POSITION:
HEAD OF THE SCHOOL OF MEDICINE, RCSI DUBLIN

CLOSING DATE: 23RD AUGUST 2013
1. Job Description

Job Title: Head of the School of Medicine, Dublin

Reporting to: Dean of the Faculty of Medicine and Health Sciences

Term of office: Four years – renewal will be through our standard competitive process

This is a new role for the RCSI – and the College wishes to find the best candidate to further develop and enhance its reputation in medical education as one of its central activities. Candidates are invited from those interested to make a real difference to the medical curriculum at RCSI. We are proud of our current curriculum, while acknowledging that in this fast changing healthcare environment, the curriculum of today must prepare doctors for careers in the international health systems of the future. Hence we seek a Head of School with the vision and drive to take us forward into a new era of curriculum innovation and consolidation. We welcome applications from the widest field of candidates with the experience, expertise and drive to make this ambition a reality in the coming decade.

1.1. Objective

The principal objective of this new post is to lead the delivery and continuous improvement of the core medical degree programmes, ensuring excellence in medical education and training. This post will support our Organisational Strategy and enable the continued evolution of the core medical curriculum and course in Dublin as a premier medical programme. The Head of the School of Medicine must possess a higher degree in a relevant health-related discipline, and normally be at professorial level in their current appointment. Experience in senior level educational activities and academic management in Medicine is essential.

1.2. Specific Responsibilities include:

- Providing leadership and direction in the delivery and development of the School of Medicine in RCSI Dublin through teaching, research and scholarship.
- Facilitating the delivery of the core curriculum to international RCSI campuses to ensure consistency in RCSI Medical programmes globally.
- Developing and implementing a strategic plan for the School of Medicine.
- Fostering scientific and clinical academic staff participation in programme development and delivery.
- Managing the medical curriculum teaching and examining roles of academic departments.
- Working with hospital and community partners to ensure adequate clinical site delivery of the programme.
- Managing financial aspects of the School, including annual budget generation for activities and projects.
- Maintaining a personal undergraduate teaching profile commensurate with expertise as a form of continual engagement with the core educational business of the College.
- Contributing effectively to RCSI governance, including delivering on the Quality Improvement Plans for the School.
- Liaising with the RCSI Research Institute to ensure research opportunities and resources are optimised.
- Participating in the affairs of the Faculty of Medicine and Health Sciences and its constituent schools.
- Complying with statutory legislation and School rules and requirements in furtherance of their own and general staff welfare and safety.
- Ensuring compliance with national degree awarding requirements and regulatory accreditation requirements.
- Collaborating with 3U partners and other institutions on teaching, learning and assessment initiatives.
- Undergoing programmes of training and development as may be required from time to time.
- Representing the best interests of the School/RCSI at all times.
- Performing such other duties as may be required from time to time.
1.3. Person Specification:

**Essential**
- A higher degree in a relevant health-related discipline
- Substantial experience in senior level educational activities and academic management in Medicine
- Thorough knowledge of the educational landscape in higher education
- Proven track record in managerial and budgeting skills

**Desirable**
- The drive, energy and initiative to promote change in a challenging and dynamic environment
- Leadership skills to deliver competitive advantage for RCSI in the Medical Education domain
- Proven communication skills, with an ability to influence a diverse team of academic, administrative and technical professionals in a changing environment with the ability to manage complex relationships at all levels
- Excellent relationship and stakeholder management skills to represent RCSI in academic and scientific circles
- Proven ability to operate in a fast-paced, sometimes ambiguous environment
- Achievement-oriented and results focused work ethic.

1.4. The Process:

**Interview and presentation**

Shortlisted candidates will be invited for a formal competence-based interview at our main campus in RCSI Dublin.

1.5. Particulars of Post

The post will have an initial term of office of 4 years, which will be filled on a part-time basis, in conjunction with other duties. For candidates not currently employed by RCSI, a concurrent academic appointment, in line with the candidate’s interests and skills, will be agreed to achieve a full-time position. The appointee to the post reports to the Dean of the Faculty of Medicine and Health Sciences. The successful candidate will chair the Faculty Executive Committee which meets on a fortnightly basis to agree operational objectives.

1.6. Particulars of Post

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

2. Application Process:

- Current curriculum vitae/resume which should include: full name, address, telephone number and email address;
- Name, academic position, professional relationship to the candidate and telephone / email contact details 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 (with impact factors & citations when available);
- Research grants awarded and any other relevant information, such as offices held in professional bodies, community services etc.
Please note that applications finish at 5.00 pm on the closing date.

