Job Description

Director of Simulation Education

Closing Date for Applications: 23-06-2019
The Provisional Date for Interviews: 24-07-2019
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Introduction

RCSI is ranked among the top 250 universities worldwide (top 2%) in the 2019 Times Higher Education World University Rankings and is the second most highly ranked institution in Ireland. Our performance in the rankings is linked in particular to our research strengths – with our publication citation rate being the highest in Ireland and twice the international average, an indicator of the impact of RCSI researchers on the international health sciences landscape.

RCSI is the only dedicated health sciences institution in Ireland. As well as operating the largest medical school, RCSI is also home to the National Surgical Training Centre and as a result we are uniquely placed to innovate in the domain of medical education and surgical training. With this in mind, in 2017 RCSI opened 26 York Street, a state-of-the-art facility which houses the most advanced clinical and surgical simulation suite in Europe. It is against this backdrop that we now seek to appoint a true pioneer able to utilise these exceptional facilities to expand our capabilities in simulation education.

As an independent, not-for-profit institution RCSI charts its own course in the pursuit of an exceptional education for future healthcare leaders. RCSI was an early adopter of simulation-based learning which has been advanced by the recent opening of 26 York Street. This significant investment in the centre of RCSI’s campus underpins our commitment to innovative teaching and learning techniques. Across 12,000 sq.ft of dedicated simulation facilities, RCSI students and surgical trainees are able to hone critical competencies in a safe, highly immersive and feedback rich environment.

Building on this capital investment, and the success of our current programmes of education through simulation, RCSI secured competitive grant funding of over €1 million from the Higher Education Authority through its ‘Transformation and Innovation Fund’, a vehicle to support pioneering programmes which have the potential to transform educational practices in Ireland.

It is RCSI’s ambition that a new Centre for Simulation Education and Research, based in the heart of Dublin, will be recognised as the home to global pioneers of techniques, technologies and applications for immersive and simulation-based learning, promoting Ireland as a European leader in transformational teaching practices and thereby contributing to RCSI’s place at the forefront of healthcare education.

Professor Cathal Kelly
Chief Executive
The Royal College of Surgeons in Ireland

RCSI is a degree awarding health sciences institution specialising in medical education, surgical training and research. As a global institution with undergraduate medical programmes in Dublin, Bahrain and Malaysia; Schools of Medicine, Pharmacy, Physiotherapy, Postgraduate Studies and Nursing; and Leadership Institutes in Ireland and Dubai, RCSI has a broad international reach and the ability to unlock significant advancement for patient safety and clinical outcomes worldwide.

Since RCSI’s establishment as the home of surgical training in Ireland in 1784, the institution has stayed true to its noble purpose: ‘to enhance human health through endeavour, innovation and collaboration in education, research and service’. For over two centuries, across five international campuses, RCSI has welcomed students, surgical trainees, faculty and researchers from every corner of the world and nurtured them to become inspirational healthcare leaders that have gone on to practice in 97 countries across the world.

Ranked in the top 250 universities worldwide (2019 Times Higher Education World University Rankings), RCSI has acquired an international reputation for excellence and enterprise and is regarded as one of Ireland’s leading health sciences research institutions. Its strong research culture sees it attract high levels of competitive research funding.

As an independent institution RCSI is agile, with a long history of innovation. RCSI is the only medical school internationally to have successfully replicated its curricula across three time zones and the first in Ireland to have built clinical research facilities on a hospital site. In 2017, RCSI opened 26 York Street, an €80 million investment to create the most advanced simulation based medical and surgical training facility in Europe.

More details about RCSI can be found at www.rcsi.ie
Simulation Learning at RCSI

RCSI has a long tradition of integrating simulation into postgraduate surgical training and has been a strong advocate of simulation in undergraduate health professions education. In 2017, RCSI opened a new medical education building: 26 York Street, a ten storey educational facility which houses Europe’s most advanced medical simulation centre. This 12,000 sq., ft. simulation suite includes the following facilities:

- Large, fully equipped and multipurpose "wet lab" accommodating up to 30 trainees
- Large “dry lab” accommodating 20 trainees with a vast array of state-of-the-art virtual reality simulators
- Mock operating room, designed for interprofessional team training and non-technical skills (Human Factors) training with adjacent separate control room and viewing room
- 8 hospital ward simulation rooms which use high fidelity mannequins to develop students' clinical skills, as well as to build their confidence in dealing with emergency situations such as complications during labour
- 10 outpatient consultation rooms where simulated patients assist in developing students’ professional behaviours
- Task training laboratory with a full range of teaching models, mannequins and task trainers
- Patient lounge for simulated patient teams to congregate and rehearse scenarios
- The simulation facilities are supported by lecture theatres, tutorial rooms and “breakout” rooms. There is also a state-of-the-art Library on site, which extends across 3 floors
This significant investment recognises RCSI’s commitment to understanding and evolving simulation-based education in healthcare in order to improve patient safety and clinical outcomes. The National Surgical and Clinical Skills Centre (NSCSC) which has been established in these facilities places great emphasis on the importance of non-technical (personal/human factors) skills as well as technical and clinical skills. After just 12 months, in line with recently published research RCSI’s hospital partners are already reporting an improvement in student confidence and competency having experienced the simulated hospital setting within 26 York Street. These early findings add momentum to the need for additional research capability to translate this known impact into meaningful research output to the benefit of the education sector more widely. Doing so will position RCSI and Ireland as European leaders in breakthrough educational research.

