

Job description

Job title:	<i>Innovation and Improvement Fellow</i> <i>RCS England Innovation Hub (the “I-Hub”) and London Institute for Healthcare Engineering (LIHE)</i>
Grade:	X - Pay scales for resident doctors in England up to ST5, depending on qualifications and experience.
Department:	Quality Improvement (within the RCS England Research and Quality Improvement Directorate)
Responsible for:	No direct line reports.
Accountable to:	Future of Surgery Programme Manager and ultimately Director of Research and Quality Improvement.

Job summary

This one-year Innovation and Improvement Fellow position offers a surgeon in training a unique opportunity to spend three days a week at the RCS England I Hub working within the RCS England Research and Quality Improvement Directorate, as well as spending two days a week working at LIHE, an exciting new partnership between King’s College London and Guy’s and St Thomas’ NHS Foundation Trust (please see appendix one for more information).

You will work in a vibrant and supportive Research and Quality Improvement environment, putting you at the heart of national teams that play key parts in improving the services provided to surgeons in UK hospitals and worldwide. The role will also provide you with the opportunity to contribute to high-profile national healthcare innovation, produce peer-reviewed papers and other publications, as well as enable you to develop surgical and wider healthcare innovation expertise, while at the same time strengthening the emerging workstreams of the I-Hub and LIHE. Areas of focus may include: designing applying and evaluating different innovation and improvement approaches, developing new approaches to surgical innovation, and analysing the impact of wider innovation and quality improvement initiatives along with devising proposals for how RCS England and LIHE can develop these further.

The successful candidate will work in partnership with the Future of Surgery Programmes Manager, Director of Research and Quality Improvement and senior surgeons, as well as other innovation experts across the RCS England and LIHE teams.

This is a unique opportunity to participate in a national innovation role centred on healthcare improvement that may also develop expertise that is relevant to surgery worldwide.

Specific duties and responsibilities

1. *Innovation*

To work closely with the I-Hub and LIHE teams to deliver healthcare innovation work that improves the RCS England and LIHE's innovation ecosystems. This to include:

- Supporting the development and improvement of the RCS England and LIHE's current innovation infrastructures.
- Supporting surgeons and their hospitals / universities to engage with the I-Hub/LIHE.
- Developing and delivering online and in person surgical innovation training and skills development activity.
- Evaluating and then applying innovation and improvement methodologies that can be translated across the I-Hub, LIHE, and wider surgical innovation work.
- Engaging wider stakeholders, integrated care boards, local NHS trusts / Local Health Boards and universities to support the design and implementation of high quality healthcare innovation.
- Engaging with professional bodies and Royal Medical Colleges to support the implementation of surgical and other medical/clinical innovation and improvement activities and wider initiatives.
- Supporting participant surgeons and their hospital teams with the development and implementation of their plans for healthcare innovation.
- Analysing and evaluating wider determinants of success in surgical innovation and considering how these can be best used by the I-Hub and wider RCS England quality improvement programmes.
- Evaluating the impact of the I-Hub and LIHE.
- Developing and delivering plans for the next phases of the I-Hub and LIHE's work.

2. *Communication*

- To report results and impacts of the I-Hub and LIHE 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 the I-Hub and LIHE.
- To contribute to developing and implementing plans for the future of the I-Hub and LIHE 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 LIHE, and other relevant organisations to improve healthcare innovation, and increase the engagement of staff within NHS hospitals

- To liaise with LIHE and wider organisations with an interest in surgical and medical/wider healthcare innovation to ensure the work of the I-Hub and LIHE has maximum impact.
- To liaise with surgeons and their hospitals and other stakeholders across surgery to publicise the I-Hub and LIHE's work.
- To liaise with wider professional bodies (for example surgical specialty associations) involved in supporting surgical innovation and to raise the profile of innovation at 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 through discussion on request.

We encourage resident doctors who are interested in this post to contact Sam Lewis, Future of Surgery Programme Manager slewis@rcseng.ac.uk for an informal discussion.

