



JOB DESCRIPTION

POST	Co-Director
DEPARTMENT	Global Surgery Policy Unit, LSE Health
RESPONSIBLE FOR	Research Fellows, Administrator
RESPONSIBLE TO	
ACCOUNTABLE TO	Unit Board
RELATIONSHIPS	Co-Director (LSE), Policy Officer (LSE), Head of Global Affairs (RCS England)
TERM	Part-Time (1 day per week), 3 years, renewable for a further 2 years.
REMUNERATION	To be agreed/ negotiated - competitive salary offered

About Us

The Royal College of Surgeons of England (RCS England) is one of the largest and oldest surgical colleges in the world. We support more than 30,000 members in the UK and internationally by supporting the continuous development of their surgical and dental knowledge, skills and research capabilities. We set standards, develop policy and issue guidance promoting good surgical and dental practice. We are home to the Faculty of Dental Surgery (FDS) and our expertise in designing and delivering examinations and assessments in postgraduate surgical and dental education and training covers ten surgical and ten dental specialties. Our quality assurance and accreditation schemes provide a mark of distinction and quality in surgical and dental education and professional development. We collaborate with world-leading hospitals and universities to facilitate ground-breaking research, training, capacity development and surgical trials. Through our Research Fellowship Scheme, the College has committed more than £40 million to support over 750 individual trainee surgeons to extend the frontiers of surgery through clinical research and the development of new operative techniques. Our museums and archives have been designated as collections of national and international quality and significance.

We are a focused and mission-driven College. Our overall goal is to foster excellence in the practice of surgery to ensure that surgeons achieve and maintain the highest standards of surgical and dental practice, patient safety and care.

Global Surgery Policy Unit (GSPU)

The Global Surgery Policy Unit (GSPU) is a unique and strategic collaboration between RCS England and the London School of Economics and Political Science (LSE). Established to advance global public health, surgical and anaesthetic care, with a particular focus on low and middle-income countries (LMICs), the Unit aims to increase access to safe, affordable, high quality surgery to improve public health, patient safety and population health outcomes. It will achieve this by:

- Translating original and existing research and the impact of capacity building programmes into high-level public health policy and advocacy initiatives aimed at influencing decision-makers and donors.



- Working with underserved communities, non-governmental organisations ('NGOs'), stakeholders and healthcare workers to empower, inform and improve understanding and practice.
- Fostering the development of global health leaders, influencers and advocates through the provision of training and mentoring in research, surgical systems strengthening, programme evaluation and health economics.
- Creating opportunities and platforms to encourage sustained exchanges of expertise between clinical experts, policymakers, patients, healthcare workers and researchers in the field of global surgery, public health and anaesthesia policy.
- Advocating for greater investment in global surgery and anaesthesia as an important driver in achieving the United Nations Sustainable Development Goals ('SDGs'); improved health outcomes and universal health coverage ('UHC').
- Adopting a multi-sectoral, multidisciplinary approach to its activities and operations by engaging a range of individuals, including academics, clinicians, politicians, lawyers, environmentalists, economists and patients at local, national and international levels.

The Unit will be hosted by the LSE within LSE Health at the Department of Health Policy.

The Role

The work and operation of the Unit will be managed by two Co-Directors, one appointed by the LSE and the other appointed by RCS England. The Co-Directors will work together to provide strategic and operational leadership for the Unit. Each Co-Director will lead on designated aspects of the Unit's work programme, but they will also work collaboratively across all areas. They will be responsible for ensuring that the outputs and commitments set out in the Unit's agreed work programme are achieved and for working with Unit partners and stakeholders to identify and shape future priorities. The Co-Director appointed by the LSE will lead on health economics, health services and outcomes research, and capacity development programmes. The Co-Director appointed by RCS England will lead on surgical research, public health policy, advocacy and engagement. They will oversee the activities of at least two Research Fellows and a part-time administrator. A Senior Management Team (SMT) comprising of the Co-Directors and two senior staff seconded by RCS England and the LSE (the Head of Global Affairs and the Senior Policy Officer respectively), will ensure additional capacity to support the programme, policy development and operational management of the Unit.

