JAG Endoscopy Training - Clinical Lead

Reports to – JAG Chair

Tenure – Fixed term agreement for 18 months in the first instance (with possible further agreement for 12 months)

Hours – Average commitment is the equivalent of half a day per week - rising to a full day as needs permit

Location – Applicants will need to be based within the UK and will be expected to work flexibly to meet the requirements of the role. Much of the post holder’s work may be delivered from their own location remotely with occasional meetings in London and Liverpool.

The purpose of your role

The JAG endoscopy training clinical lead will work in partnership with JAG programme manager (training and data) to ensure the successful delivery of the certification programme for endoscopy trainees (JETS) and nursing competency programme (JETS workforce).

Working with the programme manager you will be responsible for delivering the main aims of the JAG Endoscopy Training System (JETS) as agreed within the JAG governance framework including the training steering group and the JAG stakeholder group. You will oversee developments and provide high quality guidance and advice.

You will represent JAG training in external meetings and act as a key point of contact on behalf of JAG for relevant medical colleges, societies, and professional and regulatory bodies. You will maintain and enhance the reputation of the programme and ensure its proper governance.

You will closely with the programme manager to ensure the success of JETS and JETS workforce. Responsibility for the day-to-day management of JETS and JETS workforce lies with the team based at the Royal College of Physicians.

About the JAG Endoscopy Training Programme

JAG was established in 1994 in response to the expanding multidisciplinary nature of endoscopy aiming to sustainably improve the quality and safety of endoscopy units in the UK. This has been a highly successful programme and to reflect the expanding requirements of the programme there are now three workstreams: endoscopy training, accreditation of endoscopy services and individual certification of screening endoscopists.

To reflect the training and educational needs of the workforce, in 2009 the JAG Endoscopy Training System known as JETS was initiated. This supports endoscopists in the UK to deliver high quality and standardised training. This programme allowing trainees to demonstrate their performance, progression and competence against nationally agreed criteria. JETS workforce was launched in April 2019 to support nurses, operating department practitioners and other healthcare support workers in endoscopy. You can find more about the history of JAG on our website: https://www.thejag.org.uk/our-history

Who you will work with

- JAG training and data team based at the RCP which is led by the JAG programme manager (data and training)
• JAG Clinical Leads
• JETS workforce clinical lead responsible for operational oversight of JETS Workforce
• Federation of training centre chair
• JAG training centres nationwide
• JAG endoscopy training steering group
• JAG stakeholder group, consisting of representatives across organisations with an interest in endoscopy
• Professional bodies, the NHS, and patient groups
• Representatives from the devolved nations

How we’ll measure your success
Success in the role will be established through the quality of relationships that you nurture with key stakeholders and within the RCP.

We will measure this based on:

• Your support to the JAG programme manager (training and data) to deliver priorities
• Achievement of objectives (agreed with the accreditation unit manager) and as part of an annual appraisal process with the JAG Chair
• Your ability to work in a team alongside other JAG clinical leads and the wider JAG team
• Your ability to work autonomously, use initiative and problem solve
• Your contribution to and support for our values

What you’re responsible for

Leadership and Management

• To provide overarching leadership of JAG training working in partnership with the JAG programme manager (training and data) to identify and manage risks and opportunities
• To deliver the aims of JETS and JETS workforce, in accordance with the direction advised by the JAG training steering group
• To provide advice and guidance to the JAG team and training centres based on a detailed knowledge of the JAG training standards, evidence requirements and JETS assessment process working in conjunction with the JAG programme manager (data and training)
• Liaise with the clinical leads of other JAG workstreams at the RCP to share best practice and learning
• To chair the JAG training steering group to drive strategic direction of the programme as per the terms of reference and hold the group accountable for the delivery of arising actions and outcomes (which meets two times per year).
• To attend regular meetings with the JAG programme manager (data and training) and nurse lead and to be responsive to communication from the JAG team

Strategy and development

• To identify areas of potential development and improvement to the programme. This may include working with the accreditation unit manager to identify opportunities to improve training in other areas of clinical care.
To lead on developments and improvement initiatives, and support initiatives where delegated to others
To attend appropriate development review and strategy meetings
To maintain an awareness of the resource allocation that supports delivery and contribute towards the long term sustainability of the programme

Assessment and quality assurance
To work collaboratively to support assessors in delivering JETS quality assurance to high standards
To act as a point of escalation and support for assessors with any issues that arise through the quality assurance process.
To provide feedback to assessors on performance related issues and ensure relevant feedback is provided
Provide guidance and assist with the quality assurance (QA) process for new or enhanced courses so that assessors meet their objectives and to ensure fairness and consistency with assessments.