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

Closing Date for Applications: 23rd August 2013

* Shortlisted candidates must be available to attend interview in late September

3. 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.

3.1. 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 900 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 and Nursing, and postgraduate studies in Nursing, Healthcare Ethics and Law and Healthcare Leadership to over 1,200 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. In 2013, the College celebrated the 1,000th medical student graduating 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.
4. RCSI Today

4.1. 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 Europe (Ireland), Middle East (Bahrain) and the Far East (Malaysia). RCSI runs the traditional European format undergraduate programme of 5 years (6 years if a pre-medical year is needed) 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 before commencing medical training.

RCSI 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 current 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.

4.2. 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 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).

4.3. 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 in Dublin. This supports its translational focus, and provides ready opportunities for clinician-based research studies.
5. 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, and as a not-for-profit organisation, with minimal dependence on the State.

5.1. 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 its students, to optimise their futures as healthcare professionals and scientists.

“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” RCSI aims to do more for its students than impart knowledge. We aim to care for, encourage, challenge and motivate them to realise their full potential.

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

“for the benefit of human health” The end beneficiary of the College’s work in education and research are people and patients everywhere. The term “human health” is all-encompassing and sufficiently conveys RCSI’s aspiration to advance healthcare provision not just at its bases nationally but also globally through its graduates and its research.

5.2. RCSI Vision

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

“recognised internationally” RCSI’s ambition is to be a globally identifiable respected brand by its peers in third level education, its clinical partners and employers of its graduates and prospective students

“a leading centre” RCSI aims to be synonymous with excellence as measured by the strength of student demand, the quality of its graduates and the impact of its research

“for professional education, research and innovation in healthcare” RCSI curricula are outcome focussed. Graduates are ready to perform to the highest professional standards and RCSI research is impactful – achieving high levels of citations by others.
5.3. RCSI Values

RCSI’s shared values will be reflected in all College policies and procedures, to create an environment of trust and mutual understanding.

The core RCSI values are:

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.

6. Governance Structure

RCSI is governed by a Council. As it is both an independent degree-awarding institution and a surgical Royal College, two high-level boards govern these domains of activity in parallel (as depicted below):

- 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
7. The Medical School at RCSI Dublin

RCSI has the largest Medical School in Ireland with a very diverse international student base. Our undergraduate programme runs over either 5 or 6 years with an annual intake of approximately 350 students. RCSI was also the 1st Medical School in Ireland to introduce a Graduate Entry Programme (GEP), which has run successfully since 2006.

The RCSI medical school is based in our main campus in St Stephens Green, Dublin with staff employed in both of our main teaching hospitals (Beaumont Hospital and Connolly Hospital). Over the past 10 years, RCSI has moved from delivering primarily an undergraduate School of Medicine in Dublin to adding Schools of Pharmacy and Physiotherapy at undergraduate level; Schools of Postgraduate Studies, of Nursing and of Healthcare Management (now Institute of Leadership) at postgraduate level. A campus in Penang has been joined by campuses in Bahrain, Dubai and Kuala Lumpur. In expanding our degree-related activities, we also applied and achieved independent degree awarding status from the Irish Department of Education & Skills in 2010. The Faculty of Medicine & Health Sciences (FMHS) oversees this degree-awarding activity. Bahrain, Perdana (KL) and Penang provide undergraduate medical education programmes.

The ethos of the Medical School is founded on the principle that the patient’s interest is paramount in clinical teaching, medical practice and research. The curriculum is designed to give the student a sound knowledge of the principles of both the science and the art of medicine.

A spirit of enquiry is also fostered and students may carry out research in the academic departments of the College during Summer vacation time.

The student is exposed to a variety of specialties and encouraged to develop a balanced perspective of domiciliary, community and hospital care. The clinical teaching facilities provided by the College combined with the expertise and dedication of the clinical teachers ensures that students receive training of the highest standard.

The Medical Act of 1886 provided that graduates had to be educated in surgery, medicine and obstetrics. Graduates of the RCSI received Licentiates in these three subjects. Since 1978, the College has been a recognised College of the National University of Ireland, awarding M.B., B.Ch., BAO to its graduates in addition to the Licentiates.

The post outlined here is a new post, with the role of Dean of the Faculty of Medicine and Health Sciences and the Head of the School of Medicine being separated for the first time. This will enable the continued evolution of the core medical curriculum and course in Dublin as a premier medical programme, in line with the rapidly changing education and healthcare demands, while supporting RCSI’s international campuses to deliver excellence and in turn contribute to the continuing evolution of a top class international medical programme with its base in Dublin.