersonal and communications skills	✓	
Flexible and proactive attitude	✓	
Awareness of personal limitations	✓	
Proven experience of working constructively as part of a team	✓	