



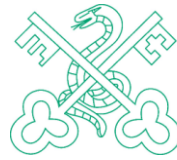
The British Association of Urological Surgeons



CEO

Candidate Information Pack

November 2024



Welcome from our President

There has never been a more exciting time to be involved with the British Association of Urological Surgeons, (BAUS), as it enters its 80th year in 2025.

From humble origins in 1945, BAUS has grown constantly stronger and more unified and now represents over 2,500 colleagues delivering the entire spectrum of urological care within the British Isles and beyond. Over 80% of Consultant Urological Surgeons in the British Isles are members of BAUS which is the leading professional association within UK urology.

Having benefitted enormously over the past 18 years from the expert stewardship of our CEO, Anne Bishop, we now enter our 80th year actively recruiting for a skilled and forward thinking individual to replace Anne.

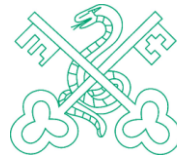
BAUS is large enough to have national and international impact and yet small enough to remain agile, personable and patient focused.

We are looking for an individual with passion, energy and the ability to collaborate to springboard BAUS upwards and onwards for the next phase of its evolution. This is an immensely rewarding role which would perfectly suit a person of vision, positivity and proven delivery.

It is the ultimate professional privilege to be President of BAUS, and a role that is an honour to occupy. The Board of Trustees and I are unified in our aspiration and drive to enhance the delivery of urological care to the population of the British Isles and eagerly anticipate the appointment of a new CEO with whom we can engage to propel BAUS forward in its missions.

Ian Pearce

President



About Us

BAUS is a registered charity and a professional membership association dedicated to ensuring the highest standards in the practice of urology for the benefit of patients.

Urologists and urological teams treat a broad spectrum of conditions across all age groups. In fact urology is one of the most varied branches of surgery and encompasses diseases of the kidneys, bladder and prostate, including incontinence, erectile dysfunction, infertility, cancer and reconstruction of the genito-urinary tract. It caters for patients of both sexes and all ages, from children to older adults.

BAUS supports healthcare professionals who treat urological patients to deliver excellent care by developing guidance for clinical practice, providing education and fostering research. We have a membership of circa 2500 members from medical students to consultants & associated urological specialists practicing in the UK, and also have an international membership.

The motto of BAUS is 'united strength is stronger' and the Association's strength continues to derive from the commitment and support of our members who make BAUS their professional home. The medical, political and social landscapes in the UK have been fundamentally re-shaped - including by the challenges of the COVID-19 – and it is therefore imperative for BAUS to have a clear focus going forward to ensure the Association remains relevant to its members and the services they provide for their patients. A new [four-year strategic plan](#) was published in 2023 which highlights three strategic themes – membership, education and the provision of urological services – and two supporting themes – digital and communications, and widening participation.





Recruiting a CEO

Our longstanding CEO, Anne Bishop, is leaving BAUS after a highly successful 18 years, which has seen BAUS grow and develop, going from strength to strength. Anne has played a pivotal role in guiding BAUS and supporting the membership with a strategy which raises and enhances BAUS's profile among key stakeholders and nurtures the importance of the BAUS community which is a core part of our [strategic plan](#) 2023-26.

We are now seeking a new CEO to guide the organisation into its next chapter. With a proud history of advancing urological care and supporting our members, BAUS is poised for growth and innovation. We are looking for an individual with passion, energy and the ability to collaborate to springboard BAUS upwards and onwards for the next phase of its evolution. This is an immensely rewarding role which would perfectly suit a person of vision, positivity and proven delivery.

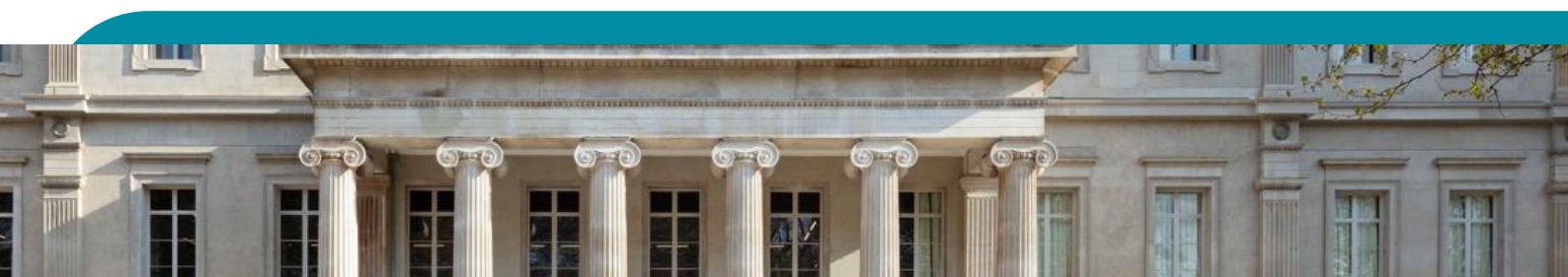
You will be working with a skilled and talented team, that currently consists of 10 dedicated staff members, many of whom have been part of BAUS success for a number of years. We have also recently recruited a Communications Manager which is a new role for BAUS.