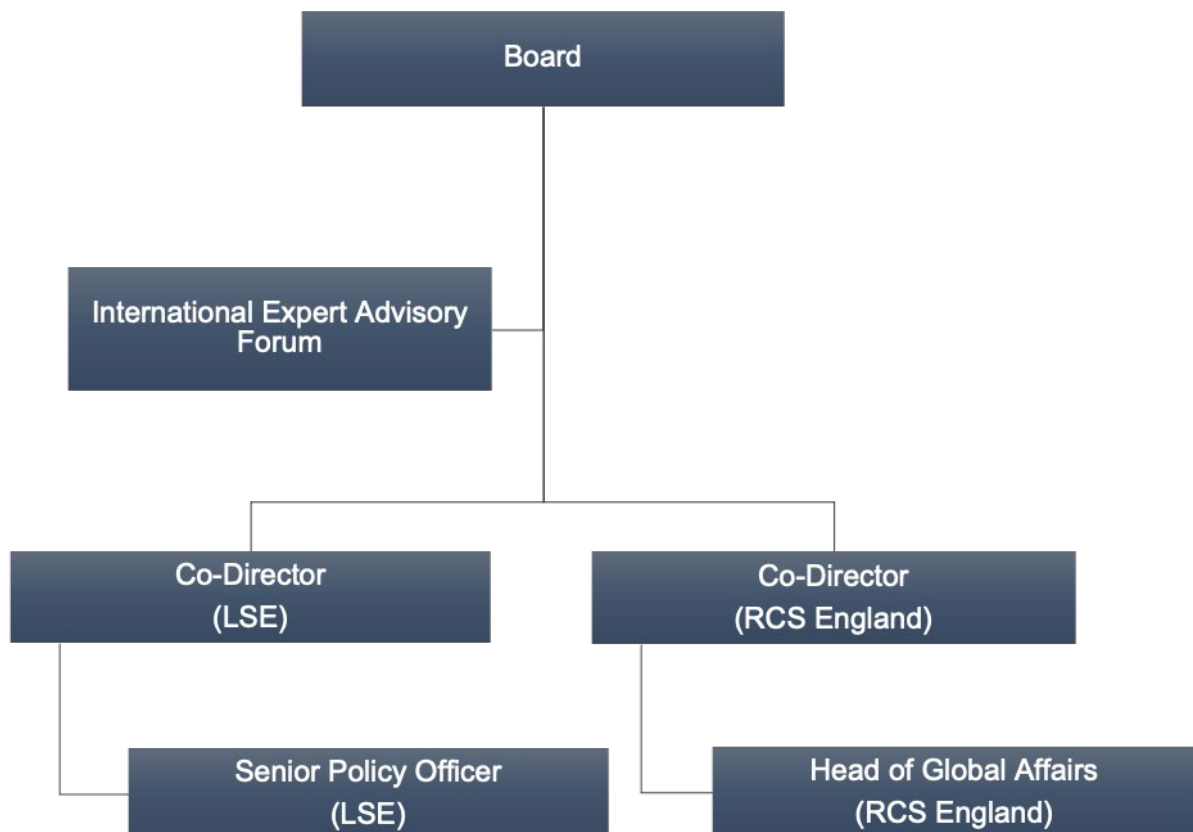
The Co-Directors will report to a high-level Board, which will be co-chaired by RCS England and the LSE. In addition, a multidisciplinary, multi-sectoral International Expert Advisory Forum (IEAF) will be established to support and inform the work and activities of the Unit. The IEAF will be managed by RCS England's Global Affairs Department.

The Co-Directors will be supported through key relationships within RCS England and the LSE. Additionally, they will also be expected to contribute to the intellectual life and wider activities of both organisations as appropriate by initiating, conducting and publishing outstanding quality and influential research, project design, development and evaluation activities.



This appointment is for 3 years in the first instance, with scope for extension subject to the success of the Unit in delivering on its objectives.

The Unit will be launched in September and will be hosted by the LSE in London at LSE Health within the Department of Health Policy.



Key Duties & Responsibilities

Leadership, management and direction

Working collaboratively with the Board, International Expert Advisory Forum (IEAF), RCS England and the LSE to set the strategic direction and priorities of the Unit. Key tasks include:

- Developing and implementing a 5-year business plan and strategy for the Unit.
- Identifying research topics and opportunities that can be delivered in the short, medium and longer-term priority areas.
- Designing and implementing capacity building programmes and pilot schemes to test system strengthening models and the economic impact, cost/benefit and value of these interventions.
- Identifying and cultivating additional partnerships, experts, and funders to support the Unit's work and vision.
- Providing leadership and direction to the research fellows within the Unit.
- Advising and supporting the Board and IEAF.



