



## Job description

<b>Job title:</b>	Innovation and Improvement Fellow for the RCS England SUPPORT2 Improvement Collaborative.
<b>Grade:</b>	Pay scales for surgeons / doctors in training in England up to ST5 (£52,656 to £65,048, plus London weighting) in a full-time position or from ST6 to ST8 (£73,992 pro rata plus London weighting) in a part-time position, depending on qualifications and experience
<b>Department:</b>	Quality Improvement Department within the RCS England Research and Quality Improvement Directorate.
<b>Responsible for:</b>	No direct line reports.
<b>Accountable to:</b>	Quality Improvement Programme Manager and ultimately Director of Research and Quality Improvement.

### Job summary

This one-year Innovation and Improvement Fellow post offers a unique opportunity to work within the SUPPORT2 (**S**urgeon **P**eer-led **P**ost-incident **R**esponse **T**eams) Improvement Collaborative being run by the Quality Improvement Department within the RCS England Research and Quality Improvement Directorate.

The SUPPORT2 Improvement Collaborative represents the next phase of our commitment to enhancing support systems for surgeons following adverse events. This new round will build directly on the achievements and lessons learned from the original SUPPORT1 collaborative, which successfully established practical approaches and peer-led support across participating hospitals. SUPPORT2 will continue this momentum and work with up to 25 Sites across the UK and Ireland. Fellows joining SUPPORT2 will have the unique opportunity to contribute to a programme with a proven track record, while also shaping its future direction and impact

You will help the team to provide support to participant organisations across a 12 month period, with participants initially orientated to these approaches and then assisted to introduce them into their hospitals. The Improvement Collaborative will then support participants to maintain these approaches, sharing their experiences across the collaborative, and learning and collating data about this activity and its impact.

The successful candidate will work in partnership with the QI Programme Manager, Director of Research and Quality Improvement and other members of the SUPPORT improvement collaborative project team, including our Surgical Leads for SUPPORT, Professor Kevin Turner,

Consultant Urologist at University Hospitals Dorset and Visiting Professor at Bournemouth University and Mr Arjun Nambiar, Consultant Urological surgeon at The Newcastle upon Tyne Hospitals NHS Foundation Trust

You will work in a vibrant and supportive Research and Quality Improvement environment, putting you at the heart of a national team that plays a key role in improving the services provided to surgeons in UK hospitals. The role will provide you with the opportunity to contribute to high-profile peer-reviewed papers, and other publications, as well as enable you to develop of research and quality improvement in surgery expertise, and will help you to strengthen the SUPPORT2 Improvement Collaboratives outputs. Areas of work may include applying and evaluating different improvement approaches, developing methods for surgical wellbeing assessment, and analysing the impact of wider quality improvement initiatives as well as how RCS England might develop these further.

This is a unique opportunity to participate in a national quality improvement and national transformational change role centred around surgical wellbeing that may in time be applicable to all hospitals across the UK and more generally across the world.

We would expect the Innovation and Improvement Fellow to build skills in design and implementation of quality improvement programmes which could be applicable to future QI collaboratives run by RCS England, either to support surgical wellbeing, or to enhance other aspects of the care delivered by surgeons.

Further details about the RCS England Research and Quality Improvement department and our quality improvement collaborative work to date are available at the bottom of the job description.

## Specific duties and responsibilities

### **1. Quality Improvement**

To work closely with the SUPPORT2 team (the QI Programme Manager, the Director of Research and Quality Improvement, the Surgical Leads for SUPPORT2, the SUPPORT2 team's two clinical psychologists and staff in RCS England's Research and Quality Improvement department) to deliver the work of the Improvement Collaborative. This to include:

- Supporting staff at the participant hospitals to engage in the Improvement Collaborative.
- Developing and delivering online and in person quality improvement activity.
- Facilitating peer learning sets and other wider QI learning activity.
- Evaluating and applying quality improvement methodologies that can be translated across the SUPPORT2 improvement collaborative and wider RCS England quality improvement work.
- Engaging with wider stakeholders, integrated care boards and local NHS trusts / Local Health Boards to support implementation of surgical wellbeing and other quality improvement activities and initiatives.



- Engaging with professional bodies and Royal Medical Colleges to support implementation of surgical and other medical/clinical wellbeing quality improvement activities and initiatives
- Supporting the participant hospital teams with the development and implementation of their quality improvement plans.
- Analysing and evaluating wider determinants of surgical/medical wellbeing and considering how these can be best implemented with the SUPPORT2 Improvement Collaborative and wider RCS England quality improvement programmes.
- Evaluating the impact of the SUPPORT2 Improvement Collaborative.
- Developing and delivering plans for phase three of the SUPPORT Improvement Collaborative.

