POSITION: Senior Lecturer Human Factors in Surgery

Department of Surgical Affairs

CLOSING DATE: 23rd December 2014
1. Job Description

Job Title: Senior Lecturer Human Factors in Surgery
Grade: Senior Lecturer
Location: RCSI Dublin
Reporting to: Dean of Postgraduate Surgical Education and Training or his nominee
For Academic Affairs the successful candidate will report to the Head of the Department of Psychology
Term of office: Permanent position x 2
Full time x 1
Half time x 1

1.1. Background

Surgical training in Ireland enjoys a global reputation based upon a proud tradition of producing generations of leaders in surgery around the world. RCSI has continued to encourage and nurture that leadership role by supporting our surgical leaders of the future through our surgical training pathway and by supporting surgeons in practice through continuing professional development and developing our ‘Fellowship’ and collegiate support and engagement. RCSI is currently making a step change in investment in simulation technical and non-technical training programmes and curriculum development as part of its 2013-2017 Strategy, focusing on ‘excellence in education’ and ‘leadership in international medical education’.

Human Factors in Patient Safety (HFPS) training is a fundamental part of RCSI’s Surgical and Emergency Medicine training programmes. It is also a core component of the Professional Development Programme (PDP) provided to non-trainee NCHD’s. The RCSI Department of Surgical Affairs introduced an innovative MSc in Human Factors in Patient Safety (HFPS) accredited by RCSI and the National University of Ireland as a level 9, Major Award (90 ECTS credits) in 2011. The MSc in Human Factors in Patient Safety is aimed at surgeons and emergency medicine trainees in training, normally working in the Irish health services at non-consultant grade and is designed to complement the pre-existing HFPS training programmes. At the time of writing, a proposal is under development to widen the access to this degree to other health professionals and to extend the range of topics available for study.

The position of Senior Lecturer in Human Factors in Surgery is being established at this opportune time to marshall the various activities, staff and facilities already available as we develop a new €80 million state of the art academic and education building in our city centre campus, to be opened in 2016. The facility will comprise of clinical training suites containing standardised patient rooms, task training rooms, a flexible wet lab, mock operating theatre and clinical training wards. Simulation space will be fully equipped with a sophisticated and comprehensive audio-visual and centre management system. It will also include a 540-seat auditorium, a library spanning three floors with 500 study spaces, a sports hall and a fitness suite. Designed to be student centred, the new building will enhance RCSI’s capacity to deliver outstanding medical education and training and will further strengthen its reputation as an international leader in its field.

Due to the success of this programme and the national importance of patient safety, RCSI now seeks to recruit a Senior Lecturer in Human Factors in Surgery. You should have a background in Surgical Education, with proven expertise in research and teaching HFPS, or come from an academic Psychology background with experience of teaching and training at Postgraduate level. Due to the specialist nature of these appointments, involving the need to balance continued academic engagement with an evolving knowledge base alongside an evolving applied clinical environment, the roles will involve a joint reporting structure between the Department of Surgical Affairs and the Department of Psychology.

1.2. Objective

The Senior Lecturer will work with the Dean of Postgraduate Surgical Education and Training, the Director of Human Factors in Patient Safety and other faculty of Postgraduate Surgery to assist in the delivery of existing Human Factors in Patient Safety training, assessment and research programmes. The role will also support the delivery of RCSI’s Professional Development Programmes and associated online resources relating to Human Factors in Patient Safety education and training.
1.3. Profile
The Senior Lecturer in Human Factors in Surgery will have a track record in teaching within the surgical and/or other health professional fields and will have experience in Human Factors in Patient Safety from a surgical, medical or psychological background. Ideally the successful candidate will have a background in the use of simulation for both technical and non-technical skills teaching.

1.4. Specific Responsibilities include:

Curriculum Development
• Contribute to the development of the Human Factors in Patient Safety programme for trainees participating in surgical and Emergency Medicine training programmes through the generation of teaching, research and scholarship of international excellence
• Contribute to the development of the Human Factors in Patient Safety programme for doctors participating in the Professional Development Programmes through the generation of teaching, research and scholarship of international excellence
• Play a leading role in the teaching of the training programme for surgical and Emergency Medicine trainees and other disciplines as required in the department and in RCSI
• Play a leading role in the supervision and management of the academic Post Graduate Diploma/MSc in Human Factors in Patient Safety
• Develop new courses and modules and participate in the ongoing development of aspects of course structure, delivery and assessment
• Play a leading role in the development of associated online resources relating to Human Factors in Patient Safety and training
• Develop policies and procedures relating to HFPS curriculum management

Faculty and Staff Development
• Assume a leadership role in the operation of the Postgraduate Surgical Education programmes
• Develop policies and procedures relating to the management of HFPS clinical spaces and equipment
• Ensure compliance with international and national standards and best practice
• Provide Educational input (lectures, seminars etc.) to faculty
• Manage multiple projects including coordinating activities of educators and clinicians
• Serve as an ambassador for RCSI’s Human Factors in Patient Safety activities
• Play a leading role in the academic and development needs of trainees and students of the department and in the enhancement of their learning, personal development and achievement

Continuous Quality Improvement
• Coordinate relevant staff and student feedback for continuous improvement of HFPS programmes
• Advise on short and long-term strategic and operational planning for HFPS education, refining priorities and implementing policies, procedures and standards consistent with the College’s mission and educational objectives
• Participate in the development of formative and summative assessment methodologies and examination processes
• Supervise dissertations and PhD theses

