

GENERAL PRACTITIONERS COMMITTEE ENGLAND: EXECUTIVE TEAM ROLE PROFILE

Summary of role purpose and activities

- Provides leadership and vision for GPs in England alongside fellow Executive team members, led by the chair;
- Upholds the professional image of doctors and the BMA, and is comfortable with the exposure required by being in a senior and high-level position as a leader of the profession within the BMA/GPC;
- Accurately and fairly represents the views (internally and externally) of GPs in England and GPC England;
- To act as a voice and ally for GPs from all diverse backgrounds. Recognising the diversity of the profession and that GPs are from diverse backgrounds, with diverse patients from all backgrounds. The GPC Executive may not be representative of all groups but the issues relevant for all groups must be considered at the Executive. Members of the Executive are expected to champion and promote diversity and equality on behalf of the profession, and to promote cultural change to systems that create barriers to inclusion.
- Leads discussions on GP-related issues with NHS England, DH and other stakeholders;
- Develops policy and guidance on matters affecting GPs working in England, working closely with BMA staff;
- Participates in negotiations of all aspects of nationally negotiated GP contracts in England;
- Liaises closely with colleagues in Scotland, Wales and Northern Ireland;
- Negotiates and collaborates with other branches of practice within the BMA;
- Takes joint responsibility for the output and results of the GPC, within LMC conference policy and by GPC (England);
- Develops strategy for the Executive team and the GPC, including long-term focused plans to maximise the success of the GPC;
- Takes personal responsibility and accountability for delivering on specific agreed objectives;
- Contributes to the development of strategies for communication with and support for, GPs and LMCs in England, working closely with BMA staff;
- Influences senior leaders internally and externally to deliver the objectives and the agreed strategy of GPC (England);
- Builds good working relationships with BMA staff, colleagues and any other relevant stakeholders;

- Leads on specific areas of GPC activity, co-ordinating subcommittees or task and finish groups as appropriate.

Skills and experience required

- A professional with at least five years' experience of influencing policy and/or negotiating contracts for independent contractors, or other terms and conditions on behalf of employees or employers;
- Demonstrates a deep understanding of current general practice and the current issues facing all GPs;
- Demonstrates a broad and current knowledge of the health sector and structures relevant to GPs e.g. CCGs;
- Demonstrates some knowledge of equalities issues in the workplace. For example, having taken equalities training to understand the legal definitions of harassment and discrimination in the workplace. And/or some experience of working on evidence-based projects to improve equality, diversity and inclusion for disadvantaged groups.
- Demonstrates experience of working with external stakeholders and understanding their decision-making processes;
- Ability to set expectations, direct, consult and build morale and motivation to deliver high-quality results either as part of a team or in collaboration with others;
- Is innovative and capable of analysing complex information, identifying core issues, evaluating information and generating appropriate solutions;
- Makes clear judgements and identifies solutions based on a broad view of the external, political, economic and legislative environment;
- Is experienced in analysing contractual and financial information;
- Ability to deliver key messages to senior individuals both internally and externally, including BMA staff; Chief Officers and members of other branch-of-practice executives; leading GPs; key figures from within the DH and NHS England; Ministers; parliamentarians; civil servants and broader stakeholders including regulators and royal colleges so that they are consistent and have integrity;
- Ability to influence senior leaders internally and externally to deliver the objectives and strategy of GPC (England);
- Can confidently convey messages in a compelling and persuasive, adaptable manner to match the situation and audience;
- Provides well-thought through opinions and can challenge others confidently, yet sensitively, when appropriate;

- A skilled negotiator with different stakeholders e.g. employers, commissioners, government and other relevant bodies;
- An experienced public speaker and can act as spokesperson for the GPC (media training is provided);
- Ability to prepare articles for publication, and communicate strategy and outcomes;
- Ability to manage effectively diverse opinions, challenges and interpersonal conflicts;
- Responds positively when faced with setbacks and learns from mistakes;
- Is capable of working to tight deadlines, and with a flexible approach to working hours, commensurate with the seniority of the position;
- Ability to contribute to the development of and is mindful of working within, relevant budgets;
- Ability to work collaboratively with staff employed by the BMA.

Time commitment and remuneration

- Two full remunerated days per week need to be set aside for this role, plus an expectation of some additional evening hours working (approximately half a day, also remunerated).
- These roles are tied to the current chair of GPC England's term of office which ends in July 2023, and will also end at that time.
- Details of the remuneration can be discussed with the committee Head of Secretariat, Richard Pursand who can be contacted at rpursand@bma.org.uk