

Job title	Deputy Chief Medical Officer
Level	SOT
Reporting to	Chief Medical Officer
Responsible for	Medical Workforce
Salary	
Location / travel requirements	Hybrid – attendance at Head Office and clinics required
Leadership group	SOT

Job purpose

BPAS is an independent healthcare charity providing reproductive healthcare, advice and treatment across the UK. The Deputy Chief Medical Officer is a senior clinical leadership role, supporting BPAS to deliver safe, effective, accessible and sustainable services in line with its charitable purpose, values and strategic objectives.

The Deputy Chief Medical Officer holds delegated accountability from the Chief Medical Officer for defined areas of medical leadership, clinical transformation, medical workforce development and clinical performance. The postholder acts as a senior organisational leader, translating medical and organisational strategy into effective delivery across BPAS services.

Working closely with the Chief Medical Officer, nursing and midwifery leadership, operational leaders and other senior colleagues, the Deputy Chief Medical Officer provides visible, credible and compassionate clinical leadership. The role plays a central part in strengthening clinical standards, improving productivity and performance, developing future medical leaders, embedding innovation, and ensuring consistently high standards of patient care.

The postholder will deputise for the Chief Medical Officer when required, acting within agreed delegated authority and contributing to senior decision-making, organisational assurance and the effective running of BPAS.

Role Dimensions

- Delegated authority from the Chief Medical Officer for defined clinical domains and medical leadership responsibilities.
- Cross-organisational influence across BPAS clinical services, sites and service lines.
- Responsibility for leading and developing elements of the medical leadership structure.
- A significant role in medical workforce planning, engagement, appraisal, job planning, development and succession planning.
- Senior accountability for agreed programmes of clinical transformation and service model development.
- Influence over clinical performance, productivity, quality, governance and patient outcomes.
- Responsibility for representing BPAS in relevant external clinical, professional or system forums.

Principal accountabilities

1. Organisational Leadership and Strategic Delivery

- Hold delegated accountability from the Chief Medical Officer for defined areas of medical leadership, clinical strategy implementation and organisational delivery.
- Translate BPAS's medical and organisational strategy into practical, scalable and effective delivery across sites, service lines and clinical pathways.
- Act as a senior clinical integrator across medical, nursing, midwifery, operational, workforce and governance functions, ensuring alignment between strategy, clinical standards and operational delivery.

- Work as part of the clinical service delivery triumvirate with the Deputy Chief Nursing & Midwifery Officer and Deputy Chief Operations Officer to ensure safe, effective and sustainable day-to-day services.
- Lead agreed organisational transformation programmes, including the design, implementation and scaling of new clinical models to improve access, quality, efficiency and patient outcomes.
- Contribute to organisational planning, horizon scanning and senior decision-making, ensuring that medical leadership and clinical delivery are aligned to BPAS's future direction.
- Deputise for the Chief Medical Officer when required, acting within agreed delegated authority and representing the medical function in senior internal and external forums.

2. Operational, Functional and Performance Accountability

- Provide senior medical leadership to support the delivery of safe, effective, patient-centred and productive clinical services across BPAS.
- Hold accountability for improving clinical performance and productivity within agreed areas of delegated responsibility.
- Work with operational, nursing, midwifery and clinical leaders to ensure that clinical models, workforce capacity and service delivery arrangements are aligned to patient need, quality standards and organisational priorities.
- Lead the development and improvement of clinical leadership structures, ensuring they are fit for BPAS's scale, complexity and future service model.
- Ensure that medical leadership arrangements support effective decision-making, clear accountability, strong professional standards and consistent service delivery.
- Chair and/or contribute to key internal Medical and governance forums, ensuring effective oversight, decision-making, escalation and follow-through.
- Use clinical, operational and workforce data to identify risks, performance issues, improvement opportunities and areas requiring intervention.
- Use operational, clinical, workforce and financial data to anticipate issues, identify improvement opportunities and support timely intervention.

3. Quality, Governance, Risk and Assurance

- Promote a culture of openness, learning, accountability and continuous improvement, ensuring risks and quality concerns are identified, escalated and addressed appropriately.
- Provide senior medical leadership in relation to clinical governance, quality improvement, patient safety and risk management.
- Support the Chief Medical Officer in ensuring that medical practice and clinical services are delivered in line with relevant professional, regulatory and organisational standards.
- Support the Chief Medical Officer with statutory and professional responsibilities, including Responsible Officer functions where delegated or required.
- Contribute to the development and oversight of systems that support safe clinical practice, effective governance, incident learning and quality improvement.
- Work collaboratively with nursing & midwifery, operations, quality, safeguarding, governance and risk colleagues to ensure that patient safety, service quality and regulatory compliance are embedded in operational delivery.
- Provide assurance to Chief Officers and the Board on Medical performance, risk, quality, compliance and improvement activity within the delegated portfolio.

