Senior Lecturer - School of Nursing & Midwifery

Information Schedule

**KEY DATES**

Applications Open: Tuesday, 14 May 2013
Closing date for applications: Tuesday, 4th June 2013

Building on our heritage in surgery, we will enhance human health through endeavour, innovation and collaboration in education, research and service.
1. About RCSI

Established in 1784, the Royal College of Surgeons in Ireland (RCSI) is an independent, not-for-profit, health sciences institution with a unique international perspective from its headquarters in Dublin to its presence on three continents. Its original purpose was to train surgeons and set national standards for surgery in Ireland. Today RCSI has a wide portfolio of undergraduate and postgraduate academic and professional courses. Its undergraduate medical school is the largest in Ireland. In Dublin RCSI educates a substantial cohort of international students, alongside Irish and other EU students. To remain competitive in an international market by providing an internationally recognised and respected medical and health sciences qualifications and careers, RCSI continually invests in educational standards, innovation and facilities.

1.1. Our campuses

More than 60 countries are represented in RCSI’s international student body. In Dublin there are over 3,000 students from approximately 50 countries, and approximately 800 staff. RCSI is based in the heart of Dublin city – a unique city centre campus in one of Europe’s capital cities. The College has a strong international presence with Schools in Bahrain, Malaysia and Dubai. In Bahrain, the College established a medical university - the RCSI Medical University of Bahrain (MUB) – in 2004. It provides a full spectrum of undergraduate courses in Medicine, Nursing and Midwifery and postgraduate studies in Nursing, Healthcare Ethics and Law and Healthcare Leadership to over 1,000 students annually. Students come from Bahrain, the Gulf Region and beyond. In Dubai RCSI’s Institute of Leadership run postgraduate courses in healthcare management and leadership for experienced healthcare professional staff. In Malaysia, RCSI runs Penang Medical College in association with University College Dublin, since 1995. This is a ‘twinning’ model where mostly Malaysian medical students complete the first half of their training in Ireland and then return to complete their studies in Penang, to an Irish curriculum. By 2013, over 1,000 medical students will have graduated from this programme. From 2011, RCSI extended its long-standing educational involvement with Malaysia when it established an undergraduate medical programme in Kuala Lumpur, as a partner to Perdana University. The first group of students, availing of the RCSI curriculum and RCSI specialist academic staff members, commenced in Autumn 2011. Graduates of medicine across all of RCSI’s campuses complete rigorously evaluated programmes that allow for a common degree award of the National University of Ireland.

2. RCSI Today

2.1. Undergraduate Education

The medical school in RCSI is one of the world’s leading international medical schools. Its curriculum is international as is attested to by the fact that it is accredited by medical and educational regulators in three continents - Europe (Ireland), Middle East (Bahrain) and Far East (Malaysia). RCSI runs the traditional European format undergraduate programme of 5 years (6 years if a pre-medical year is need) and also runs Ireland’s first graduate entry programme (a four year programme based on the North
American medical education model. A bespoke foundation programme (the Medical Commencement Programme) is also provided to high achieving international students who need to further develop their professional English language and/or basic sciences skills.

The College also provides undergraduate courses in pharmacy, physiotherapy and nursing. In Dublin, RCSI provides a three or four year Pharmacy degree (depending on intake qualifications) followed by a required one year internship (MPharm). RCSI is the national provider of the MPharm in Ireland, i.e. all Pharmacy graduates in Ireland complete their MPharm at RCSI. A similar three or four year programme is provided in Physiotherapy. A four year undergraduate Nursing programme is provided in RCSI Bahrain, with Nurse Bridging Programmes delivered in both Dublin and Bahrain to nurses who have qualified previously through diploma level programmes and wish to progress to complete a degree in nursing.

2.2. Postgraduate Training

RCSI delivers postgraduate education and professional training through the School of Postgraduate Studies and the Institute of Leadership; through its Faculties of Radiology, Dentistry, Nursing, and Sports & Exercise Medicine; and through the National Surgical Training Centre. Postgraduate degrees provided include taught masters programmes such as Healthcare Ethics and Law, Surgery, Nursing and Quality and Safety in Healthcare. It also provides research-focused MDs and PhDs, with many of the doctoral students working through one of two structured PhD programmes in Biomedical Sciences and Population & Health Services Research. RCSI provides the national training programmes for specialties such as Surgery and Radiology. It also provides opportunities for continuous professional development and for meeting ongoing professional and regulator training needs. RCSI’s unique portfolio of involvement in undergraduate and postgraduate health professional education and training means that aspects pertinent to one part of the professional career can be matched to aspects in another (e.g. targeting early training to clinical and academic needs of later aspects of careers).