Stakeholder engagement
To work with stakeholders to influence their strategy to ensure high quality training and the development of workforce is central to their plans.
To build and maintain successful relationships with external stakeholders such as NHS England/Improvement, Health Education England and other health professionals and organisations. This will include attendance and participation in JAG stakeholder meetings
To develop and maintain good working relationships with key stakeholders, including contracted third parties, professional bodies, devolved nations, assessors and contacts from government and patient groups
To promote the JAG programme with the gastroenterology community, communicating and supporting the programmes aims, for example by presenting to relevant groups
To work with the programme manager to contribute effectively to the JAG stakeholder group

General
Adhere and comply with the provisions of the RCP’s health and safety policy.
Adhere and comply with all RCP data protection and security policies and procedures
Undertake all duties and responsibilities in compliance with the rules and regulations encompassing equal opportunities.
Any other duties as may be reasonably expected and which are commensurate with the level of the post.

Your experience includes:

Essential

Qualifications
Consultant level doctor or equivalent
Unblemished record with the General Medical Council or equivalent
Evidence of continued professional development relevant to this post

Job Ref –
• Membership of a relevant professional body

Experience and skills

• NHS leadership experience is essential with a good understanding of NHS, healthcare management structures and systems with experience of holding a management role within a large provider
• Experience of initiating and or facilitating training in healthcare.
• Ability to work effectively as part of a team, encouraging contributions from others, and reviewing and supporting the performance of the team to promote development and ensure outcomes are met
• Working with others to build and maintain relationships; successful initiation and facilitation of multi-professional strategic partnership working and alliances
• Experience of project delivery
• Ability to identify and analyse potential issues with impact on safety and quality
• Understanding of change management processes to improve clinical care with the ability to challenge
• Experience of drafting reports

Desirable

• Management or leadership qualification desirable
• Healthcare quality improvement science training is desirable
• Experience of drafting papers for submission to peer reviewed academic journals

Personal attributes

• Effective leadership through demonstration of personal qualities, such as self-awareness, integrity and self-management
• Acts in a manner consistent with the values and priorities of their organisation and profession
• Demonstrates awareness of political, social, technical, economic, organisational and professional environment whilst also anticipating and preparing for the future by scanning for ideas, best practice and emerging trends.
• Ability to build effective relationships with a range of internal and external stakeholders
• Articulates the need for change and its impact on people and services: to develop and communicate aspirations to others
• Ability to collect data and information, analyse against evidence-based criteria to challenge existing practices and processes: to influence others to use knowledge and evidence to evaluate and achieve best practice
• Creates a climate of continuous improvement by acting as a role model for innovation, encouraging dialogue and debate with a wide range of stakeholders to develop ideas to transform services and care: formally and informally disseminates good practice.
• Ability to work with a high degree of flexibility with periodic meetings held in London and Liverpool.
• Willingness to travel (nationally and internationally) with possible periodic overnight stays

Financial aspects

Candidates for this role should be aware that it is the duty of a candidate to obtain advance agreement from his/her employing authority that they will be given adequate time to perform the duties of this role. The RCP will not fund Clinical Excellence Awards at local or national level. Remuneration for this post is in line with the RCP’s clinical release supplement policy. The RCP will not make any additional reimbursements as part of the agreement related to this role. Appointees can also claim reimbursement of all eligible expenses incurred in carrying out their roles, in line with RCP Accreditation Unit policy.
Our 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.

**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.

The Royal College of Physicians (RCP) believes that equality of opportunity is fundamental in whatever way individuals become involved with the RCP, whether as physicians, physicians-in-training, volunteers or staff. It welcomes and actively seeks to recruit people to its activities regardless of race, religion, ethnic origin, disability, age, gender and sexual orientation. The RCP aims to reflect the diversity of its members in all its committees, senior roles and staff.