4. People, Culture and Professional Leadership

- Provide visible, accessible and compassionate leadership, modelling BPAS values and professional standards.
- Lead the development of a sustainable, high-performing medical workforce, including talent pipelines, succession planning, career pathways, engagement, retention and leadership development.
- Hold accountability for the leadership, performance and development of the senior medical leadership cohort.
- Strengthen medical workforce systems, including appraisal, job planning, development, performance and professional accountability arrangements.
- Foster a culture of clinical excellence, accountability, inclusion, collaboration and continuous improvement.
- Support the development of future clinical leaders, ensuring that medical leadership capability is aligned to BPAS's current and future organisational needs.

- Work collaboratively with People, OD, operational and clinical colleagues to ensure medical workforce plans support safe, effective and sustainable service delivery and change in managed effectively.
- Foster a culture where staff feel able to speak up, provide feedback and contribute to service improvement, with clear communication about how feedback has been considered and acted upon

5. Resources, Partnerships and Transformation

- Lead and support significant clinical transformation and service redesign programmes, ensuring changes are clinically robust, operationally deliverable and aligned to BPAS strategy.
- Work with senior colleagues to ensure that medical workforce models, clinical pathways and service developments make effective use of organisational resources.
- Provide clinical leadership to support innovation, productivity, access and service sustainability.
- Represent BPAS in external clinical, professional, regulatory or system forums as required.
- Develop and maintain effective relationships with relevant external stakeholders, partners and professional bodies.
- Build effective internal relationships with operational, nursing, midwifery, governance, workforce and corporate colleagues to deliver joined-up organisational outcomes.
- Define financial delegation, budget size or business case responsibilities

6. General BPAS Responsibilities

- Lead by example, reflecting BPAS values and promoting a culture of compassion, inclusion, equity, accountability and respect.
- Maintain the highest standards of professional conduct, confidentiality and integrity.
- Comply with BPAS policies and procedures, including information governance, health and safety, safeguarding, infection prevention and control, equality, diversity and inclusion, and data protection.
- Take responsibility for safeguarding children, young people and vulnerable adults, ensuring that concerns are identified, escalated and managed in line with BPAS policy and statutory requirements.
- Contribute to effective teamwork across BPAS, maintaining strong working relationships with internal and external colleagues.
- Participate in relevant training, professional development and appraisal processes.
- Undertake other duties commensurate with the level and responsibilities of the role.

Person specification

Education, Qualifications and Registration

Essential

- Full GMC registration with a licence to practise and evidence of revalidation.
- Inclusion on the Specialist Register, or equivalent senior clinical experience.
- Evidence of senior leadership development, gained through formal development, professional experience or equivalent.

Experience

Essential

- Proven experience of operating at senior clinical leadership level within a complex healthcare organisation.
- Experience of translating clinical strategy into operational delivery across services, sites or pathways.
- Demonstrable experience of leading and delivering clinical transformation or service redesign.
- Experience of leading multi-site, system-level or cross-organisational clinical services.
- Proven experience of leading, developing and managing senior clinicians or clinical leaders.
- Experience of medical workforce leadership, including appraisal, job planning, development, engagement and succession planning.
- Experience of working in a regulated healthcare environment.
- Experience of working with external stakeholders, professional bodies, regulators or system partners.

Desirable

- Experience in abortion care, reproductive healthcare, women's health or a related specialist clinical area.
- Experience of working in a charitable, independent healthcare or NHS-commissioned environment.
- Experience of working with commissioners, regulators, royal colleges, professional bodies or national clinical networks.
- Experience of leading digital, workforce or service model transformation.

