

Clinical Lead for MRCS Learning Programme

Expressions of Interest:

Project Information and Role Outline

The learning team at the Royal College of Surgeons of England (RCS England) is recruiting a clinical lead, to support the development of a diverse programme of learning aimed at helping surgeons prepare for the MRCS Part B examination.

Our vision is to create courses and learning opportunities which widen the reach of our existing offerings, challenging differential attainment and recognising the diverse needs of candidates depending on the path they've taken to reach this point in their career.

To support this goal, we have worked with candidates and examiners to map out a series of workstreams, some of which have already commenced and others in the planning phase. Our aim is that these workstreams will help future surgeons prepare for milestones in their careers. We intend to create learning products, which will have a broad reach, throughout the UK and internationally, creating an equitable offer.

Our planned workstreams include:

1) Exam preparation online courses

This area of work is in the scoping phase. Our current plans would provide online material helping participants develop learning strategies for the exam, to understand the language used and to prepare for the communication skills stations.

Support needed: You would review our current plans and work with the learning team to recruit a working group, which you would lead to create a suite of learning products. You would be integral in the content development process, helping ensure the resources meet the needs of trainees.

2) Mock OSCE courses

The OSCE courses, delivered through a virtual classroom enable candidates to experience what it is like to sit the exam, with the chance to receive feedback and ask questions. We have created and piloted an anatomy OCSE course and are now focused on supporting preparation for the pathology and communication skills stations.

Support needed: Working with the learning team you would help build a pool of faculty to develop and deliver the courses, support the piloting process and lead examiners. You would help us convert this into a more extensive course that could be delivered in person.

3) Bitesize anatomy e-learning modules.

Work in this area has already commenced. A team has been assembled including anatomists, professors, and examiners. The modules being developed will serve two goals. To equip candidates with the knowledge they need to sit the anatomy stations and to provide resources appropriate for any trainee wishing to develop their anatomical knowledge.

Support needed: You would lead and motivate our writers and would review material, to make sure it matches the needs of surgeons. You would help us devise a strategy to launch the new resources, including the identification of potential wider audiences for the material.

Role weighting

Below indicates the expected amount of time the clinical lead will spend on the workstreams; however, this will vary depending on the stages of the projects.

Exam preparation online courses	70%
Mock OSCE courses	20%
Bitesize anatomy eLearning modules	10%

About us

We recognise that this is an ambitious programme of work, the clinical lead will be supported by an experienced product development team at RCS England, including educators, content professionals and project managers. In addition to this we work with a wide range of freelancers, including medical illustrators, editors, designers and video production companies.

We are proud to design practical skills and professional development courses and eLearning programmes that are delivered to over 10,000 participants every year, making us one of the largest providers of surgical education in the world. We believe in combining innovation and expertise to deliver the highest quality in surgical education.

Who can get involved?

We are seeking a clinical lead, willing and able to contribute to the development and delivery of this exciting programme.

Our ideal candidate will have a strong understanding of the MRCS Part B examination and will be able to lead multidisciplinary teams of experts, working with RCS England to bring technology. Learning theory and clinical expertise together. The clinical lead must be a member or fellow of the RCS England or willing to become before any such role is confirmed.

We welcome applicants from a variety of backgrounds and experience. We are keen to build a community of faculty who can act as role models to course participants and represent the diversity of the individuals who work in surgery.

Commitment

Developing and piloting high-quality educational products takes time, and we seek a clinical lead able to devote the equivalent of 1PA per week over a 12-month period.

The College recognises that clinical leads are making a significant commitment and has developed a model whereby it contributes towards remuneration directly to their employing trust.

Working practices

We expect most of the development work, including the communications between the working group and RCS England staff to be maintained virtually. There will be a requirement to attend some meetings at the College occasionally. Standard class travel will be arranged by the College, together with accommodation, if overnight stays are required. All travel and subsistence claims will be managed according to RCS England policy.

Application

As part of the application process applicants for clinical lead and working group roles will need to confirm to the learning committee on behalf of RCS England that, to the best of their knowledge, their contribution to the project will not bring the learning resources or RCS England into disrepute. Applicants must confirm that they are in good standing with their trust and professional body, and have declared any relevant information and conflicts of interest. Applicants will need to agree to any necessary background checks being undertaken.

