

## Regional Advisers Anaesthesia (RAAs) Person Specification

Essential Criteria	Desirable Criteria
<p>Fellow, or ad eundem, or associate of RCoA in good standing</p> <p>Good working knowledge of education and training environment, including thorough knowledge of Curriculum for a Certificate of Completion of training (CCT) in Anaesthesia, and associated assessment system, its approval and delivery.</p> <p>Experience at consultant level of training colleagues ; GMC recognised trainer to at least Educational Supervisor level</p> <p>Support of local Trust and colleagues, demonstrated by letter of support from CD or MD or DME</p> <p>Support of local School Executive (Head of School, TPDs, College Tutors)</p> <p>Awareness of strategies to deal with 'failing trainees' and other doctors in difficulty</p> <p>Experience of appraisal and assessment methods, and giving feedback</p> <p>Training in equality, diversity and selection methods, to provide support in recruitment and interview. Awareness of RCoA's public sector equality duty.</p>	<p>Previous experience in a training role, such as College tutor, or equivalent experience</p> <p>Previous experience in clinical leadership, such as lead clinician or CD</p> <p>Enthusiasm to support trainers to improve and maintain quality in training environments</p> <p>Enthusiasm to work with CDs and Trusts to improve standards and quality of both anaesthetic training and service delivery.</p> <p>Good working relations with local training structures, including PGDean.</p> <p>Proven ability to deliver and embrace change.</p> <p>Awareness of Gold Guide regulations and standards related to training.</p> <p>Attendance as observer at FRCA examinations</p>

### Notes

- RAAs and DRAAs should not normally **concurrently** hold offices with major responsibilities to hospital trusts, or directly managed units. (e.g Medical Director, Clinical Director, Chairman of a department of Anaesthesia or ICM) Previous experience in such roles is useful and is viewed positively.
- Those who seek to hold RAA or DRAA posts while also being a Head of School or TPD should consider carefully:
  - the potential for conflicts of interest, in delivering training while being responsible for its quality management. Their application should outline how they would seek to minimise this potential conflict.
  - the time commitment needed to fulfil each role to its maximum potential.