2.3. Research Institute

The RCSI Research Institute is one of Ireland’s foremost research centres. RCSI is committed to performing high levels of research activity, to commercialising intellectual property arising from its research, and to developing collaborative links with industry, educational and research institutions both nationally and internationally. Reflecting its unique healthcare focus, its research theme is Translational Health Research: “from bench to bedside to population”. RCSI built Ireland’s first hospital campus Clinical Research Centre in 2000, alongside Beaumont Hospital, its main teaching hospital. This supports its translational focus, and provides ready opportunities for clinician-based research studies.

2.4. Facts and Figures

- RCSI was established on 11th February 1784
- Total Number of Students: 3384
- Number of Staff: 800
- Amount spent by RCSI on Research Projects in 2008: €22m
- The Surgical College is the national training body for surgery in Ireland.
- More than 60 countries are represented on RCSI’s international student body
- RCSI has a University in Bahrain, a College in Malaysia and an Institute in Dubai
- RCSI is a not for profit organisation.
3. Strategic Plan

RCSI holds a distinctive position in the Irish HEI landscape with a number of unique attributes:

- A singular focus on healthcare education and research.
- An unrivalled international presence in healthcare education.
- A long-standing engagement in life-long learning, as the national agency responsible for surgical and other postgraduate specialty training.
- A strong record of innovation in teaching and learning, focused on a high quality student experience.
- A distinctively entrepreneurial culture, by virtue of the need to be self-sufficient in an international marketplace, with minimal dependence on the State.

3.1. RCSI Mission

“To educate, nurture and discover for the benefit of human health”

“To educate” The primary function of RCSI is to empower and facilitate our students, to optimise their futures as healthcare professionals.

“The central task of education is to implant a will and facility for learning; it should produce not learned but learning people” ~Eric Hoffer

“nurture” We do more for our students here than just imparting knowledge. We feel responsible to care for, encourage, challenge and motivate them to realise their full potential.

“and discover” to convey our bold aspiration to deliver impact in research, which coupled with education, is at the core of RCSI activities.

“for the benefit of human health” This reminds us all that the end beneficiary of our work in education and research are people and patients everywhere. We feel the term “human health” is all encompassing and sufficiently conveys our aspiration to advance healthcare provision not just nationally but globally.

3.2. RCSI Vision

“To be recognised internationally as a leading centre for professional education, research and innovation in healthcare”

“recognised internationally” Conveys our aspiration and ambition for RCSI to be a globally identifiable respected brand by our peers in third level education, our clinical partners and employers of our graduates and our prospective students.

“a leading centre” We want to be synonymous with excellence as measured by the strength of student demand and impact of our research.

“for professional education, research and innovation in healthcare” We continue to be outcome focussed. Our graduates are ready to perform to the highest professional standards and our research is impactful.
3.3. RCSI Values
We state our shared values, which will be reflected in all College policy and procedures, to create an environment of trust and mutual understanding.

We commit to living by these values

Respect – we commit to transparency, integrity and respect for all persons who engage with RCSI - students, staff, patients and the general public.

Collegiality – we provide a nurturing, social and inclusive community conducive to collaboration, and development.

Scholarship – we provide a stimulating and challenging environment that promotes excellence in teaching and learning.

Innovation – we foster a culture of discovery to create research with impact and an entrepreneurial energy, balanced with disciplined financial stewardship to secure our independence.

4. Governance Structure
RCSI is both an independent degree-awarding institution and a surgical Royal College. Two high-level Boards were established in early 2011 to govern these domains of activity in parallel:

- The Medicine & Health Sciences Board (MHSB) is the governing body responsible for all degree-awarding educational activities of RCSI
- The Surgical & Postgraduate Faculties Board (SPFB) is the governing body responsible for the postgraduate training, competence assurance and professional examination activities of RCSI
5. RCSI Nursing and Midwifery Education and Research

Nursing and Midwifery education and research has been a core activity of RCSI since 1974. The School of Nursing & Midwifery has sought to maintain the highest standards in education and training for nurses and midwives. RCSI is one of the earliest and longest serving providers of nurse education in Ireland, and has ensured wide ranging and relevant programmes of education for nurses and midwives which equip them to meet the diverse needs of patients in the health services. As a provider of post graduate nursing and midwifery education the college provides vibrant education programmes to prepare Clinical Nurse Specialists and Advanced Nurse Practitioners in collaboration with health service providers. In line with its philosophy, the School of Nursing and Midwifery has an inherent aim through its programmes to develop a caring, reflective practitioner who has the ability to seek out and use research-based knowledge for the purpose of improving patient care.

