

# Royal College of Psychiatrists

## Candidate Information Pack

<b>Job Title</b>	<b>Digital Communications Intern</b>
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<b>Department</b>	<b>Strategic Communications</b>
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<b>Date</b>	<b>21 April 2026</b>
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# About Royal College of Psychiatrists

## Background

The Royal College of Psychiatrists (the College) are the professional medical body responsible for supporting psychiatrists throughout their careers from training through to retirement, and in setting and raising standards of psychiatry in the United Kingdom.

## Our Mission

The College works to secure the best outcomes for people with mental illness, learning difficulties and developmental disorders by promoting excellent mental health services, supporting the prevention of mental illness, training outstanding psychiatrists, promoting quality and research, setting standards and being the voice of psychiatry.

## What we do

We:

- set standards and promote excellence in psychiatry and mental healthcare
- lead, represent and support psychiatrists
- work with patients, carers, and their organisations.

## Our Members

We deliver impact and value for our members.

Our members are psychiatrists, who deliver outstanding services to patients and carers across the UK, and all over the world, and hundreds of mental health services are signed up to our quality networks.

We value patients and carers and involve them in our work – on the basis of co-production.

## Our Governance

The **College Council** discuss the affairs of the organisation and make recommendations to the **Board of Trustees** on many of the biggest decisions the College has to make.

It has overall responsibility for education and psychiatric training, policy, professional practice, professional standards, public engagement, quality improvement and research. Led by an elected President, (who leads the College on behalf of its members and associates), Full details

of the College's Council can be found at: <https://www.rcpsych.ac.uk/about-us/our-people-and-how-we-make-decisions/council>

## **Our Values and Behaviours**

The College has a clear set of values which drive everything we do. They support our leaders and staff to make values-based decisions and they enable the creation and reinforcement of our positive, empowering and enabling culture.

We have worked in collaboration with our members and staff to define six core values that underpin our behaviours and how we operate at every level of the College.

These **C.I.R.C.L.E.** values are:

- **C**ourage
- **I**nnovation
- **R**espect
- **C**ollaboration
- **L**earning
- **E**xcellence

## **Sustainability**

Sustainability is a strategic priority at the College, and we are committed to ensuring we monitor, review, and analyse how our operational outputs are impacting the environment. This is achieved through a multitude of distinct objectives and initiatives, all of which follow internal approval processes before they are implemented.

In 2021, the College committed to achieving net zero by 2040 in the release of their position statement, '*Our planet's climate and ecological emergency*', which outlined the following:

- Commit the College to an ambitious plan for sustainability, including a pledge that by 2040, we will achieve Carbon Net Zero for those emissions it directly controls.

The College recognises its position as a professional medical body and have already implemented an array of projects and initiatives to reduce the size of our operational carbon portfolio. Our sustainability journey is continually evolving, and we continually review all objectives to ensure we follow latest guidance and compliance.

The full position statement can be accessed at: [position-statement-ps03-21-climate-and-ecological-emergencies-2021.pdf \(rcpsych.ac.uk\)](https://www.rcpsych.ac.uk/position-statement-ps03-21-climate-and-ecological-emergencies-2021.pdf)

## **Equity, Diversity, and Inclusion**

The College is opposed to all forms of prejudice and believes that everyone should be treated fairly, regardless of age, disability, gender reassignment, marriage and civil partnership status, race, religion or belief, sex, or sexual orientation (the protected characteristics).

We are committed to promoting equity, diversity and inclusion for our existing and future members, associates, affiliates, staff, and visitors in all our practices and arrangements. We actively advocate for, and support, equality of access, experience and outcomes for all College staff, all members and for all mental health patients and carers.

The College is committed to building and maintaining an inclusive and supportive culture, a place where we can all be ourselves and succeed on merit. We aim to promote a more inclusive environment, which attracts all candidates and signals our commitment to celebrate and promote diversity - which includes LGBTQ+ and other equality matters.

