



Regional Director Role Description (Scotland)

The role of the Regional Director is to lead The Royal College of Surgeons of England's (RCS England) local engagement with our fellows, members, other surgical professionals, and key stakeholder groups in Scotland. The purpose of Regional Directors is to facilitate local support for members and fellows, help implement professional standards, and aid information flow to and from the regions.

Core Responsibilities

- To work closely with the RCS England Outreach Team to support local activities for members, fellows and stakeholders in Scotland.
- To build and develop networks across Scotland, and act as a conduit for information flow with the central College.
- To gather local feedback and help identify areas for support through RCS England events/services and promote College support mechanisms for surgeons at all career stages.
- To establish a local network of RCS England contacts and to engage with stakeholders in NHS Scotland regional boards, NHS Education for Scotland (NES), and other key stakeholder groups.
- To work with the Outreach and Events Teams to host regional events, meetings and visits as identified by the College, and in response to local requirements.
- To attend RCS England national conferences, in particular, the annual Regional Representatives Conference.
- To engage at a strategic level, where relevant with any local processes relating to surgical training and reshaping of surgical services, and provide feedback to the College.
- To ensure the College is represented on the local Scotland Surgical Training Board(s) or equivalent.
- To attend the quarterly Regional Committee meetings, and provide feedback through the reporting mechanism on key local issues affecting members and fellows, surgical services, and quality of care.
- To engage with the Chair of the Regional Committee, Council Liaison Member, and the Vice President on strategic matters.
- To promote surgery as a career and the opportunities available to students and trainees as part of the College, through engagement with medical school societies.



Key Activities

Regional Directors will be expected to carry out the following activities as part of the role. Achievements in the role will be discussed as part of the annual review process (see Professional Support and Review).

1. Input into and chair open meetings for members in Scotland
2. Attend the four Regional Committee meetings each calendar year, (typically, two held virtually, one in Manchester, one in London), at least one of which must be in person.
3. Submit a Regional Director's Report for the Regional Committee meetings. A template will be provided to all Regional Directors by the Outreach team. All Regional Directors must complete and submit their report *two weeks in advance* of the upcoming meeting.
4. Attend the annual Regional Representatives Conference (typically held in mid-November in Manchester or in London).
5. Make contact with the College's members in Scotland at least once between open members meetings (the Outreach team will provide an updated contact list each time).
6. Meet with the designated Council Liaison Member a minimum of twice per calendar year.
7. Identify at least one regional speaker per calendar year and invite them to attend the Scotland open members meetings.
8. Engage with at least one relevant regional stakeholder (e.g. health board leadership)
9. Engage with at least one relevant medical school surgical society per calendar year to support their activities promote the College, and build a regional network.
10. Work with the Outreach team to hold a minimum of one presidential visit in Scotland during their term as Regional Director.
11. Volunteer for at least one RCS England outreach event during the year (e.g. Interview Skills Workshops or Cutting Edge Careers workshop).
12. Assist with the coordination and delivery of the Scottish heat for the RCS England Surgical Skills Competition for CT2 trainees.

Reporting and Representation

Regional Directors report to the Regional Committee, which is chaired by a Vice President who reports to Council. Regional Directors may also be invited to participate in other RCS committees or working groups.

Professional Support and Review

Support is available through the Outreach Team, the quarterly Regional Committee meetings, and the Vice President.

Regional Directors will undertake annual reviews with the Vice President.

Once appointed the Regional Director will attend an induction day either virtually or at the College.

Appointment Process

The Regional Director appointment will be through a competitive interview, and this will be held virtually.



Term of Office

The term is three years with a possible extension for an additional two years, subject to mutual agreement and satisfactory reviews based on performance against the core responsibilities and key activities as outlined above. Towards the end of the term, the Regional Director should be active in helping to identify potential successors.

Person Specification

- A substantive consultant or Specialty or Associate Specialist (SAS) surgeon currently employed in the NHS in Scotland with demonstrable experience of delivering high quality services.
- Demonstrable leadership within the surgical profession.
- Experience of supporting professional standards and good practice, e.g. through long-standing membership of Surgical Associations, RCS England committees, working parties, or NHS structures, boards and working parties.
- Knowledge of the Scottish Government and NHS Scotland structures.
- Knowledge of national policies and developments affecting surgical practice in Scotland.
- Demonstrable ability to effectively chair boards, committees and working parties and lead groups to effective decision making.
- A flexible, resilient and motivated approach, able to think innovatively and respond quickly to the changing agendas within healthcare.
- A good listener and negotiator who is respectful of others' points of view, their aspirations and commitments in life; promotes diversity, inclusivity and fairness; and reflects the College's values of collaboration, respect and excellence.
- Evidence of training in and commitment to relevant employment legislation requirements.

Eligibility Criteria and Commitment to the Role

Applicants must:

- Be a Fellow of the Royal College of Surgeons of England.¹
- Confirm that they are in good standing with their employer and with the General Medical Council (GMC), and that they are not under formal investigation into their professional practice or conduct.
- Be absolutely clear on the time commitment involved to undertake this role, and the travel required to attend meetings and the quarterly Regional Committee (where held in person).
- Consider the impact of taking on the Regional Director role against any other educational or management roles held currently.
- Provide written confirmation from their CEO or Medical Director that their employing health board/trust supports their application and that there is adequate time in the job plan to support Regional Director work. The College recommends a minimum of one PA for the role.

This role is suitable for job sharing, and joint applications are welcome.

¹ Fellows of any of the surgical Royal Colleges of Great Britain and Ireland are eligible to apply. However, successful applicants who are not Fellows of the Royal College of Surgeons of England will be expected to take up the Fellowship *via transfer* at the time of taking up the post.



The Royal College of Surgeons of England Strategy 2021-26

We have a particular focus on promoting diversity, inclusion and fairness in our College and right across the surgical and dental professions. We believe that embracing difference is not just the right thing to do, it can inspire all of us to grow, and it will ensure that our profession and our College remain at the forefront of patient care for generations to come.

Together, we are changing the face of surgery.

Our Vision	We want to see excellent surgical care for everyone.
Our Mission	We will achieve our vision by supporting all our members, in all their diversity, to deliver excellence in everything we do.
Our Values	<p>We will deliver our values through our behaviours and attitudes which impact directly on the care delivered to patients and how we work together.</p> <p>Collaboration We embrace our collective responsibilities, working collaboratively and as one College.</p> <p>Respect We value every person we come into contact with at the College as an individual, respect their aspirations and commitments in life, and seek to understand and meet their physical and wellbeing needs.</p> <p>Excellence We aspire to excellence and success. We share learning from our experiences, apply feedback into practice, and commit to continual improvement.</p>

Read more about [our strategy for 2021-26](#).