Job title: Editor in Chief, Medical Care – Driving Change

Reports to and appraised by: Improvement Clinical Director

Tenure: This is a voluntary role that will require approximately ½ to one day a week. We are looking to recruit to this post for two years in the first instance with a review after 12 months. Two-person job-share applications welcomed.

Location: Remote working, travel and subsistence expenses will be reimbursed in line with RCP policy.

The context and purpose of the role
The RCP is reinvigorating the Medical Care website to offer a modern, engaging, and relevant portal to support clinical teams to deliver long-lasting improvements in care. Medical Care – driving change will amplify themes from RCP’s and others’ work to deliver against its strategic aim to improve health and healthcare.

Our four initial areas of focus are:
- leading and delivering improvement
- digital transformation
- improving clinical pathways
- patient safety.

Our ambition is for the portal to:
- act as a coherent and responsive vehicle to engage physicians and their teams with quality improvement and other transformation work that can help drive change in their practice
- provide a forum for the delivery and exchange of information about healthcare improvement, and other transformation work enabling physicians to lead and be part of change in their local area
- host carefully curated content and be the centre of an RCP digital and health improver’s network leveraging clinicians’ expertise and skills in transformation and supporting clinicians to develop skills in this area
- share resources that are most relevant in a post pandemic society that are constantly reviewed and updated to suit the evolving state of healthcare.

The editor in chief will advise, review and approve all aspects of web content for Medical Care – driving change that are proposed by content advisors. Content advisors will contribute to Medical Care – driving change by highlighting suitable content produced by key partners and stakeholders and contributing their own original content through a wide range of communication tools such as podcasts, webinars, blogs and longer reads. The editor in chief will ensure content is aligned to the content themes agreed by the content board and aligned to the RCP strategic aims, using insight and good judgement to inform decision-making. The editor in chief will work with key RCP colleagues to drive the passion and ambition for Medical Care - driving change, ensuring it builds and maintains an excellent reputation with target audiences and is successful in achieving its objectives.

Working with a content board the editor in chief will foster relationships with content advisors working virtually. Supported by the RCP’s communication and editing team and programme team, the editor in chief will ensure that ethical publishing standards are always adhered to, and that content is vibrant, diverse and inclusive. The editor in chief will sit on the Medical Care – Driving Change Programme Board.
You will work closely with
- Improvement clinical director (chair of the programme board)
- Lead for digital health
- RCP programme team
- RCP editing and design team
- editors of the RCP publications (clinical medicine, future healthcare journal)
- content advisors
- content board members

How we’ll measure your success
We believe that excellence and effectiveness in the role will be determined through the ability to apply expertise to the content development and editorial process and inform the mission of Medical Care – Driving Change. More specifically this will include:

- Ability to take good decisions to ensure the delivery of high-quality content
- Ability and passion to promote and engage collaborations and partnerships with others including improvement, transformation and funding partners in support of Medical Care – driving change
- Leadership of Medical Care – driving change content board
- Ability to successfully foster and nurture good relationships with key stakeholders for medical care and within the RCP
- Support for the Medical Care – driving change programme team to deliver priorities
- Ability to work autonomously, using initiative to solve problems
- Contribution and support for RCP’s values.

Qualifications
- Consultant level doctor or equivalent senior healthcare leader.
- Membership of RCP or other relevant professional membership body, in good standing with their employer and professional regulator.
- Evidence of continued professional development relevant to this post.

Your knowledge and experience will include
- Appreciation of the RCP’s strategy* (1)
- Ability to assess content for its relevance to the aims of the College and Medical Care – driving change
- Experience of producing materials for publication online in a variety of formats
- Working knowledge of editorial responsibilities, including the review processes and management of conflicts of interests.
- Passionate about quality improvement in healthcare
- Committed to enhancing healthcare workforce digital literacy
- Experience of working within a multi-disciplinary programme team: appreciating the skills and expertise of colleagues in communications, project management, AV and so on
- Working and delivering to deadlines
- High level communication skills and ability to work effectively as a member of the Content Board

Responsibilities
- Foster and nurture positive relationships with content advisors working virtually to identify new and existing relevant content for Medical Care – driving change
• Review content and use insight to make final decisions about publication based on its relevance for Medical Care – driving change and its alignment to the aims of Medical Care – driving change and the College.
• Leading the process for feedback and editing of content, ensuring that all content is high quality
• Work closely with the programme team and content board on features, themes and campaigns
• Lead the content board’s role in shaping the themes, content and congoing direction for Medical Care – driving change.
• Attend at least 75% of content board meetings in the first year.
• Galvanise support for Medical Care – driving change within clinical communities and own networks by suggesting suitable content and content advisors
• Advise on the performance of Medical Care – driving change to act as a connector and enabler of change
• Contribute to board discussions in a collegiate and robust manner, taking decisions with good reasons.
• Adhere and comply with the provisions of the RCP’s policies.
• Act with integrity and ensure confidentiality is always maintained.

Approved: May 2022

The RCP positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, transgender status, religion or belief, marital status or pregnancy and maternity.

The RCP is all about our people – our members, our staff, our volunteers and leaders. We educate, influence and collaborate to improve health and healthcare for everyone and know we can only do this by being inclusive, encouraging and celebrating diverse perspectives. That’s why welcoming and having people who represent the 21st-century medical workforce and the diverse population of patients we serve is so important to us.

Values
We are committed to taking care, learning, and being collaborative. These values drive the way we behave, how we interact with each other, and how we work together to achieve our vision and improve patient care.

We value taking care
This means we behave respectfully towards people, whatever their role, position, gender or background. It means we act as representatives of the RCP and take decisions in the interests of the organisation as a whole.

We value learning
This means we continuously improve through active learning and honest reflection, so that we grow personally and as an organisation, while striving for excellence. We support learning and development opportunities.

We value being collaborative
This means we work together towards the RCP’s vision in a collaborative and professional way, understanding that individuals bring different strengths and approaches to our work. We value diversity and each other’s contributions.
As an employee/volunteer/temporary contractor you are expected to comply with all RCP data protection and security policies and procedures.

*Useful documents

1. RCP Strategy 2022-2024
2. RCP code of conduct
3. RCP vision and values