

# Younger Fellows

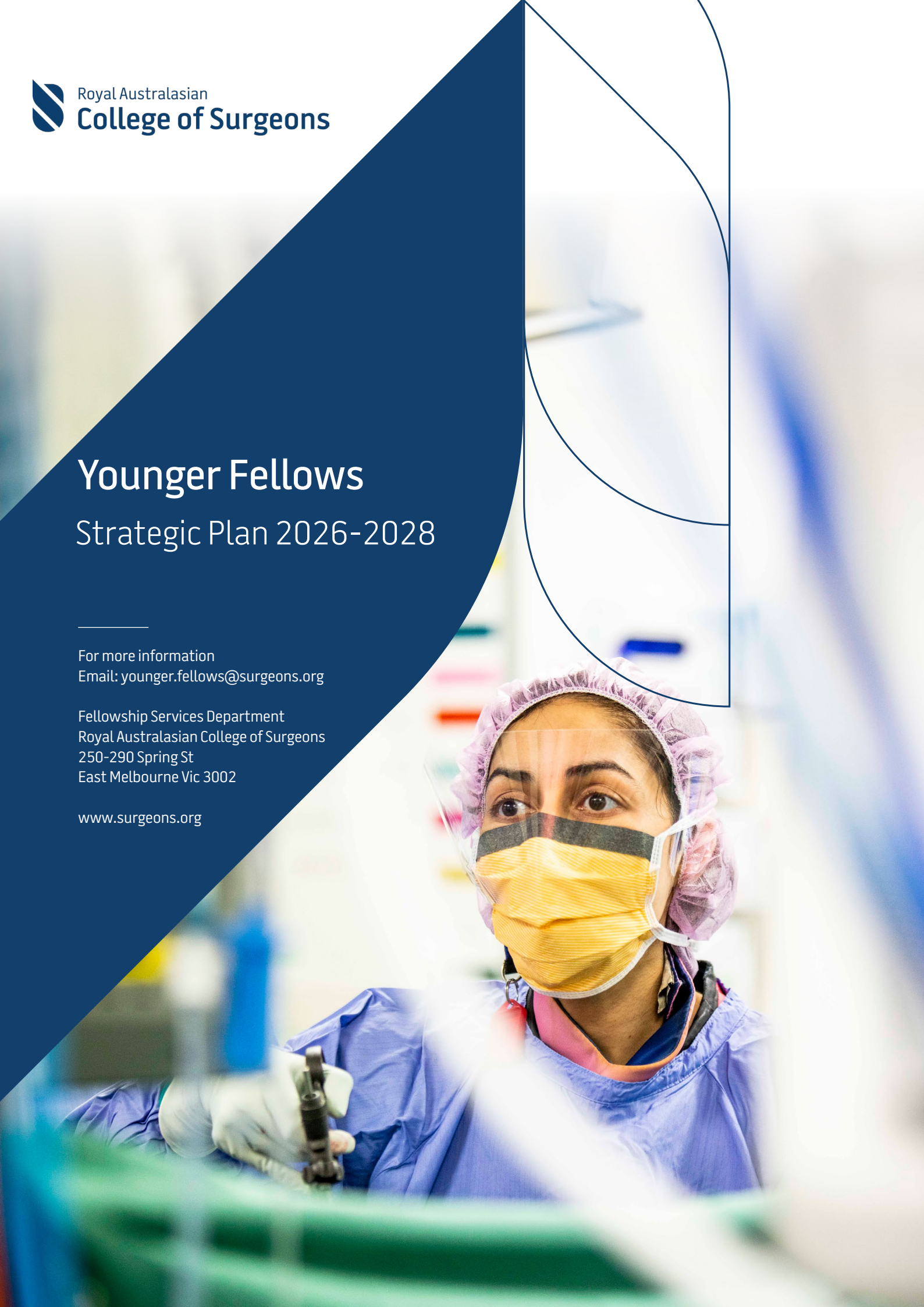
## Strategic Plan 2026-2028

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# Younger Fellows

Strategic Plan 2026-2028

## Vision

For every Younger Fellow to be living their best professional and personal life.

## Mission

To cultivate a connected and resilient RACS Younger Fellows community by leading, advocating and collaborating for the needs of early career surgeons, investing in their development, and enabling their success across all stages of early practice.

## Objective

- Engagement
- Leadership development
- Advocacy and representation
- Education



Objectives	Key Focusing areas	Actions
Engagement	To improve engagement of Younger Fellows and RACS making decisions impacting Younger Fellows and create a culture of fellowship amongst early career surgeons.	<p>Deliver Younger Fellows Committee newsletters on a quarterly basis (March, June, September, December).</p> <p>Utilise Surgical News to communicate and promote the Younger Fellows news.</p> <p>Provide a welcome letter to all members upon admission to Fellowship.</p> <p>Provide a five-year Fellowship milestone letter recognising ongoing engagement with the College.*</p> <p>Advocate for delivery of Younger Fellow identity in the RACS member value proposition and brand campaign.*</p>
Leadership Development	To develop leadership capability within the Younger Fellows Committee and across the Younger Fellow cohort, ensuring continuity of leadership and readiness for broader College and external leadership roles.	<p>Develop portfolios for each member of the Younger Fellows Committee (YFC) to be responsible for.</p> <p>Seek opportunities for YFC members to observe Council meetings and participate in college business.*</p> <p>Encourage an annual YFC in person meeting with an associated leadership building activity.*</p> <p>Advocate for the continual delivery of the annual Younger Fellows Forum.*</p> <p>Develop opportunities for Younger Fellows to access formal leadership training.*</p>
Advocacy and Representation	To ensure sustained Younger Fellow representation within RACS governance structures and to advocate on issues of strategic importance to the Younger Fellow cohort.	<p>Ensure Younger Fellows are represented as full members on the College Board, committees and working groups.</p> <p>Encourage new Fellows to attend a Younger Fellows Forum.</p> <p>Analyse and track progress of previous Younger Fellows Forum recommendations (over the last 10 years).</p> <p>Advocate for RACS to develop a binational surgical workforce map, to assist Younger Fellow career planning and match service to areas of need.*</p> <p>Ensure Younger Fellow representation is included in all future workforce planning and review by RACS.*</p> <p>Continue to cultivate and develop relationships with Younger Fellows Sections of surgical colleges regionally and globally to advocate for early-career surgeons.*</p>
Education	To support the development of a comprehensive non-technical professional development framework tailored to the needs of Younger Fellows.	<p>Continue to support and enhance the Younger Fellow Travelling Fellowship and Exchange Scholarships.</p> <p>Continue to develop opportunities for RACS Younger Fellows Sections to attend Younger Fellow Forums and meetings of surgical colleges regionally and globally.*</p> <p>Continue to support and enhance the Younger Fellows program at the Annual Scientific Congress (ASC).</p> <p>Continue to develop and strengthen the relationship with the US Association of Academic Surgeons.</p> <p>Develop a binational Younger Fellows resource addressing key career stages (e.g. attaining Fellowship, establishing practice).*</p> <p>Identify and map gaps in RACS professional development offerings for Younger Fellows, with emphasis on leadership and career development.</p>

\*New key initiatives of the 2026 Younger Fellows Committee.