



Regional Director Role Description (Scotland)

The role of the Regional Director is to lead the College's local engagement with RCS England members, fellows, other surgeons, and key stakeholder groups. The purpose of Regional Directors is to help implement professional standards, to aid information flow to and from the regions, and to facilitate local support for members and fellows.

Core functions and responsibilities

- To work closely with the RCS England Outreach Team to support local activities for RCS England members, fellows and stakeholders in their geographical region.

To build networks across Scotland to develop information flow with the central College

- To gather local feedback and help identify areas for support through RCS events/services, and to promote RCS England support mechanisms for surgeons at all stages of their career.
- To establish engagement and support for the local network of Regional Specialty Professional Advisors (RSPAs), Surgical Tutors and Heads of Schools of Surgery.
- To work with the Outreach and Events Teams to host regional events, meetings and visits as identified by the College, and in response to local requirements.
- To attend RCS England national conferences.
- To engage at a strategic level where relevant with any local processes relating to surgical training and reshaping of surgical services, and provide feedback to the College.
- To ensure the RCS England is represented on the local School of Surgery Board(s) or equivalent.
- To attend the quarterly Regional Committee meetings, and provide feedback through the reporting mechanism on key local issues affecting members and fellows, surgical services, and quality of care.
- To engage with the Vice President and Council Lead for Regional Development, and local Regional Council Member on strategic matters where necessary.
- To promote surgery and RCS England opportunities through engagement with medical school societies.

Reporting and representation

Regional Directors report to the Regional Committee, which is chaired by the Senior Vice President who reports to Council. Regional Directors may also be invited to participate in other RCS committees or working groups.

Professional Support and Review

Support is available through the RCS England Outreach Team, the quarterly Regional Committees, and the Vice President and Council Lead for Regional Development.

Regional Directors will undertake annual reviews with the Vice President and Council Lead for Regional Development.

Once appointed the Regional Director will attend an induction day either at the College or virtually

Appointment Process

The Regional Director appointment will be through competitive interview.

Term of Office

The term is three years with a possible extension for an additional two years, subject to satisfactory reviews and mutual agreement. Towards the end of the term, the Regional Director should be active in helping to identify potential successors.

Person Specification

- A surgeon currently employed in the NHS with demonstrable experience of delivering high quality services.
- Demonstrable leadership within the surgical profession.
- Experience of supporting professional standards and good practice, e.g. through long-standing membership of Surgical Associations, RCS committees, working parties, or NHS structures, boards and working parties.
- Knowledge of Scottish Government and NHS Scotland structures.
- Knowledge of national policies and developments affecting surgical practice.
- Demonstrable ability to effectively chair boards, committees and working parties and lead groups to effective decision making.
- A flexible, resilient and motivated approach, able to think innovatively and to respond quickly to the changing agendas of health care.
- A good listener and negotiator who is respectful of others' points of view.

- Evidence of training in and commitment to relevant employment legislation requirements.

Eligibility Criteria and commitment to the role

Applicants must:

- Be a Fellow of the Royal College of Surgeons of England.
- Confirm that they are in good standing with their employer and with the GMC.
- Be absolutely clear on the time commitment involved to undertake this role, and the travel required across the region to attend meetings and the quarterly Regional Committee.
- Consider the impact of taking on the Regional Director role against any other educational or management roles held currently.
- Provide written confirmation from their CEO or Medical Director that their employing Trust supports their application and that there is adequate time in the job plan to support Regional Director work. The College recommends a minimum of one PA for the role.

This role is suitable for job sharing, and joint applications are welcome.

The Royal College of Surgeons of England Strategy 2021-26

We have a particular focus on promoting diversity, inclusion and fairness in our College and right across the surgical and dental professions. We believe that embracing difference is not just the right thing to do, it can inspire all of us to grow, and it will ensure that our profession and our College remain at the forefront of patient care for generations to come.

Together, we are changing the face of surgery.

Our Vision	We want to see excellent surgical care for everyone.
Our Mission	We will achieve our vision by supporting all our members, in all their diversity, to deliver excellence in everything we do.
Our Values	<p>We will deliver our values through our behaviours and attitudes which impact directly on the care delivered to patients and how we work together.</p> <p>Collaboration We embrace our collective responsibilities, working collaboratively and as one College.</p> <p>Respect 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> <p>Excellence We aspire to excellence and success. We share learning from our experiences, apply feedback into practice, and commit to continual improvement.</p>

Read more about [our strategy for 2021-26](#).