Currently there are over 500 nursing and midwifery students undertaking education programmes. All nursing awards, education programmes and modules are aligned with the National Framework of Qualifications (NFQ). In accordance with NFQ, awards are made at level 8 (Bachelors): Level 9 (Masters): Level 10 (PhD) Major Award. Since 2009 an innovative ‘Blended Learning’ approach to providing nurse education has been employed and work is ongoing on the development of a full eLearning education programme.

Each year, an Annual International Nursing and Research Conference is held in RCSI. This is the oldest Annual International Nursing & Midwifery Research Conference in Europe and will celebrate its 33rd anniversary in 2014.

For further information about nursing programmes and activities visit the web site www.rcsi.ie/nursing

6. Job Description

Job Title: Senior Lecturer

Reporting To: Head of the School of Nursing & Midwifery

6.1. Objective

The principal objective of the post is to act as Academic Coordinator of nursing education programmes in the School of Nursing & Midwifery and support the Head of Department in leading and developing new educational initiatives within the School of Nursing & Midwifery. As a senior academic, the successful applicant will work closely with the Head of School, in developing and implementing a new educational strategy in the School of Nursing & Midwifery and to act as Deputy Head of School and hold responsibility for designated areas of School management and act as Programme Director to assigned education programmes.

6.2. Specific Responsibilities include:

- Provide a leadership role with development and implementation of nursing education within the School of Nursing & Midwifery and the Faculty of Medicine and Health Sciences,
- Coordinate and oversee all academic activities in the School,
- Serve as Programme Director to assigned education programmes,
- Undertake administrative activities in teaching, research, student admission and assessment including web based technology, blended learning and eLearning,
- Undertaking research that complements and develops the School’s academic status and reputation, and contributes to nursing practice,
- Mentoring students, and monitoring student assessment and progress,
- Competently discharging administrative responsibilities and participation in College governance structures as directed,
- Complying with statutory legislation and department rules and requirements in furtherance of your own, staff and student welfare and safety,
- Representing the best interest of RCSI at all times by enhancing the School’s reputation in both nursing practice, teaching and research,
- Employing a collaborative ethos in all aspects of academic practice,
- Undertaking overseas assignments as may be required from time to time.
- Performing such other duties as may be required from time to time.
6.3. Person Specification:

The successful candidate:

- Is eligible to be registered as a nurse with the Nursing & Midwifery Board of Ireland,
- Has a Doctorate (Ph.D./D.Phil./Ed D, DNP) in a relevant discipline,
- Has a track record in attracting research funding,
- Has a track record in the area of nursing/health services research as evidenced by publication in the area,
- Previous experience of teaching and assessing and managing students in an academic environment,
- Excellent presentation and verbal / written communication skills
- Personal drive, energy and enthusiasm to deliver and inspire the achievement of excellent results
- Strong commitment to quality improvement
- A high degree of self-motivation
- Can co-ordinate and motivate a team,
- Requires minimum direction, high personal energy, positive approach to dealing with challenges and ambiguity,
- Has flexibility in work arrangements including undertaking overseas assignments as required.

6.4. The Process:

Interview and presentation

Interviews will be scheduled for June 2013

This will be a formal interview and presentation. It is envisaged that the interview will take approximately one hour. It will comprise of a 10 / 15 minute PowerPoint presentation followed by Q and A and a formal competency based interview.

6.5. Particulars of Post

- The post is a permanent whole time position. The appointee to the post shall serve under the direction of the Dean of the Faculty of Medicine and Health Sciences and shall discharge such duties as are assigned to him/her.
- The current remuneration is as detailed below.*
  - Salary: Senior Lecturer: €75,975 – €98,235

7. Application Process:

- Current curriculum vitae/resume which should include: full name, address, telephone number and email address;
- name and email contact of three referees;
- details of education, professional training and qualifications;
- employment history, including present position and details of relevant professional, consulting or industry experience;
- research interests and list of publications;
- research grants awarded and any other relevant information, such as offices held in professional bodies, community services etc.

Please note that applications close at 5.00 pm on the closing date.

All applications should be submitted to: recruitment@rcsi.ie

Closing Date for Applications: 4th June 2013 at 5.00pm GMT

Informal enquiries can be made through Mr. Gary Brady, Human Resources Department on +353-1-4022341 (email: garybrady@rcsi.ie).