Knowledge and Skills

Essential

- Strong understanding of clinical governance, quality improvement and patient safety frameworks.
- Strong understanding of medical workforce regulation, professional standards and clinical accountability.
- Ability to translate strategy into effective clinical and operational delivery.
- Strong leadership and influencing skills, with the ability to work credibly across clinical, operational and corporate functions.
- Strong analytical and problem-solving capability, including the ability to interpret clinical, workforce and operational data.
- Excellent communication skills, with the ability to engage, influence and provide assurance to a wide range of audiences.
- Strong organisational awareness and ability to operate effectively in complex, changing environments.
- Ability to lead through ambiguity, manage competing priorities and make sound decisions in high-pressure situations.

Leadership style and personal attributes

- Credible and visible and values-led leader.
- Compassionate, inclusive and able to build trust across teams.
- Resilient, decisive and calm under pressure.
- High emotional intelligence and strong interpersonal judgement.
- Confident in holding others to account while supporting development and wellbeing.
- Comfortable operating in complex, sensitive and regulated environments.
- Collaborative and able to build trust across professional and organisational boundaries.
- Committed to openness, transparency, accountability and continuous improvement.
- Able to travel to other sites, and work additional hours as necessary
- Commitment to a woman's right to choose abortion

This is an outline job description, intended to give the post holder an appreciation of the role and the range of duties to be undertaken. It does not attempt to detail every activity. Specific tasks and objectives will be agreed with the post holder at regular intervals.

Version	1
Date of Last Review	01/06/2026
Review Date	01/06/2027

How To Apply

To submit an application, please email recruitment@bpas.org with the reference DCMO and include the below:

- A Curriculum Vitae (CV) with your GMC PIN, education and professional qualifications and full employment history. Please include daytime and evening telephone contact numbers and e-mail addresses.
- A supporting statement that should outline your motivation for applying, what you believe you can bring to the role, and how your skills and experience align with the role description and candidate profile. (1 Page)
- Responses to the applications questions below

Application Questions

1. What does 'Values Driven Leadership' mean to you and how has this shaped your career to date?
2. What are your views on abortion? How do you feel about patients returning multiple times for abortion care?
3. How would you translate clinical strategy into effective service delivery across a complex healthcare organisation?
4. Describe a significant clinical transformation or service redesign programme you have led. What was your contribution and what outcomes were achieved?

Terms & Conditions of Employment

Location: Hybrid – working from home with days in Head Office Leamington Spa and BPAS Units when required.

BPAS Head Office, Orion House, Athena Drive, Tachbrook Park, Leamington Spa, CV34 6RQ

Salary: £110,000 - £130,000 depending on skills and experience.

Hours Per Week: 36 hours Monday to Friday

NB: Shifts that are longer than 6 hours, will include a 30 minutes unpaid break.

On call

All members of the Senior Operating Team will be required to participate in an on-call rota. The On-Call policy and procedure is being reviewed and revised, however it is envisaged that participation will involve being available to receive emergency / on-call telephone calls up to 9pm Monday to Friday and on Saturdays and Sundays approximately 4 times per year.

Holidays:

34 days per year, including Bank Holidays. (Pro-rata for part time staff)

Life Assurance:

Cover equivalent to 3 times salary

Pension Scheme:

You will become an active member of the BPAS personal pension plan after 3 months of employment if you are an 'eligible jobholder' under auto-enrolment rules (or if not, you can choose to join). You will also have the opportunity to contribute more than the statutory minimum into the pension scheme, on a sliding scale, with BPAS contributing a maximum 5.5% of salary.

Training:

At BPAS our staff are our most important asset. It is policy that staff participate in appropriate training and development opportunities to enable them to perform their job to a degree that assures clients of a quality service and provides personal satisfaction to the member of staff. This may involve travelling to Head Office or other UK locations.

Working with us:

Alongside a supportive and friendly working environment, BPAS has generous benefits including life assurance cover at 3 times salary, 34 days annual leave per year and a defined contribution pension scheme you will also have access to our employee benefits programme through BHSF which includes special health and wellbeing services, as well as lifestyle offers for you and your family. This includes various salary sacrifice schemes, counselling services and free private GP appointments.

Safer Recruitment at BPAS:

BPAS is committed to safeguarding and promoting the welfare of vulnerable adults, children and young people through the adoption of a safer recruitment framework in the hiring of new applicants which includes a number of pre-employment checks.

Safer recruitment at BPAS ensures a thorough review and assessment of the skills, qualifications, experience and values of all applicants in relation to working with vulnerable people. It is vital that candidates who are recruited at BPAS are safe and contribute to high standards of client care. The selection and recruitment of applicants will be conducted in a professional and responsive way in compliance with current employment and safeguarding legislation