## **2. Communication**

- To report results and impacts of the SUPPORT improvement initiatives in reports and papers for peer-reviewed publications
- To present findings at conferences.
- To liaise with professional bodies, charities and other stakeholders in order to publicise and support the work of SUPPORT2.
- To contribute to developing and implementing plans for SUPPORT2 (and wider RCS England) quality improvement activities including: improvement events, workshops and webinars
- To promote engagement with trainee networks, professional bodies and patient panels
- To contribute to wider RCS England Research and Quality Improvement communications (newsletters, emails, social media, website)

## **3. Collaboration with MPS, NHS England, and other relevant organisations to improve quality and timeliness of data, and increase the engagement of staff within NHS hospitals**

- To liaise with MPS, NHS England and other relevant organisations with an interest in surgical and medical wellbeing to ensure the SUPPORT2 Improvement Collaborative has maximum impact.
- To liaise with staff in participating NHS hospitals in order to publicise SUPPORT2 and its findings
- To liaise with wider professional bodies (ie surgical specialty associations) involved in supporting surgical and wider medical wellbeing and to represent SUPPORT2 at their regional and national meetings.

## **4. Other**

- To undergo further training in statistics and audit / research methodology including implementation science
- To maintain the confidentiality of data at all times and to ensure that the requirements of the General Data Protection Regulation (GDPR) are met throughout the project
- To ensure that the data collection, analysis and reporting is carried out to the highest professional standards

- To carry out other occasional duties within the RCS England Research and Quality Improvement department, e.g., contributing to training workshops

There will be no clinical duties or on-call commitments but there is flexibility to allow the post-holder to maintain some clinical practice.

We encourage trainees to reach out to Sheena MacSween, QI Programme Manager with any queries: [SupportImprovement@rcseng.ac.uk](mailto:SupportImprovement@rcseng.ac.uk)

This job description will be subject to review in the light of changing circumstances and may include other duties and responsibilities as may be determined. It is not intended to be rigid or inflexible but should be regarded as providing guidelines within which the individual works.

## Person specification

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Membership / Fellowship of RCS England or another relevant Royal College (for a non-surgical trainee).</li> </ul>	
<b>Experience and skills including technical competencies</b>	<ul style="list-style-type: none"> <li>• Relevant clinical experience</li> <li>• Experience in analysing clinical data</li> <li>• Familiar with software for data management and statistical analysis</li> <li>• Good numeracy (e.g., good pass at A level or equivalent)</li> <li>• Good understanding of health-related research and quality improvement methods</li> <li>• Good understanding of basic statistical principles</li> <li>• Evidence of NHS based quality improvement</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of peer-reviewed publications</li> <li>• Evidence of presenting research at professional conferences</li> <li>• Understanding of epidemiological research (study design, data collection and analysis)/</li> <li>• Understanding of implementation research/Quality improvement methods</li> <li>• Good understanding of national clinical audit and quality improvement programmes</li> </ul>



<b>People and interpersonal skills</b>	<ul style="list-style-type: none"><li>• Excellent verbal and written communication skills</li><li>• Good organisational skills</li><li>• Ability to think systematically and critically</li><li>• Computer literate and proficient with office software</li><li>• Ability to work independently</li><li>• Ability to work in a small team</li></ul>	
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The post holder will also need to demonstrate the following values:

<b>Collaboration</b>	<b>We embrace our collective responsibilities working collaboratively and as one college.</b>
	<ul style="list-style-type: none"><li>• We work together, using our collective expertise and experience to effect positive change</li><li>• We are open, honest and transparent, straightforward in our language and actions, acting with sincerity and delivering on our commitments</li><li>• We take our responsibilities to each other, to patient care and to the environment seriously and we act with this in mind across our work</li></ul>
<b>Respect</b>	<b>We value every person we come into contact with at the College as an individual, respect their aspirations and commitments in life, and seek to understand and meet their physical and wellbeing needs.</b>
	<ul style="list-style-type: none"><li>• We treat everyone we meet with kindness and integrity, and we seek to promote these behaviours in others</li><li>• We actively seek a range of views and experiences across our work, and we listen to, and make everyone feel, a valued part of the team</li></ul>
<b>Excellence</b>	<b>We aspire to excellence and success. We share learning from our experiences, apply feedback into practice, and commit to continual improvement.</b>



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|  | <ul style="list-style-type: none"><li>• We work hard to be the best at what we do, recognising and celebrating effort and achievement, and reflecting on our work, so we can learn and improve</li><li>• We value and invest in research, education and training to drive excellence and put improvements in surgical practice, dentistry and patient care at the heart of our work</li><li>• We always seek to learn and discover more, valuing knowledge and scientific evidence, basing our decisions on insights, fact and experience</li></ul> |
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**The Royal College of Surgeons of England is an Equal Opportunities Employer. We are open to all talent and we actively ensure that all qualified applicants will receive equal consideration for employment without regards to age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.**



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