**JOB DESCRIPTION AND PERSON SPECIFICATION**

**Post Title:** Clinical Lead (THIS Institute fellow)

**Directorate:** Clinical Quality & Research

**Responsible to:** Professionally responsible to the Director of the RCoA Centre for Research and Improvement

 Managerially responsible to the Director of Clinical Quality & Research

**Main function:** **To have overall responsibility for the Improving Timeliness to Emergency Laparotomy Project using an online co-design, learning system model**

**Key relationships:** THIS Institute at the University of Cambridge,RCoA Director of Clinical Quality & Research; Chair, NELA Project Team; RCoA Administrative Team, specifically NELA Project Manager/RCoA Research Manager, RCoA Research Coordinator, RCoA Centre for Research and Improvement (CR&I) Board, HQIP

**SPECIFIC DUTIES AND RESPONSIBILITIES**

**To have overall responsibility and lead the Improving Timeliness to Emergency Laparotomy Project using an online co-design, learning system model**

To lead the Emergency Laparotomy Timeliness Improvement Project, including:

* Overall delivery of an improvement programme to improve timeliness to surgery for those requiring emergency laparotomy who present at emergency departments, using an online co-design and learning system methodology (known as an Improvement Core) in collaboration with THIS Institute
* Project design and protocol development, in collaboration with THIS Institute
* Identification and recruitment of participating sites, forming effective relationships with participating sites and key stakeholders to conduct a multi-site, multi-disciplinary improvement project
* Support diagnosis of process improvements needed to improve timeliness to surgery, using online co-design methods in collaboration with THIS Institute
* Co-design promising improvement interventions, in collaboration with THIS Institute and other key stakeholders, guided by:
	+ sourcing of ideas from patients and staff through the Thiscovery platform developed by THIS Institute and hosted by THIS Labs
	+ previous literature in relevant areas
	+ positive deviance
	+ human factors principles
* Test interventions using a learning system approach, enabling effective interventions to be identified and less effective interventions to be eliminated
* Develop data analysis plan in collaboration with THIS Institute and other keyholders
* Data analysis, in collaboration with RCoA data analyst and THIS Institute
* Drafting peer-reviewed publication(s), in collaboration with THIS Institute
* Disseminate findings
* Establish and address relevant governance requirements
* Plan and chair meetings of the project team and advisory committee
* Establish the strategy for stakeholder engagement through a multidisciplinary advisory group in collaboration with THIS Institute
* Take part in THIS Institute’s leadership development programme
* Supervise the work of the Research Coordinator
* Attend and report to quarterly CR&I meetings and monthly NELA team meetings as required

**Remuneration**

There is no direct payment for the role. The post is supported by the cost of 3 periods of professional activity (3 PA) per week, back-filled to the post-holder’s employing trust, in order to enable the post-holder to dedicate a minimum of 12 hours per week to the work.  It is anticipated that the workload of the role will fluctuate, and the postholder will need to be able to be flexible enough to dedicate considerably greater amounts of time to the project when this is required.

**Period of commencement and operation**

The post-holder will commence their duties by 30 January 2024, or as soon as possible after that date, for an initial period of 24 months (subject to annual review of performance).

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| **PERSON SPECIFICATION**  |
| **EDUCATIONAL REQUIREMENTS** |
| Essential* Holder of a substantive consultant or SAS post in a relevant specialty such as Anaesthesia, ICM, General Surgery or Emergency Medicine

Desirable* Higher Research Degree (MDRes) or PhD or other advanced research training/education, or demonstration of significant experience in leading large-scale improvement/audit programmes
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| **PROFESSIONAL/TECHNICAL AND OCCUPATIONAL TRAINING** |
| Essential* Completion of a recognised training programme, qualification or fellowship in an area relevant to healthcare improvement or applied health services research methods
* Experience of leading a project team
* Experience of multidisciplinary stakeholder engagement
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| **SKILLS AND KNOWLEDGE** |
| Essential* Track record in applied health services research or improvement programmes, ideally involving major projects
* Practical skills in planning and programme delivery in a multi-stakeholder environment
* Commitment to working collaboratively using co-design techniques
* Commitment to, and experience in, meaningful stakeholder engagement, including staff and patients
* Proven commitment to equality, diversity and inclusion
* Strong leadership and interpersonal skills
* Highly organised, capable of operating strategically and at the level of detail
* Excellent oral and written communication skills
* Strong IT skills
* Data analysis skills
* Excellent presentation skills to enable high quality dissemination
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| **PERSONAL ATTRIBUTES** |
| Essential* Able to commit the necessary time to complete the roles listed in the job description to a high level
* Committed to working in partnership with THIS Institute in a learning-focused, developmental collaborative relationship to co-design and deliver the project and to optimise a co-design learning system model (Improvement Cores)
* Commitment to engaging with the leadership development programme associated with the fellowship
* Commitment to dissemination through publication
* Self-motivated, enthusiastic and driven
* A team-worker who is able to plan and achieve aims collaboratively
* Ability to work flexibly (with approval of local support) and independently under pressure and within deadlines
* Fully supported by their employer to take on this role
* Good interpersonal skills in dealing with clinicians, other healthcare workers, managers, College staff and patient representatives
* Comfortable dealing with complex issues and working in partnership
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