

**RCoA Centre for Research and Improvement (CR&I) Director**

**Person Specification**

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| **Educational Requirements/Qualifications** | **Essential / Desirable** |
| Full registration with the General Medical Council (without restrictions or warnings) | E |
| Masters or doctorate (MD or PhD) in a relevant discipline  | D |
| **Experience** |  |
| Holder of a substantive post in a relevant clinical specialty  | E |
| Evidence of expertise in relevant academic discipline(s) (e.g. data science, social sciences, epidemiology, improvement studies) | E |
| Evidence of relevant research within recent peer reviewed publications  | E |
| Evidence of academic impact (e.g. on policy or clinical practice) | E |
| Evidence of success in winning research funding | E |
| Evidence of supervising academic students (e.g. fellowship, master’s or doctoral) | E |
| Evidence of effective academic leadership at local, regional and/or national/international level | E |
| Familiarity with the national audit structure and processes in the UK  | E |
| Experience of directing and managing a research/project group | E |
| Proven experience to lead, motivate, inspire and support a multi-professional team and be able to work effectively and sensitively within it | E |
| Track record of delivering complex projects to time, cost and quality | E |
| Experience of developing clinical practice guidelines or similar  | D |
| Experience of leading management of change to services | D |
| **Skills and Knowledge** |  |
| Understanding of the national context and policy issues for the development and delivery of perioperative care  | E |
| Familiar with DHSC and NHSE (+ devolved nations) management and funding structures and knowledge of how to promote change within this context | E |
| Familiar with methods of developing quality assurance, quality improvement and evidence-based clinical practice and/or public heath practice | E |
| Understanding of ethical issues in relation to healthcare research | E |
| Ability to engage in consultative work with external stakeholders | E |
| Excellent written and verbal communication skills | E |
| Understanding of methods of research dissemination and knowledge mobilisation | E |
| **Personal Attributes** |  |
| Ability to work flexibly and independently under pressure and within deadlines | E |
| Commitment to develop the CR&I in a manner consistent with the aims of the RCoA | E |
| Excellent interpersonal skills in dealing with clinicians, other healthcare workers, managers, College staff and patient and public representatives | E |
| Ability to respond to changing agendas and priorities | E |
| Comfortable with dealing with complex issues and direction setting | E |
| Experienced and comfortable with public speaking and lecturing | E |
| **Organisational Commitment** |  |
| Support of employing Trust, Board or University | E |