Statement on equality

As an Association, we understand that equality, diversity and inclusion are very important as we strive for excellence. Our members come from every walk of life and, therefore, to represent them effectively, so should we.

The Association recognises that inclusion is about the choices we make, the words we use and the actions that we take every day. Our members must be respectful and open to ideas, perspectives and outlooks different from their own. The Association expects all members to uphold this ethos in their interactions with patients and colleagues alike.

BAUS is well aware of the true benefits that equality, diversity and inclusion can bring. We recognise its positive effect on innovation, quality of care and the well-being of the workforce. As such, the Association will ensure equality is at the core of future work that is carried out, and we look forward to the positive impact it will have in education, research and clinical excellence.



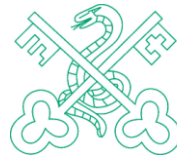


Role description: CEO

Key Information

Location	Our office is in central London at the Royal College of Surgeons and we operate hybrid working arrangements (at least 2 days to be spent in the office).
Contract	Full-time, permanent
Salary	£80-85k per annum, depending on experience
Reports to	The President and the Board
Annual leave	25 days annual leave, plus bank holidays and normally days off between Christmas and New Year.
Benefits	Fantastic pension scheme with a minimum 16% employer contribution. Opportunities for hybrid and flexible working arrangements to help balance work and personal commitments, as deemed reasonable.





Overall Purpose

The CEO will lead BAUS in achieving its mission, shaping and executing a strategic vision that strengthens the organisation, supports its members, and ensures sustainability.

Working closely with the Board, the CEO will be responsible for strategic oversight and implementation, external relations, and long-term planning while leveraging the COO's operational expertise to ensure effective day-to-day management.

Key Responsibilities

The following is not an exhaustive list but identifies the most significant duties which link to the responsibilities described above:

Governance and strategy

Provision of timely and appropriate advice, information and recommendations to the Board on risks, and issues requiring Board decision or awareness.

Contributing to the Board's strategic thinking.

Delivering the defined outcomes of the 2023-2026 strategic plan, which operationalises the Board's strategic aims.

Supporting the Board on governance issues including board member recruitment/induction, training and reviews of its performance.

Ensuring BAUS' compliance with all legal and regulatory requirements at Board and operational levels.

Leadership of BAUS

Lead on the operationalisation of BAUS' strategy across the organisation.

Oversee financial strategy development, ensuring robust and sustainable revenue streams that align with the organisation's mission.

Collaborate with the COO to monitor budgets, financial performance, and resource allocation, maximising the efficient use of BAUS' human, financial and other resources.

Ensure the management, development and administration of all employee and employment needs.



External Engagement

Build and maintain strategic partnerships and alongside the Board, manage BAUS' external relationships, both locally and nationally.

Drive advocacy efforts to influence policy and promote the interests of members and ensure the views of the Association and its members are represented and publicised.