The College has taken many steps to ensure their commitment to EDI is felt amongst staff through signing up to the Disability Confident Employer Scheme. We have and will continue to review policies to ensure they are inclusive, as well as created new policies which support individuals with different identities. Some new policies which have been updated and created within the last two years are:

- Equity, Diversity and Inclusion Policy
- Transitioning at work Policy
- Transgender Equality and Inclusion Policy
- Menopause Policy
- Anti-bullying and harassment policy
- Domestic abuse policy

## College Forums

SGEI Forum – The Sexuality Gender Equality and Inclusion forum aims to make positive difference to the experience of being an employee of the College by creating a more progressive and inclusive environment, not only for College employees but also for visitors to the College. The forum is focused on embedding the College’s value of ‘respect’ and the associated behavior to ‘promote diversity and challenge inequalities throughout the College.

The forum seeks to raise awareness about issues related to gender and sexuality through College-wide activities and offers consultative advice to the Senior Management Team, HR and Staff Representative Committee on any matters relating to sexuality and gender equality and inclusion.

ACF Forum - The African Caribbean Forum (ACF) provides an outlet for those interested in the issues of the Black African and Caribbean heritage to meet, discuss, educate and celebrate one another in relation to the College - as well as maintain a safe space for members who identify to the group, with a view to bring issues to the attention of the wider workforce.

The forum has carried out various work since it was created in 2018, from holding awareness raising events around the African Caribbean community, to creating an internal resource on Allyship and Combatting Systemic Racism.

Wellbeing at Work Forum – The Wellbeing at Work Forum (WWF) was set up to oversee the implementation of the College Mental Health at Work Action Plan. Its aim is to improve all staff’s wellbeing at work, and the group (comprising staff from across the College) puts ideas into action using quality improvement methodology.

Recently, the WWF has worked closely with the Senior Management Team and implemented a number of positive changes, to try to enhance employees’ experience of working at the College.

Its aspiration is for people to look to the College as best practice for providing the best possible workplace.

Part of all the forums' remit is to review College policies and processes in development to ensure that they promote sexuality and gender equality and inclusion.

Disability Forum – The Disability Forum was established as a forum to engage with employees on issues relating to disability and is inclusive of not only disabled employees but also for anybody who takes an interest in improving conditions for people living with disabilities.

The Disability Forum provides a space to discuss these issues, particularly relating to disability in the workplace, and to discuss ideas to further improve the College's commitment to promote diversity and challenge inequalities. It is intended that the Disability Forum will play an integral part in engaging disabled employees.

The Staff Representative Committee (SRC) - The SRC is a forum through which staff consult with the Senior Management Team (SMT) on matters related to employment including material changes to key policies. This takes place through informed discussion, so that all ideas and viewpoints may be considered. Representatives are ambassadors for the College Values and Behaviours, and work to bring attention to staff concerns and find solutions to them with SMT.

Details on how to join all forums and the SRC can be found by employees on the College intranet (COLIN).

## **Strategic Vision and Values**

[Our strategic plans and priorities](#) for 2024 to 2026.

## **INFORMATION PACK**

### **Digital Communications Intern**

#### **Strategic Communications Digital Team**

**3-month contract  
Start date: June - July 2026  
35 hours per week**

**Location: London**

**Working Pattern: Hybrid**

**Applicants must be able to work in our London office twice week  
(Tuesdays and Wednesdays)**

### **APPLICATION PROCEDURES**

If you have any questions about applying for this role and/or to apply for this opportunity, please contact and/or email your completed Application Form along with your CV and Diversity Monitoring Form to Sophia Alakija, HR Manager (EDI), at [Sophia.Alakija@rcpsych.ac.uk](mailto:Sophia.Alakija@rcpsych.ac.uk)

If you happen to be a candidate who has a neurodivergent condition or intellectual disabilities and need additional information about this role, please do not hesitate to contact Sophia Alakija and the Recruitment Team at [HRrecruitment@rcpsych.ac.uk](mailto:HRrecruitment@rcpsych.ac.uk)

**The closing date for applications is:**

**Tuesday 5 May 2026, 11:59 pm**

**Please note that applications received after this date and time will not  
be considered.**

## **Interview dates**

**19 – 20 May 2026**

**&**

**26 - 27 May 2026**

**(Online via MS Teams)**

## **Information Pack**

At the College, we ensure that our recruitment process is objective and focussed on your ability to do the job. We want high quality, talented individuals to join our organisation and we assess this through your Application Form, CV and your covering letter. This is also carried out through the testing and the interview process.