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
Qualifications	<ul style="list-style-type: none"> Membership / Fellowship of RCS England. 	
Experience and skills including technical competencies	<ul style="list-style-type: none"> Relevant surgical experience Experience in analysing clinical data and using this for improvement Familiar with software for data management and statistical analysis Good numeracy (e.g., good pass at A level or equivalent) Good understanding of basic statistical principles Good understanding of innovation in healthcare and in particular the challenge of implementation Evidence of undertaking healthcare based innovation work Evidence of NHS based quality improvement Good understanding of health-related research and quality improvement methods 	<ul style="list-style-type: none"> Evidence of peer-reviewed publications Evidence of presenting research at professional conferences Understanding of implementation research/quality improvement and innovation methods Good understanding of national healthcare innovation and quality improvement programmes Understanding of epidemiological research (study design, data collection and analysis)
People and interpersonal skills	<ul style="list-style-type: none"> Excellent verbal and written communication skills Good organisational skills Ability to think systematically and critically Computer literate and proficient with office software Ability to work independently Ability to work in a small team 	

The post holder will also need to demonstrate the following values:

<p>Collaboration</p>	<p>We embrace our collective responsibilities working collaboratively and as one college.</p>
	<ul style="list-style-type: none"> • We work together, using our collective expertise and experience to effect positive change • We are open, honest and transparent, straightforward in our language and actions, acting with sincerity and delivering on our commitments • 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
<p>Respect</p>	<p>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.</p>
	<ul style="list-style-type: none"> • We treat everyone we meet with kindness and integrity, and we seek to promote these behaviours in others • 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
<p>Excellence</p>	<p>We aspire to excellence and success. We share learning from our experiences, apply feedback into practice, and commit to continual improvement.</p>
	<ul style="list-style-type: none"> • 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 • 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 • We always seek to learn and discover more, valuing knowledge and scientific evidence, basing our decisions on insights, fact and experience

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.

Appendix one

Background to RCS England's Innovation Hub work within the RCS England Research and Quality Improvement Department

RCS England Innovation Hub ("I-Hub")

The Innovation Hub (I-Hub) is an exciting new initiative from RCS England that connects industry partners to support surgical innovators in developing, evaluating, and delivering new products and tools.

We do this by providing skill development support to innovators, hosting innovation workshops and connecting partners and innovators. The initiative is for surgeons by surgeons from a variety of disciplines, surgical specialties and grades.

Our mission is to provide surgeons and allied healthcare professionals with the best surgical solutions, whether physical or digital, that address real-world challenges surgeons face.

This initiative builds on the RCS England [2018 Future of Surgery report](#), the [2022 Future of Surgery: Technology Enhanced Surgical Training report](#) and our [Future of Surgery Programme](#).

London Institute for Healthcare Engineering (LIHE)

The LIHE is a new unit embedded within St Thomas' campus to bring together King's research excellence; Guy's and St Thomas' NHS Foundation Trust's leading clinical practice; and the MedTech sector's commercial intelligence and talent, whilst engaging multinationals, SMEs and start-ups. This close collaboration will ensure that research in healthcare engineering is translated rapidly into new products and technologies that will benefit patients.

In 2019, King's College London, in partnership with Guy's and St Thomas' NHS Foundation Trust, was awarded £16m UKRPIF (UK research partnership investment fund from UK Research and Innovation) funding to establish LIHE.

This opportunity was generated through major co-investment of over £32m from Wellcome and industry partners including Siemens Healthineers, Medtronic, NVIDIA and IBM, as well as £15m contribution from King's towards the construction of a new building.

For more information please see:

[The London Institute for Healthcare Engineering | School of Biomedical Engineering & Imaging Sciences | King's College London](#)

www.lihe.org.uk

[MedTech Venture Builder Collaborative Centre of Excellence | London Institute for Healthcare Engineering](#)

Funding for the LIHE component of this exciting new role has been kindly provided by the [NIHR HealthTech Research Centre for Cardiovascular and Respiratory Medicine](#) who are a key stakeholder in the Fellowship.

Funding for the RCS England component of this exciting new role has been kindly provided by the Rosetrees Trust who are also a key stakeholder in the Fellowship