Informal advice may be sought from the Head of Learning Innovation Manager, Rebecca Martin, rmartin@rcseng.ac.uk.

How to apply:

Those interested should send:

- a short CV (three pages), focused on how they meet the person specification below
- a short statement (one page) of how they would carry out the role and why they are the right person to lead this piece of work
- the names of two referees

Applications are to be sent to Timothy Lowe at tlowe@rcseng.ac.uk. We will be following a 'blind shortlisting' process, so names and other personal information will be removed from your CV before the applications are shortlisted for an interview.

The closing date for receipt of applications is **9am Friday 5 January 2024**. Interview dates are still to be confirmed but will be held via a virtual meeting.

We kindly ask applicants to complete an anonymous form to provide DEI data voluntarily. A link will be shared when we receive your application. Your participation helps us build a more inclusive workforce.

Clinical Lead: Job Description and Person Specification

Job Summary

Working closely with the staff team, the clinical lead will have responsibility for developing the programme and content. There will also be a focus on developing the elements of the programme which would work well in a digital format so that we can maximise our reach.

Role

The clinical lead role represents the College as the programme's public face and is responsible for the final outputs of the programme.

Responsibilities

The clinical lead responsibilities include:

- Leading and promoting the complete MRCS Learning programme.
- Acting as a subject matter expert to other related Learning programmes and provisions as necessary.
- Identifying opportunities for the development of the programme across specialism and career stages.
- Working as part of a team including the College's educational team:
 - Ensuring that the formats of the courses are the best type to meet the learning outcomes, specialism and career grade.
 - Working with the project manager to confirm a development programme and ensure that agreed deadlines are met and content is released to schedule.
 - Working with the educator to ensure the quality and standards of the educational content and that any clinical content is relevant and meets the required standard.
 - Identifying where external expertise needs to be brought in and, along with the team, developing the scope of work and briefing documentation.
- Supporting recruitment of the working group and leading the development work, ensuring the content aligns with UK Curriculum, UK practice and guidelines.
- Supporting the development of faculty to deliver the learning provision, ensuring that the model is sustainable and has the ability to scale.
- Ensuring the programme delivery meets the required quality standards and criteria regarding the agreed purpose, learner experience expectations and learning outcomes.
- Ensure that agreed deadlines are met and content can be released to an agreed schedule.
- Signing off the workflows and outputs from the working groups according to project plans.
- Supporting the recruitment and development of a pool of faculty.

The role will report to the Director of Learning and Chair of the Learning Committee and must attend review meetings and participate in an annual appraisal.

We expect most of the development work, including the communications between the working group and College staff to be maintained virtually. There may be a requirement to attend a meeting at the College occasionally. Standard class travel will be arranged by the College, together with accommodation, if overnight stays are required. All travel and subsistence claims will be managed according to RCS England policy.

The post will be for one year subject to satisfactory performance.

Person Specification

Essential:

- Experience of one of the following:
 - Current or recent examiner.
 - Significant faculty experience delivering courses/ programmes of learning, with good understanding of the MRCS part B exam.
- Outstanding ability to lead and manage a group of individuals.
- Excellent communication skills with stakeholders at all levels and interests.
- Experience developing or using education in multiple formats including digital.
- Effective interpersonal and time management skills.
- Creative and energetic team player with proven leadership qualities.
- Ability to develop effective partnerships with relevant stakeholders and organisations.
- Current member or fellow of RCS England.
- A current trainer, fulfilling the GMC trainer requirements.
- Confidence using IT for communication (e-mail, word processing, spreadsheets, MS Teams, Skype meetings etc).

Desirable:

- Masters in medical education, or an equivalent qualification or experience.
- Previous experience as RCS England Faculty delivering courses or learning provisions.
- Previous experience as a training programme director or working within a local HEE or school.

Remuneration

The College has developed a model whereby it contributes towards remuneration directly to their employing trust rather than the individual. The employer can thus make appropriate local arrangements to cover clinical commitments and the individual has no service break, resuming their contract when demitting from the role.

The sessional commitment for this role is one PA per week. The successful candidate will therefore need to agree and make arrangements with their trust and any agreement will be between the College, the trust and the individual.

November 2023