The main purpose of your application is to move you to the testing and interview stage of the process where we get to meet you face to face. This **Information Pack** is designed to help give you the best opportunity to submit a successful application.

### **Job Description and Person Specification**

The **Job Description** describes the key responsibilities, duties and scope of the position. The **Person Specification** outlines the key skills, experience and qualifications that is required to carry out this role. The Application Form and your covering letter should demonstrate how your ability and experience will enable you to deliver what is required to do the job.

### **College Values**

We have strong values, and we promote a consistent culture that is positive, empowering and enabling, in a way that promotes excellent member and staff experience, patient and carer experience, and excellence in psychiatry and wider mental health services, for the benefit of patients. Our culture is under-pinned by our C.I.R.C.L.E. values. All individuals must demonstrate how they meet our values through the selection process.

### **Your Application**

We believe that past performance is the best indicator of future success and our recruitment process is designed to provide you with the opportunity to tell us about your achievements, the things of which you are most proud and to show us how these experiences make you the best person for the job.

You will need to apply using our Application Form, and sending your CV.

If you require any other reasonable adjustments to complete your Application Form, please contact Sophia Alakija at [Sophia.Alakija@rcpsych.ac.uk](mailto:Sophia.Alakija@rcpsych.ac.uk)

These are a few important points that you should remember:

- **Read** the job description and person specification carefully – be clear about what the role is and about what we are looking for
- Keep your Application Form and personal statement **relevant** to the job that you are applying for
- Be **clear** and **concise**
- **Sell** your skills
- Highlight your **achievements** – tell us what you have done

### **How to Apply**

You can only apply to the College for this position by emailing a completed **Application Form and attaching your CV.**

### **Submitting an Application Form**

Our Application Form is designed to help you provide all the information that we need to help us to shortlist applicants for interview alongside your attached CV..

You must ensure that all the sections of the Application Form are completed. Make sure your Application Form and Personal Statement are relevant to the role that you are applying for.

Read the job description and person specification carefully and demonstrate to us that you are able to meet the needs of the role. If you need to, provide additional information on a separate sheet.

For further support on how to complete the application form, please visit the 'application forms and interview support' section of this document.

### **Disability Confident Employer Scheme**

The College is proud to be a part of the Disability Confident Employer Scheme, a scheme which allows us to demonstrate our commitment to being an inclusive employer as well as recruit, retain and develop those with disabilities. To ensure we are giving candidates with disabilities as fair of an opportunity as possible, we propose that as long as you meet the minimum requirements for the role being applied for, we will offer you an interview. It must be disclosed within your application form that you have a disability for this to apply. For more details, please go to [Disability Confident](#).

The minimum requirement that will guarantee an interview for a role under this scheme, will be to meet all the essential requirements listed in the person specification of the job description.

### **Reasonable Adjustments**

As a values-based organisation that puts our values at the front of everything that we do, we pride ourselves on ensuring reasonable adjustments are made, where possible for candidates who may have a disability. Our recruitment team are happy to work alongside candidates who this applies to.

### **What happens next?**

- **Shortlisting**

After the closing date we will shortlist all Application Forms and CVs. The shortlisting process will assess your Application Form and CV against the contents of the **Person Specification**. We aim to complete this exercise and inform successful candidates as soon as possible after the closing date.

If successful, use your time effectively to prepare for the next part of the process:

- ✓ Learn as much as you can about College; visit our website ([www.rcpsych.ac.uk](http://www.rcpsych.ac.uk)).
- ✓ Research the position, and list the skills and experience sought matching these to your own experiences.
- ✓ Consider questions we are likely to ask and prepare your responses – think of examples to demonstrate your experience and ability.
- ✓ Prepare a list of questions you would like to ask.

- **Assessments**

To assist in the selection process, candidates short listed for interview will also be required to undergo an assessment as part of the interview process. This will usually take place on the same day as the interview but in some cases a separate assessment day may be necessary.

