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| Job Title:  | Robotic Process Automation (RPA) Specialist (Team Lead) |
| Reports to (job title):  | Transformation Lead – Digital Efficiencies |
| Line Manager to:  | RPA Engineers x 3 |
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## Job purpose

The RPA Specialist (Team Lead) is responsible for leading the development, deployment, and continuous improvement of Robotic Process Automation across HCRG Care Group. This pivotal leadership role manages a team of RPA Engineers and works closely with service leads, operational teams, and IT to deliver automation that enables efficiency, reduces manual effort, and supports the organisations broader digital transformation goals.

You will own the RPA roadmap, guiding best practice standards, pipeline development, automation governance, and post-deployment optimisation. As both a strategic lead and technical mentor, you will empower your team to deliver scalable solutions while building automation capabilities across the organisation.

Base

This role requires occasional travel to business units for digital transformation support, though much of the role can be conducted remotely. Regular attendance at face-to-face meetings will be required as agreed with your manager.

This post is responsible for

## Strategic Leadership & Governance

## Define and manage the organisational RPA vision, roadmap, and delivery plan aligned with wider digital transformation objectives.

## Establish and enforce RPA governance, development standards, documentation protocols, and quality assurance.

## Build and manage a prioritised automation pipeline in collaboration with key business stakeholders.

## Lead automation risk assessments, including compliance with data security, privacy, and information governance standards.

## Team Management & Development

## Lead, mentor, and line manage a growing team of RPA Engineers, promoting a high-performance culture.

## Define and support team learning pathways, tool certifications, and development goals.

## Conduct code reviews, solution architecture assessments, and development audits to ensure quality and sustainability.

## Project Delivery & Oversight

## Oversee end-to-end delivery of RPA projects – from business case to deployment, benefits realisation, and support.

## Act as escalation point for complex technical challenges, offering guidance and direction as required.

## Ensure projects are delivered on time, within budget, and in alignment with stakeholder expectations.

## Stakeholder Engagement

## Collaborate with service leaders, operations managers, and IT to identify and assess automation opportunities.

## Present business cases, reports, and updates to senior leadership and governance forums.

## Promote a culture of digital-first thinking and continuous improvement across the organisation.

## Innovation & Continuous Improvement

## Stay abreast of industry trends in automation, AI, and intelligent workflow technologies.

## Lead evaluations and potential implementations of complementary technologies (e.g., AI/ML, chatbots, process mining).

## Drive process reengineering where appropriate to maximise automation potential.

## Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don’t translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there’s only three, but because they are unique to who we are. We care, we think, and we do.

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| **Care** | **Think** | **Do** |
| * Inspire
* Understand
* Communicate
 | * Challenge
* Improve
* Learn
 | * Accountability
* Involve
* Resilience
 |

## Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company’s employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the [Records Management:  NHS Code of Practice](https://protect.checkpoint.com/v2/___https%3A//www.nhsx.nhs.uk/media/documents/NHSX_Records_Management_CoP_V7.pdf___.bXQtcHJvZC1jcC1ldXcyLTE6aGNyZ2NhcmVncm91cDpjOm86ODkyYTM3MTU5NTM3ZjMyMDYzYjc1ZWI3M2I2YzE0NzA6Njo5MTU1OjYxNjBhMDJkMDYxMTExNWQzMDA1ZjA3OGNjYTBjOWIyMTI4NDIxY2E5ODYwZTA4NjBmYzAyYjdiMDZiMjI3YTg6cDpUOk4) , [NHS Constitution](https://protect.checkpoint.com/v2/___http%3A//www.nhs.uk/choiceintheNHS/Rightsandpledges/NHSConstitution/Pages/Overview.aspx___.bXQtcHJvZC1jcC1ldXcyLTE6aGNyZ2NhcmVncm91cDpjOm86ODkyYTM3MTU5NTM3ZjMyMDYzYjc1ZWI3M2I2YzE0NzA6NjpkM2U5Ojk0YWE3ZTY2MGUxYWU0OTgyZTJhMGIyODRhNzY1ZmU4MDcwNzA4OGU5OTcyYzM0ODJiMzFjN2FlZDY5NDAzNmM6cDpUOk4) and [HSCIC Code of Practice on Confidential Information](https://protect.checkpoint.com/v2/___https%3A//digital.nhs.uk/data-and-information/looking-after-information/data-security-and-information-governance/codes-of-practice-for-handling-information-in-health-and-care/code-of-practice-on-confidential-information___.bXQtcHJvZC1jcC1ldXcyLTE6aGNyZ2NhcmVncm91cDpjOm86ODkyYTM3MTU5NTM3ZjMyMDYzYjc1ZWI3M2I2YzE0NzA6NjoxYTVjOjdiYzBkNDEyZTE4MzJjYTU3MmQ4YzNmOGJhYjhjZjdkNzQ5OTA4Njk1OTIxNzE1Y2Q1NDI5MDhjM2JmMGQ0MWU6cDpUOk4) and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

## Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

* Completion of annual information governance training
* Reading applicable policies and procedures
* Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
* Ensuring the security and confidentiality of all records and personal information assets
* Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
* Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
* Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
* Adherence to the clear desk/screen policy
* Only using approved equipment for conducting business

## Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

## Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder’s responsibility to ensure they are both familiar with and adhere to these requirements.

## Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

## Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

## Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company’s medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company’s medicines policy where appropriate training has been given and competencies have been achieved.

## Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

## General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

## Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

## Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

**Person Specification**

**Essential Skills & Experience**

* Substantial experience designing and delivering RPA solutions using leading platforms (e.g., Blue Prism, UiPath, Automation Anywhere).
* Experience managing technical teams and leading complex RPA programmes at scale.
* Strong stakeholder and vendor management skills, including negotiation and communication with senior leaders.
* Deep understanding of business process analysis, optimisation techniques, and enterprise integration.
* Familiarity with project management and agile methodologies.
* Experience with scripting or programming languages (e.g., Python, JavaScript, C#, .NET).

**Desirable Skills & Experience**

* Experience in healthcare, NHS, or regulated environments.
* Understanding of data governance, cyber security standards, and automation compliance.
* Knowledge of process mining, AI integration, and intelligent automation trends.
* Certifications such as Blue Prism Developer, UiPath Advanced RPA Developer, or Prince2/Agile PM.

**Qualifications**

**Essential:**

* Degree in Computer Science, Information Technology, or related field (or equivalent experience).
* RPA tool certification (e.g., Blue Prism, UiPath, Automation Anywhere).

**Desirable:**

* Project management or benefits realisation qualification (e.g., Prince2, Agile Practitioner).
* ITIL, DevOps, or cloud integration certifications.