

# Clinical Lead | International Surgical Training Programme

## Terms of Reference

### Introduction

The International Surgical Training Programme (ISTP) was established by the Royal College of Surgeons (RCS) to provide non-EU/EEA doctors (also known as International Medical Graduates) with an opportunity to come to the UK to undertake specialist training within an NHS Trust for a maximum of two years. The programme enables the RCS to facilitate sponsorship for GMC registration and to support the Tier 5 Government Authorised Exchange (GAE) visa category application process for overseas surgeons.

The opportunity to develop their surgical skills and knowledge, as well as access higher specialist training and guidance within an NHS setting is invaluable for overseas surgeons. It enables them to return to their home countries after two years with improved skills and standards that will have a positive impact on their patients, colleagues and health systems.

ISTP operates under the UK Government-approved Medical Training Initiative (MTI) and the Academy of Medical Royal Colleges (AoMRC), as the licensed sponsor for the initiative acts as the overarching body responsible for administering this exchange scheme.

Since 2014, the RCS has worked with more than 80 NHS Trusts and placed over 200 surgeons from a range of countries including India, Egypt, Sri Lanka, Nigeria, Kenya and Uganda.

As part of the programme's development and expansion, the RCS is seeking to appoint a number of Clinical Leads across the surgical specialties. This is an honorary role that will play an important and strategic role in shaping, championing and supporting the delivery of the programme.

### Purpose of the role

As an ISTP Clinical Lead, you will:

- Play an integral role in the development and implementation of the ISTP in the relevant surgical specialties
- Be a member of the 'ISTP Clinical Leads Network'
- Act as a key point of contact on UK training matters relating to ISTP surgeons
- Engage with key national and international stakeholders
- Promote the values and benefits of the ISTP
- Work to identify and eliminate any barriers or challenges faced by IMGs

## Key responsibilities

### (a) Leadership, representation and advocacy

- Champion the importance and benefits of ISTP to key decision-makers, NHS Trusts and Local Education and Training Boards (LETBs);
- Represent the RCS on external working groups and at external meetings as necessary; and
- Work with other medical Royal Colleges and the AoMRC to advocate for the maintenance and growth of the MTI scheme generally;

### (b) Partnership development and stakeholder engagement

- Work with the College's overseas partner institutions (professional associations, training institutions and specialty registration or medical boards) to promote ISTP and identify suitable candidates for the scheme.
- Work with Training Programme Directors and the College's Regional Representatives to identify suitable ISTP training opportunities and placements.

### (c) ISTP Process

- Contribute to improving the experience of both overseas surgeons undertaking ISTP training opportunities and their UK host training institutions, providing guidance as necessary;
- Act as lead on the assessment of postgraduate qualifications, offering guidance and support to other assessors as required;
- Assess ISTP trainee applications as/when required;
- Participate in specialty interviews with ISTP applicants, either via Skype or in-country;
- Attend and participate in ISTP-related events such as induction days, annual symposium and end of placement ceremonies;
- Provide advice and responding to specialty-specific issues and concerns raised with the RCS ISTP team.

## Accountabilities and reporting

The Clinical Lead shall:

- Be accountable to the Council Lead for ISTP;
- Report to the International Affairs Committee via the Council Lead; and
- Work closely with and be supported by the International Affairs Department.

### Term and commitment

- Clinical Leads shall be appointed for a term of two years. The term will be renewable for a further period of two years, subject to performance and approval by the RCS.
- The time commitment will be a maximum of six days per annum. Most communication will be conducted via email/teleconferences and interviews for ISTP applicants (via Skype) are held throughout the UK, including the North Hub in Manchester or the Clinical Lead's own trust.

### RCS support for the role

- Clinical Leads will be supported by the ISTP Officer and the International Coordinator within the International Affairs Department.
- Travel expenses to attend RCS / ISTP events and ISTP interview panels will be reimbursed.
- Annual conference and dinner for ISTP Clinical Leads Network.

### Eligibility: Knowledge, skills and experience

- (a) A UK-based fellow of the RCS England, in good standing or prepared to apply for *ad eundem* Fellowship
- (b) Holds a consultant post
- (c) Previous experience of postgraduate education and an active, informed and continuing interest in postgraduate medical education and career guidance of surgeons in training
- (d) Demonstrable interest in training opportunities for overseas surgeons.
- (e) A knowledge of management structures at Trust and Deanery level
- (f) Well organised, with excellent interpersonal and communication skills
- (g) A knowledge and understanding of equality & diversity legislation, regulations and procedures

### Application process

To express your interest, please email the following to [mti@rcseng.ac.uk](mailto:mti@rcseng.ac.uk) by **Friday 11 January 2019**:

- CV (no more than 6 sides of A4)
- Supporting statement outlining your suitability for the role (no more than 500 words)

For further information, or specific enquiries regarding the role, please contact:

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ISTP Officer  
[emiddleton@rcseng.ac.uk](mailto:emiddleton@rcseng.ac.uk)