

National Wellbeing Research Fellow – RCP Education Directorate

Reports to – Joint Head of Education Development and Delivery

Working hours – full time, 35 hours a week, you'll agree your working pattern with your manager

Location – **London** or **Liverpool**, and with travel to NHS Trusts across the UK, including overnight stays

Start Date – 2026; flexible

Context

The RCP Education Directorate is a busy, innovative and supportive team comprising specialists in the design and delivery of education and assessment; experts in educational research and curriculum and business development; learning technologists; other clinical faculty and a support and administration team.

The Education Team is based across two RCP sites: Regent's Park in London, and the Spine in Liverpool. We provide a wide range of learning opportunities at the RCP, across the UK, and internationally. Our portfolio includes standalone workshops as well as longer courses, some of which lead to academic awards and are run in collaboration with universities. In addition, we develop and maintain online resources, ranging from substantial programmes of study, tools to support revision, online courses to support workplace learning and improvement, and even 'bite size' learning opportunities such as podcasts. Throughout our portfolio we work closely with stakeholders and the resources we provide are always evolving and improving.

The purpose of your role

As National Wellbeing Research Fellow you will be employed for a period of 18 months to carry out research which aims to improve national understanding of how to reduce burnout and support the wellbeing of NHS Resident Doctors with a specific focus on those working in Medical specialties across the UK. This project builds on the outcomes of the NHS England-funded Wellbeing Fellowships (2023-25) and published research (Emery, Rowlandson, Acharya & Fox, 2025. *Future Healthcare Journal*), and has five key objectives:

1. To evaluate the impact of previously piloted wellbeing interventions (e.g. reflective practice groups, psychological safety training and rota reviews) on burnout, morale, and professional engagement among Resident Doctors in various NHS trusts across the UK
2. To identify and analyse the barriers to implementing these interventions across diverse clinical, geographic and organisational settings
3. To use qualitative and participatory research methods to capture and evaluate trainees' insights on systemic stressors, inclusion, equity and workplace wellbeing culture
4. To co-develop a practical evidence-based wellbeing toolkit and a set of policy recommendations for integrating wellbeing interventions into postgraduate medical training and wider NHS workforce strategy
5. To disseminate the findings nationally to support scaling and sustainability

Support and benefits

Supervisors: Dr Emma Rowlandson FRCP; Rebecca Selman PhD

Professional Development: Regular supervision, research, teaching opportunities, support for academic publication and conference presentation.

Benefits:

Job Ref – EDU464

Grade – 5



- Lead a nationally significant, practice-focused research project.
- Gain experience in wellbeing leadership and medical education.
- Additional CV credentials via publications, toolkit creation, and speaking engagements.

How we'll measure your success

- Timely completion of work, meeting project milestones and reporting requirements as appropriate
- The ability to work in a team
- Development of positive, productive relationships with supervisors, stakeholders and research participants
- High satisfaction levels in feedback from stakeholders and research participants
- Delivery of your own objectives (which you'll agree with your manager) – and your contribution to our values

Key responsibilities

Research Leadership

- Lead the design and delivery of a UK-wide mixed-methods research study across various healthcare settings.
- Conduct a rapid review of wellbeing interventions and map existing pilot projects.
- Oversee ethical review, project governance, and study timelines.

Evaluation & Data Collection

- Implement validated wellbeing tools (e.g., CBI, WEMWBS) for pre-/post-intervention analysis.
- Conduct semi-structured interviews and focus groups with residents, supervisors, and education teams.
- Manage data securely, ensuring high standards in both quantitative and qualitative analysis.

Stakeholder Engagement

- Convene and chair an advisory group to guide tool development and outputs
- Collaborate with postgraduate deans, Training Programme Directors, medical education units and NHS workforce teams nationwide
- Foster open communication with all partners to ensure effective implementation

Toolkit & Policy Development

- Co-create a Wellbeing Intervention Toolkit featuring templates, case studies, and supervisory guides.
- Develop actionable policy briefs to embed wellbeing measures in postgraduate training frameworks.

Dissemination

- Publish findings in peer-reviewed journals and present at national conferences.
- Lead a high-profile webinar launch and develop summaries for NHS Trusts, RCP members, and Resident Doctors.
- Engage with national policy platforms (NHS England, RCP networks).



You are expected to undertake all duties and responsibilities in compliance with policy, rules and regulations regarding equal opportunities, health and safety, financial matters, data storage and access, research governance and ethics, and other matters that are pertinent to the execution of the role.

On completion of the post you will be required to complete an evaluation to include an assessment of its impact on your future practice.

Person specification

Essential

Desirable

GMC registered and license to practise

Postgraduate qualification

A doctor in higher specialty training (or senior SAS / LED equivalent)

Experience in participatory research

Employed in a UK NHS Trust

Familiarity with GMC Survey & national wellbeing agendas

Interest in trainee burnout and workforce wellbeing challenges

Knowledge of implementation science

Experience in research, QI or service evaluation

Data analysis, interviewing, and survey design skills

Excellent communication and collaboration skills

Experience delivering wellbeing initiatives

Commitment to inclusive, evidence-based change

Experience working across national systems

Excellent planning and organisational skills

Strong IT skills and social media literacy

Ability to work remotely as appropriate

Willingness to travel in the UK, including overnight stays

Our values

We are committed to **taking care, learning, and being collaborative**. These values drive the way we behave, how we interact with each other, and how we work together to achieve our vision and improve patient care.

We value taking care

This means we behave respectfully towards people, whatever their role, position, gender or background. It means we act as representatives of the RCP, and take decisions in the interests of the organisation as a whole.

We value learning



This means we continuously improve through active learning and honest reflection, so that we grow personally and as an organisation, while striving for excellence. We support learning and development opportunities.

We value being collaborative

This means we work together towards the RCP's vision in a collaborative and professional way, understanding that individuals bring different strengths and approaches to our work. We value diversity and each other's contributions.

As an employee you are expected to comply with all RCP data protection and security policies and procedures.