

**GENERAL PRACTITIONERS COMMITTEE ENGLAND EXECUTIVE TEAM ROLE PROFILE  
JULY 2016**

**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;
- 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 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.