The type of assessment depends on the role and the skills that we want to test. We use a variety of methods including case scenarios, presentations, numerical and verbal reasoning etc.

- **The Interview**

The interview process is an opportunity for you to highlight your skills and experiences and to demonstrate how you meet the requirements of the job.

Interview panels will usually consist of two or three people that have a direct interest in the role, for example the line manager of the position, another senior member and a member of the HR department.

All candidates are asked the same core questions designed to test whether you have the experience, skills, and attitude to deliver the requirements of the job and be an asset to College. Often supplementary questions will be asked to ensure that we get all the information we need to make the right decision.

We want you to give the best interview you can so if you require special facilities (e.g. a signer) you should inform us prior to the interview.

For further interview tips, please visit the 'application forms and interview support' section of this document.

- **Contact and Feedback**

We aim to let all candidates know the result of their interview as quickly as reasonably possible.

Remember that your Application Form, CV and covering letter are the only things that we will use to short list applicants for interview so **take your time** in preparing, **proof-read** your Application Form and covering letter before you submit it and **sell yourself** to us.

### **Application Form and Interview support**

We know completing an application form and interviewing for a role can be extremely daunting for many.

The College hopes the new shortlisting criteria which was introduced in 2022 will encourage those who may struggle with completing application forms, to not be put off by applying for our roles. The new criteria mean candidates who declare they have a disability and meet the essential criteria for the job they are applying for are automatically entitled to an interview.

See below tips taken from the National Careers Service website, on how to complete an application form.

- Gathering all information required and producing a plan of what you're going to include (personal details, education history, work history information etc)
- Prepare to show how your experience and skills match the job
- Gather the information needed for your references

Further information can be found through [Application forms | National Careers Service](#)

The College already offers a number of adjustments to candidates to try and make the interview process not as daunting. These adjustments include:

1. sending candidates interview topics ahead of their interviews
2. asking each candidate if they have accessibility requirement for the interview, and provide relevant support, depending on their needs

Reasonable adjustments can be made to other types of assessment methods used during your interview process, e.g. presentations and numerical and verbal reasoning test.

See below our advice on how to prepare for an interview.

### **Interview preparation**

It might appear obvious, but it is important that you prepare for the day.

- Make sure you are familiar with the job description and person specification.
- Remind yourself of how you met the requirements for the role and be sure to talk about your lived experience.
- Make sure you are familiar with the requirements of the role you have applied for.
- Learn about the College and what it does.
- Think about what type of questions will be asked about yourself and write down some thoughts on how you might answer them.
- Prepare some questions to ask the panel.

### **First impressions**

There are a couple of simple steps to take to create a good first impression:

- Whether your interview is face to face or via teams, ensure you arrive on time. If you do get delayed, make sure you notify the appropriate person within the organisation as soon as possible.

### **During the interview**

- Be clear in your responses.
- Structure your answers with 1 or 2 examples from your own experience.
- You should still talk about your experience and skills even if it was submitted within your application form or CV.
- Make sure you understand the organisation's values and can talk about why and how they resonate with you.

We look forward to receiving your application.

## THE ROYAL COLLEGE OF PSYCHIATRISTS

### JOB DESCRIPTION

<b>ROLE TITLE:</b>	Digital Communications Intern
<b>DEPARTMENT:</b>	Strategic Communications
<b>TEAM:</b>	Digital Team
<b>SUPERVISOR:</b>	Keith Bradnam
<b>WORKING PATTERN:</b>	This role operates on a hybrid basis. Applicants must be able to work from the College's London office for a minimum of two days per week.

#### THE COLLEGE VALUES:

- Collaboration – working effectively with colleagues across teams, sharing ideas and contributing to a positive and inclusive team environment.
- Innovation – exploring new tools and ideas
- Respect – valuing diverse perspectives and ensuring inclusive, accessible communications.
- Courage – sharing ideas and challenging thinking
- Learning – continuous development
- Excellence – taking pride in delivering high-quality work with attention to detail and a commitment to continuous improvement.

## **Role Overview**

The Digital Communications Intern will support the Strategic Communications Digital Team in delivering digital content, improving online engagement, and supporting digital transformation initiatives.

