



Job description

Job title: Associate International Director International Medical Graduates

Post number:

Department: MSGE

Job context: The Royal College of Physicians of London plays a pivotal role in setting the standards and through a variety of activities, influences the quality of medical practice in hospitals. It conducts examinations, carries out training, education and research activities and advises the Government and the profession on health and medical matters.

The Medical Training Initiative (MTI) provides international trainees with the opportunity to improve their clinical, communication and leadership skills, while supporting NHS trusts at this time of unprecedented pressure by reducing dependence on locums with a sustainable, quality-assured alternative.

Nearly 20% of RCP members and fellows based overseas, spread across nearly 100 countries. Many more UK-based members also contribute to healthcare in Low and Middle Income Countries (LMICs). In partnership with these overseas physicians, and by leveraging our respected brand and the UK's reputation in global health, the RCP is well-positioned to support developing healthcare systems and the medical communities working in these countries.

Purpose and scope:

The purpose of the post is to work with the MTI programme manager and the Head of Global to design, implement, monitor and evaluate a MTI strategy aimed at increasing the number of MTI participants.

The role requires the post holder to be a representative of the RCP, both in the UK and overseas, attending relevant meetings and undertaking travel where necessary.

Reports to: Vice President Global

Direct reports: None

Works closely with:

- Vice President Global
- Head of Global
- MTI Programme manager and team
- Other Associate International Directors

Major responsibilities

- To work with the head of Global and the MTI programme manager to design, implement, monitor and evaluate a four year MTI strategy aimed at increasing the number of MTI participants.
- To advise and support the MTI team on the clinical aspects of all applications and posts.
- To advise on matching applicants to suitable posts as required and appropriate.
- To promote the MTI programme in the UK and overseas, acting as an ambassador for the RCP.
- To work with the MTI programme manager to set selection criteria, interview questions and competency frameworks for applications to the programme.
- To participate in overseas interviews by Skype or in person.
- To contribute to the induction day programme and lead induction day.
- To represent the RCP at the Academy of Medical Royal Colleges meetings and other meetings as required e.g GMC.
- To advise on monitoring and evaluation
- To lead on engaging with and supporting international medical graduates while they are in the UK and when they return to their countries of origin, addressing concerns, challenges and disputes as they occur.
- To liaise with host trusts, working to resolve concerns and disputes when they occur.
- Promote the values, ethos and expertise of the RCP.

Budget

- Work within the Global budget and plan activities accordingly within budget constraints.

Programme activity

- Support the delivery of existing projects and programmes.
- Identify new opportunities and partners in consultation with the head of Global and MTI programme manager.
- Work closely with and advise the appropriate project managers and

Head of Global

- Maintain good relationships with all members of the Global department staff
- Attend and play an active role in the international committee, providing reports and papers as requested
- Work with associate international directors as a team towards the realisation of the RCPs objectives internationally and work with staff and officers of the RCP as appropriate

Membership engagement

- Identify opportunities to support and engage with the membership locally and in the region.
- Build and maintain relationships with key members within the region.
- Facilitate the nomination of new fellows.

Time commitment

- It is estimated that post holders will need to devote half a day per week, plus occasional international travel.
- The post holder will be expected to:
 - attend an induction at the RCP following appointment
 - attend the quarterly international committee
 - take part in monthly meetings with the Global Vice President and the head of Global (this can be in person or by phone/video call)
 - attend ad-hoc meetings on projects or to develop partnerships/opportunities as required

Terms and conditions

- The role is an honorary, four year post, subject to satisfactory annual appraisal. Reasonable travel expenses will be covered, consistent with RCP policy.
- The post holder will need to be in active clinical employment.

Person specification

Associate international director for international medical graduates, Global Office, Membership Support and Global Engagement

Professional competencies	Application	Interview
<p><u>Essential</u></p> <ul style="list-style-type: none"> • Be within two years of clinical practice at the time of appointment, including the supervision and training of doctors in training. • Demonstrable ability to provide leadership and create consensus, and have experience in a senior leadership role. • An experienced consultant physician and fellow of the RCP, in good standing with employer, GMC and RCP. • A commitment to the mission, vision and values of the RCP. • Ability to work collaboratively with an individual team, across specialties and institutions. • Ability to delegate effectively, ensuring appropriate skills and experience are deployed from a team to deliver strategic objectives. 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p></p> <p>✓</p> <p></p> <p>✓</p> <p>✓</p> <p>✓</p>
<p><u>Desirable</u></p> <p>International MRCP(UK) PACES examining experience</p>	<p>✓</p>	<p></p>
Technical Competencies		

<u>Essential</u>	Application	Interview
<ul style="list-style-type: none"> • Experience in implementing priorities and thinking strategically. • Demonstrate knowledge and understanding of the following, with the ability to confidently lead discussions on these issues with a variety of UK and international stakeholders and potential partners: <ul style="list-style-type: none"> ○ Postgraduate medical education and training in the UK ○ Postgraduate examinations ○ Assessment, appraisal, e-portfolios and supervision ○ Quality and standards e.g. patient safety (clinical guidelines and clinical audit) ○ Public health and prevention issues, for both communicable and non-communicable disease (NCDs) • Experience of building networks and relationships. • Ability to professionally chair meetings and committees and work in a multi-disciplinary environment. 	<p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p>	<p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p>
<p><u>Desirable</u></p> <ul style="list-style-type: none"> • Existing network of international and UK contacts with physicians and others in leadership positions in the medical profession/healthcare industry. 	<p style="text-align: center;">✓</p>	<p style="text-align: center;">✓</p>