

## **RCVS Senior Team**

The purpose of the Senior Team is to enable Council to set the strategic direction and oversee governance of the RCVS, and to enable our people to deliver.

The Senior Team comprises the RCVS Departmental Directors and is led by the CEO, who takes responsibility for delivery of the RCVS strategic plan, as agreed by Council, and the day-to-day running of the College.

The Senior Team meets regularly and the notes of the meetings are available to all staff, with exemptions for private and confidential matters. The CEO chairs these meetings, and the Executive Director of RCVS Knowledge is invited to sit as observer.

The key responsibilities of the Senior Team are as follows:

1. Support and advise the Officers (President, Vice-Presidents and Treasurer), Council and committee members in the development of the Strategic Plan.
2. Ensure delivery of the Strategic Plan and keep Council regularly updated on progress against time, budget and intended impact.
3. Enable understanding of the RCVS purpose and Strategic Plan throughout the organisation and to ensure continual, coherent and consistent communication.
4. Create an environment in which our people can deliver, learn and thrive.
5. Ensure the effective and efficient day-to-day direction and management of the organisation in line with key functions as a Royal College and regulator.
6. Propose and manage the College budget ensuring the most effective use of resources.
7. Recommend Key Performance Indicators and service standards, and review activities against these, making adjustments to procedures and resources as applicable in association with the relevant Committee Chairs.
8. Utilise the collective wisdom and expertise of its members and the wider organisation by collaborating to exploit synergies and advance our organisational priorities.
9. Ensure appropriate mitigations against risk, keeping the organisational and departmental Risk Registers up to date and report regularly to the Audit and Risk Committee.
10. Horizon-scan for opportunities and threats, building networks to understand, for example, research and best practice from other similar organisations both at home and overseas, and act on this information appropriately.

11. Identify and consider issues and activities for communication to the wider organisation, professions and public.