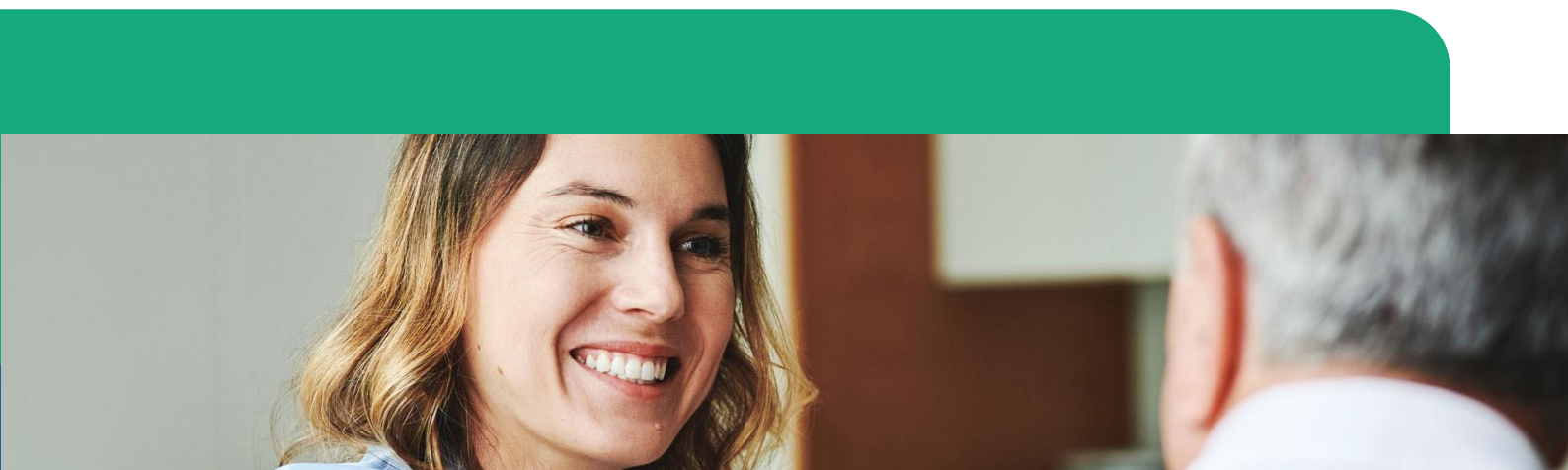
Member Engagement and Support

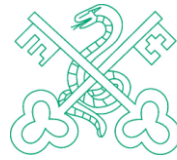
Direct and deliver an integrated, strategic approach to the Association's communications with Members, which enables their initial recruitment and ensures ongoing retention, maximising opportunities to remind Members of the value they gain from their membership.

Stay attuned to member needs, working to ensure that services are relevant, impactful, and aligned with professional standards.

Champion diversity, equity, and inclusion in all member-facing initiatives to foster an inclusive environment.

The CEO will be required to deal with people at all levels including; trustees, council members, BAUS members, staff and members of other professional associations, external providers and suppliers and the general public. All members, colleagues and external contacts must be treated with respect and courtesy.





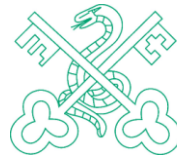
Person specification

Skills and experience

- Managing the leadership function in a similar sized organisation or in a senior leadership role in a larger organisation (experience in the not for profit sector, health sector or of managing a membership organisation is ideal).
- Developing and delivering strategic plans to drive both internal and external operational engagement.
- Leading organisational, functional and budgetary initiatives, ideally in healthcare, charity or membership organisations.
- Strong understanding of governance, with experience of working alongside a Board.
- Excellent relationship-building skills, with the ability to represent the organisation persuasively to stakeholders.
- Experience in methods used to evaluate strategic, operational and financial key performance.

Personal qualities and abilities

- Strong interpersonal and communication capabilities.
- Ability to articulate clear strategic vision to staff, the Board and members.
- Ability to interact with broad range of individuals within an environment of change.
- Empathy and understanding to lead a strong ethical values driven organisation.
- Self-confidence, diplomacy and thought leadership to think outside of the box, generate new ideas and challenge the status quo.
- Willing to engage hands on and “roll up sleeves” where necessary.
- Ability to lead and inspire colleagues, providing sound guidance and support.
- Enthusiasm and a genuine interest om our mission and a desire to contribute to its success.



How to apply

[Eastside People](#) is supporting [BAUS](#) in the recruitment of this role. Click [here](#) to apply by submitting your CV and a cover letter. Please use the cover letter as an opportunity to add to the information you have shared in your CV, and ensure that you cover the following (max 2 pages):

- Why are you interested in the CEO role, and why BAUS?
- How can you contribute to BAUS in this role? Please highlight relevant experience and demonstrate how your skills match the specific requirements of the role as set out in the job description and person specification.

If you would like a call to discuss the role in more detail, please email Paul Venning at our recruitment partners [Eastside People](#) to arrange a convenient time at p.venning@eastsidepeople.org. Having a call of this kind will not influence the success or otherwise of your application.

We want you to have every opportunity to demonstrate your skills, ability, and potential. Please contact us if you require any assistance or adjustments so that we can help with making the application process work for you.

The closing date for applications is Mon 13th January 2025, and interviews with Eastside People will take place the week after. Interviews with BAUS will take place on Friday 7th February.



Eastside People

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Eastside People is the trading name for Eastside Consulting Ltd. Company number: 4958922.