- Training and supervising the work of research assistants and research officers.
- Contributing to the development of highly engaged and productive teams, through supervision, mentoring and peer support.

Research

Leading on the development and implementation of research that will inform and shape effective public health policy, advocacy and decision-making in the field of global surgery and anaesthesia.

Key tasks include:

- Developing and implementing a coherent research strategy and annual work plan that results in national and international recognition and prominence.
- Guiding, planning and producing policy-relevant research outputs for the Unit as described in the research strategy and annual work plan, including working with Unit partners to identify investigative priorities and research focus areas.
- Conduct substantive and original research in areas relevant to informing global surgical and anaesthesia-related public health policy, working in collaboration with the College, its international membership, partners and global surgery advisor network.
- Leading research projects which may involve co-ordinating the work of others.
- Planning and directing significant international research activities and programmes into complex problems, ideas, concepts, or theories and applying appropriate methodologies.
- Establishing and leading a team of research fellows, part-time administrator, and several seconded College fellows, drawing upon research opportunities and wider partner networks.
- Leading and/or contributing to peer reviewed funding bids for research programmes and achieving success in attracting such funding, including securing grants to extend and broaden the activities of the Unit.
- Publishing research outputs of outstanding quality in top academic journals, and where appropriate, other non-academic publications and resources.

Capacity development & surgical systems strengthening

Contributing to the design, development and impact evaluation of high quality, innovative capacity development programmes aimed at improving access to safe surgical, obstetric and anaesthesia care in LMICs. Key tasks include to:

- Working with RCS England's Global Affairs Department to scope, design and develop high quality, impactful multi-country and multi-stakeholder capacity building programmes in collaboration with its members, country advisors and partners.
- Ensuring that gender equality and social inclusion are mainstreamed throughout the capacity development and surgical systems strengthening process.
- Leading and coordinating the impact evaluation of these programmatic interventions conducting economic impact assessments and cost/benefit analyses as part of the Unit's policy development and influencing agenda.
- Producing or coordinating the production of country monitoring reports and undertaking other comparative analyses to inform policy within the global surgery and anaesthesia space.
- Ensuring that the Unit's research outputs inform and shape the development of RCS England-led surgical systems strengthening and capacity development initiatives.



- Developing or coordinating the development of grant, fundraising and tender proposals from donors.
- Leading and/or coordinating the publication of programme findings, impact and outputs in top academic journals, and where appropriate, other non-academic publications and resources.
- Publishing work of outstanding quality and significance to the discipline in top quality and well recognised international peer-reviewed outlets, including publications relevant to global surgery policy areas.

Policy, influence, knowledge exchange & impact

Develop, lead and implement a range of influencing strategies, policy campaigns and awareness-raising initiatives aimed at engaging key decision-makers, stakeholders and donors. Key tasks include:

- Leading the development of policy briefings, dialogues, workshops, conferences, and other events/outputs/activities that facilitate knowledge exchange and policy impact.
- Evidencing research and programmatic leadership and expertise through advising or participating in national, regional and international multi-lateral forums, committees and sectors.
- Actively developing strategies to ensure that research and programme outputs have demonstrable impact and inform the public debate.
- Ensuring that research and programme impact and engagement with wider audiences is at the heart of the Unit's strategy.
- Developing and maintaining a network of global public health, surgery and anaesthesia policy, research and programme experts, practitioners and advocates.
- Identifying and engaging with key global public health, surgical and anaesthesia policy stakeholders e.g. research groups, policymakers, think tanks.
- Designing and delivering executive leadership modules in health policy and economics relating to global surgery and anaesthesia.

Specific Duties

This role will require the post holder to:

- Work flexibly, including some unsocial hours, as required and reflected by the need to work internationally and across time zones or to accommodate local practices.
- Undertake some UK and international travel as required.
- Contribute to strategic deliberations and decisions at institutional level, e.g. through membership of LSE and/or RCS England committees.
- Supervise Masters' and/or PhD students.
- Deliver services effectively. A degree of flexibility is needed, and the post holder may be required to perform work not specifically referred to above, but which may arise due to contractual obligations imposed by external funding agencies and with the agreement of the grant-holder, Principal Investigator, Centre/Institute Director and/or Head of Department at the LSE and/or RCS England, in accordance with established line management arrangements and commensurate with the role.
- Attend and participate in LSE and/or RCS England meetings and contribute towards the intellectual life of both organisations.
- Contribute to the development of individuals, through mentoring of junior research and project staff.
- Minimise the environmental impact in the performance of the role, and actively contribute to the delivery of the sustainability policies and strategies of the LSE and RCS England.