This internship offers an opportunity for PhD-level researchers to gain practical experience in digital communications, web development, and analytics while contributing to key digital projects across the organisation.

Interns will work alongside members of the Digital team and gain insight into how digital platforms support organisational communication and engagement.

## **Candidate Profile**

This internship is designed for PhD students undertaking doctoral training programmes that include professional placements.

Applicants must have the right to work in the UK for the duration of the internship. The College is unable to offer visa sponsorship for this role.

## **Key Responsibilities**

The intern may contribute to a range of digital activities, including:

- Supporting the development and updating of website content and digital resources
- Assisting with digital analytics reporting and analysis of online engagement
- Conducting research into digital communication trends and user behaviour
- Supporting the planning and delivery of digital campaigns and online content
- Assisting with social media and digital content creation where appropriate
- Supporting website optimisation and user experience improvements
- Contributing to digital projects and initiatives within the Strategic Communications team
- Providing general support to the Digital Team on ongoing communications and digital activities.

Specific tasks will be agreed at the start of the placement based on current project priorities.

## **Person specification**

### Essential skills and experience

1. Currently enrolled in a PhD programme that includes an external internship or placement requirement

2. Strong written communication skills with the ability to produce clear and engaging content
3. Strong research and analytical skills
4. Interest in digital communications, online engagement or digital strategy
5. Ability to work independently and manage tasks effectively
6. Good organisational skills and attention to detail
7. Ability to work collaboratively within a team environment.

### Desirable

1. Experience using website content management systems
2. Familiarity with digital analytics tools (e.g Google Analytics or similar)
3. Experience supporting digital communications, social media or online content development
4. Interest in public engagement, communications or digital media

### **Learning Opportunities**

The internship will provide experience in:

- Digital communications strategy
- Website content management
- Digital analytics and performance measurement
- Online engagement and communications campaigns
- Collaborative project work within a professional communications team

Interns will receive supervision and mentoring from members of the Digital Team.

### **Supervision and Support**

The intern will be supervised by the Digital Transformation Manager, with opportunities to work with other members of the Strategic Communications team on specific projects.

Regular supervision meetings will support learning, development, and project progress.

Candidates are reminded that the shortlisting process is based on the evidence provided on the Application Form and CV.

<b>Date:</b>	<b>April 2026</b>
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# Royal College of Psychiatrists

## About the College

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### **What we do:**

The Royal College of Psychiatrists is the professional and educational body for psychiatrists in the United Kingdom and the Republic of Ireland. We aim to:

### **Set standards and promote excellence in psychiatry and mental healthcare**

The Royal College of Psychiatrists is committed to improving the understanding of psychiatry and mental health. We want there to be a greater understanding of the interaction between mental and physical health and the social and cultural context in which people live. We are at the forefront in setting and achieving the highest standards through education, training and research. We lead the way in developing excellence and promoting best practice in mental health services. We promote research and publish the results in our world-class psychiatric journals.

### **Lead, represent and support psychiatrists**

The College actively promotes psychiatry as a career. College structures are robust and provide dedicated support to our members and associates. Nationally and internationally, the College has a vital role in representing the expertise of the psychiatric profession to governments and other agencies. This is key to promoting best practice in mental health.

### **Work with patients, carers, and their organisations**

We collaborate with key players in the mental health field and are champions for improvements in the quality of mental healthcare throughout all sectors of society. Public education is at the heart of our activities and is an essential component of our website.

As well as running its membership examination (MRCPsych), and visiting and approving hospitals for training purposes, the College organises scientific and clinical conferences and lectures and continuing professional development activities. The College publishes books, reports and educational material for professionals and the general public. It also publishes the British Journal of Psychiatry, BJPsych Bulletin, BJPsych Advances, BJPsych International and BJPsych Open, all of which are now available on-line.

The Royal College of Psychiatrists has been in existence in some form since 1841. First as the "Association of Medical Officers of Asylums and Hospitals for the Insane" (later changed to the Medico Psychological Association) then, in 1926 receiving its Royal Charter to become the "Royal Medico Psychological Association, and finally, in 1971 receiving a Supplemental Charter to become the "Royal College of Psychiatrists" we know today.