Professional Development
• Maintain knowledge and skills in the field of Human Factors in Patient Safety and share up-to-date publications and resources with peers
• Contribute to strategic HFPS programme development through partnership with the Faculty of Postgraduate Surgery team and other entities
• Collaborate with physicians, staff educators and stakeholders to ensure HFPS activities are seamlessly embedded across RCSI
• Represent RCSI at national and international conferences and related events
• Maintain professional engagement within own discipline to be in a position to bring educational developments and research opportunities in a timely and innovative manner to the present position

Research
• Ensure that research is integral to Human Factors in Patient Safety activities and initiatives, so that programmes are both evidence-based and contributors to international Human Factors in Patient Safety research literature. This includes working collaboratively with RCSI colleagues and others to optimise research output and opportunities for research agency and industry support
• Direct and develop a research programme leading to external funding and subsequent publications in key international peer-reviewed academic journals and other forms of research output
• Lead and participate in research teams or other collaborative research initiatives, departmental and/or inter-departmental and other external institutions
• Identify opportunities and apply for substantial grants for new research projects, individual and/or collaborative
Other
- Assume various administrative tasks as requested by the Dean of Postgraduate Surgical Education and Training
- Perform other education and research related duties as required

1.5. Person Specification:
- Excellent communication skills, with an ability to transfer knowledge, attitudes and skills to the students
- Hold a Doctorate (Ph.D./D.Phil./Ed D, DNP) in a relevant discipline or Membership/Fellowship in Surgery
- A track record in research as evidenced by grant funding and publication in the area
- Previous experience of teaching, assessing and managing students in an academic environment
- Excellent computer, presentation, verbal and written communication skills
- Personal drive, energy and enthusiasm to deliver and inspire the achievement of excellent results
- Strong commitment to quality improvement
- High degree of self-motivation
- Requires minimum direction, high personal energy, positive approach to dealing with challenges and ambiguity
- Proven ability to operate in a fast-paced, sometimes ambiguous environment
- Achievement-oriented and results focused work ethic

1.6. The Process
Shortlisted candidates will be invited for a formal competence-based interview and a panel-based presentation at our main campus at RCSI Dublin.

1.7. Particulars of Post
This post is a permanent appointment at the grade of Senior Lecturer level. The appointee reports to the Dean of Postgraduate Surgical Education and Training or his nominee.

1.8. Informal Enquiries
Informal enquiries are invited in the first instance through Ms Deirdre Fahy, Human Resources Department on +353 (1) 4022442 (email: deirdrefahy@rcsi.ie). Candidates may wish to discuss options for clinical practice as part of this role. Discipline specific queries about the nature of this post can be addressed directly to Professor Oscar Traynor on +353 (1) 4022701 (email: otraynor@rcsi.ie)

2. Application Process:
To apply for this position please visit the RCSI website at the following address and follow our online application process http://www.rcsi.ie/careers
- Current curriculum vitae/resume 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.

Closing Date for Applications: 23rd December 2014

Please note that applications finish at 5pm on the closing date.
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 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, the Institute of Leadership and the School of Nursing and Midwifery; 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 on-going 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. Department of Surgical Affairs
Surgical training in Ireland enjoys a global reputation based upon a proud tradition of producing generations of leaders in surgery around the world. RCSI has continued to encourage and nurture that leadership role by supporting our surgical leaders of the future through our new surgical training pathway and supporting surgeons in practice through continuing professional development and developing our ‘Fellowship’ and collegiate support and engagement.

4.4. 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

In June 2013, RCSI launched a new strategic plan for the Faculty of Medicine & Health Sciences, “Growth & Excellence” 2013-2017, focusing on the area of degree awarding activities of the College. The plan contains five strategic goals to which we are committed, along with a roadmap of how we will address these goals and key performance measures for their success. The foundations of our strategy are growth and excellence – we see our future success contingent on our ability to grow RCSI’s international presence and reputation as a centre of excellence in healthcare professional education.

RCSI holds a distinctive position in the Irish Higher Education 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;

In articulating our Mission and Vision, and developing our strategic priorities for the Faculty of Medicine & Health Sciences, we are mindful of addressing the needs of current and future students, in all disciplines, whilst taking into consideration the overall challenges in the higher education environment in Ireland, the strategic priorities of the Higher Education Authority (HEA), competition in the international higher education landscape and challenges facing the healthcare profession as a whole. The strategic plan is available on the RCSI website www.rcsi.ie/strategy2013 - sections 5.1 – 5.4 below contain an overview of our strategic priorities, mission, vision and values.

5.1. RCSI Strategic Priorities
- **EXCELLENCE in Education**: to be a recognised leader in teaching and learning in the health professions; incorporating best practice and the latest technologies and methods in how we educate our students;
- **LEADERSHIP in International Medical Education**: To grow internationally by expanding our international presence and the offerings we provide overseas, by increasing the intake of international students to Ireland and by attracting students from new geographies;
- **IMPACTFUL Research and Innovation in Health Sciences and Education**: To continually build our research capability and optimise our research performance;
- **ENHANCED Organisational Capabilities**: to ensure that our people, internal processes and capabilities, and infrastructure are best in class, operationally excellent, and are capable of supporting and enabling the delivery of our overall strategy;
STRONG Strategic Partnerships: to develop further and leverage the relationships we have with our internal and external partners and stakeholders so that we can grow, achieve more, and continue to deliver excellence in education and research.

5.2. 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.

5.3. 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.
5.4. 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 and College Board. It is an independent degree-awarding institution, a surgical Royal College and Professional Training Body - 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 Surgery & Postgraduate Faculties Board (SPFB) is the governing body responsible for the Postgraduate training, competence assurance and professional examination activities of RCSI;

Figure 1: Overview Governance – Royal College of Surgeons in Ireland