- Uphold the commitment of both organisations to equality, diversity and inclusion, treating all people with dignity and respect and ensuring that no one is treated less favourably because of their role at the LSE and/or RCS England, age, sex, disability, gender identity, race, religion or belief, sexual orientation, marriage and civil partnership, pregnancy and maternity, or social and economic background.

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

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ACCOUNTABLE TO	Unit Board
RELATIONSHIPS	Co-Director (LSE), Policy Officer (LSE), Head of Global Affairs (RCS England)

Qualifications, Knowledge & Experience	E	D
Expertise and research interests in health systems research, strengthening and public health policy with a particular focus on global surgery and anaesthesia.	✓	
Experience of developing, coordinating and implementing complex multi-stakeholder capacity development projects and programmes with a particular focus on global public health and/or global surgery.	✓	
A Masters' degree or equivalent experience in health systems research, strengthening, global public health policy or a related discipline.		
A track record or trajectory of internationally excellent publications.	✓	
Proven ability, as evidenced by existing publications, or potential to publish in top journals.		✓
Ability to develop and carry forward a coherent research project strategy for a small research Unit.	✓	
Ability to produce research outputs developed in collaboration with several research centres and partners.		✓
Ability to establish an international reputation in health systems research/ strengthening, global public health policy with a particular focus on global surgery.	✓	
Ability to write policy briefs, country monitoring reports and related policy relevant outputs.	✓	
Ability to undertake research that has impact and ability to engage in knowledge exchange	✓	
Evidence of innovation or creativity in research, policy and advocacy.	✓	
Experience in attracting funding from Research Councils, government bodies, international institutions, major donors and private foundations.	✓	
Record of publications with a focus on global surgery policy and advocacy.	✓	
Experience in research/trials combining clinical and cost effectiveness analyses.	✓	



Leadership & Wider Engagement	E	D
A commitment to work as part of a team and develop an effective working dynamic within the Unit and foster collegial relationships within the wider research centre and School.	✓	
Excellent written and oral communication skills, including an ability to place one's specialist work within a broader social science context.	✓	
Experience leading small projects that may involve the co-ordination of others.	✓	
Experience in training and supervising the work of junior researchers.	✓	
Experience leading or developing research and policy/ advocacy-oriented workshops, seminars and events.	✓	
Experience of developing and sustaining networks with research partners, policymakers, international institutions, and other collaborators	✓	
Experience of developing and implementing influential advocacy campaigns.	✓	

Skills & Abilities	E	D
Ability to think creatively and make strategic decisions.	✓	
Ability to work on own initiative and within a busy team environment.	✓	
Excellent organisational, administrative and project management skills with an ability to multi-task, delegate and prioritise a busy workload and schedule to meet competing or demanding deadlines.	✓	
Experience of developing, coordinating and implementing multiple multi-stakeholder projects and programmes.	✓	
Excellent interpersonal skills, including the ability to influence and persuade individuals at all levels.	✓	
Excellent communication skills, including the ability to clearly and confidently articulate complex / technical concepts and to identify, summarise and convey the critical points of an argument to stakeholders at all levels.	✓	
Excellent IT skills with the ability to use all Microsoft Office packages, Adobe Acrobat to an advanced level, web based databases and maintaining and updating web pages.	✓	
A good standard of numeracy, including estimating, financial budgeting, using percentages and working with data	✓	
A confident computer user, including word processing, spreadsheets and use of project planning software.	✓	
Strong analytical skills, with experience of using data and evidence to solve problems.	✓	



Skills & Abilities	E	D
Solution-oriented, with an ability to deal with difficult/challenging situations.	✓	
Creative thinker and innovator, with an ability to develop new ideas and approaches.	✓	

Personal Qualities	E	D
Demonstrable commitment to improving surgical and anaesthetic services in LMICs with a strong work ethic and ability to promote the GSPU globally to high profile stakeholders.	✓	
Demonstrable commitment to equality, diversity and inclusion with an understanding of diverse cultures and how this applies to own role and responsibilities.	✓	
Flexibility towards work in respect of working across time zones.	✓	
A positive 'can do' attitude - problems and challenges are viewed as opportunities to learn, improve and grow.	✓	

E – Essential: requirements without which the job could not be done.

D – Desirable: requirements that would enable the candidate to perform the job well.