External course partners have included:

» Acelity
» Cochlear
» CAE Healthcare
» Boston Scientific
» Johnson & Johnson
» Marion Surgical
» Medtronic
» Memorial Sloan Kettering Cancer Center
» Olympus
» Royal College of Physicians in Ireland
» Smith & Nephew
» Storz
» Tekno Surgical

The opening of the NSCSC delivers the opportunity for RCSI to be a major driver of the simulation paradigm shift in Ireland and beyond. The first full year of operations has seen a number of key highlights, including:

» Surgical ‘boot camp’ – a one-week intensive surgical skills course;
» Undergraduate medicine – including simulated case scenarios in surgery, anaesthesia, obstetrics, paediatrics and general practice
» Undergraduate pharmacy training
» Undergraduate physiotherapy training
» Physician Associate training
» Postgraduate surgical and human factors training
» Institute of Leadership training for team empowerment
» Memorial Sloan-Kettering Urological Bootcamp
» External courses implemented by industry, including companies such as Olympus, Johnson & Johnson and Acelity
Appointment of Director of Simulation Education

RCSI is seeking to appoint a visionary manager to the position of Director of Simulation Education at RCSI. The successful applicant will be part of the innovative team at RCSI’s Centre for Simulation Education and Research. We are open to consider candidates with a diverse range of backgrounds and interests. Experience of a senior role in a simulation center would be a distinct advantage.

The Director of Simulation Education will be an internationally respected opinion leader with experience in simulation training, education and management experience. He/she will work with the team to help lead the establishment and growth of a world class center for simulation education.

The Director of Simulation Education will report to the Chair of Simulation and will be supported by the RCSI Simulation Team. The director will provide vision to ensure the delivery of education and training as already underway.

Specific Responsibilities of the Post Include:

Undergraduate Curriculum Delivery and Development

» Lead the continued development of RCSI’s leadership in undergraduate education in the field of experiential learning

» Lead the integration of instructional technologies / simulation throughout the relevant curricula of the Schools of the Faculty of Medicine & Health Sciences, in line with developments in undergraduate curricula

» Design and implement simulation facilitator training for programme delivery

» Collaborate with clinicians and educators to develop simulation-based curricula to meet the needs of users, including:
  • Needs assessment of learners
  • Write goals, learning objectives and case scenarios for simulation activities
  • Evaluate courses across all disciplines of the Faculty and establish points for integration of simulated teaching
  • Partner with content experts to operationalise and debrief simulation sessions
  • Develop policies and procedures relating to curriculum management and review in simulation
  • Liaise with staff in RCSI’s international campuses to ensure consistency of approach
  • Participate in the development of formative and summative assessment methodologies and examination processes
  • Participate in the development and maintenance of the ‘simulated patient’ programme
  • Teaching where required

Post-graduate Training

» Promote the integration of new and emerging simulation technologies into the curriculum for postgraduate training in Surgery and Emergency Medicine

» Develop and implement structured assessment based on simulation, to include verification and documentation of competence, for postgraduate Surgery and EM trainees

» Harness the potential of simulation to deliver training and assessment of “Generic Professional Capabilities”

» Develop a suite of Masterclasses, based on simulation, for consultants in practice

» Participate in development of a simulation-based RCSI strategy for safe introduction of new technology (eg robotic surgery) into clinical practice

» Promote the development of simulation-based interprofessional training in collaboration with other health professions within RCSI (eg Nursing, Physiotherapy, Pharmacy and Physician Associate)
Facilities and Staff Development

» Lead the operation of the simulation and clinical education spaces for undergraduate programmes, surgical trainees and other internal and external users

» Lead a highly effective simulation team, technical/support staff, supporting personal development and high levels of performance.

» Ensure compliance with international and national standards and best practice

» Provide educational input and teaching (lectures, seminars etc.) to faculty

» Manage multiple simulation projects including coordinating activities of educators and clinicians

» Serve as an ambassador for RCSI’s simulation portfolio

» Develop entrepreneurial opportunities and revenue generating models for optimum utilisation of simulation facilities

Continuous Quality Improvement

» Coordinate relevant staff and student feedback for continuous improvement of simulation programmes

» Advise on short and long term strategic and operational planning for simulation based education, refining priorities and implementing policies, procedures and standards consistent with the College’s mission and educational objectives

Professional Development

» Maintain knowledge and skills in the use and operation of simulation technologies and share up-to-date publications and resources with peers

» Collaborate with physicians, staff educators and stakeholders to ensure simulation activities are seamlessly embedded across RCSI

» Represent RCSI at national and international conferences and related events
Person Specification Criteria

The Director of Simulation Education will have:

» A higher academic degree (Masters, level 9, minimum; Doctorate, level 10, preferable) in a relevant clinical, education or scientific field

» An established national and international reputation in the field of simulation-based education and training and, ideally, a leadership role in a national or international simulation society or association

» A proven track record of developing and implementing innovative approaches to integrating simulation into both undergraduate and postgraduate curricula

» Significant experience in running a simulation centre or programme including managing, leading and motivating teams of people from diverse backgrounds

» A record of delivering simulation-based education and training for a variety of healthcare professionals including interprofessional groups

» Significant experience of using simulation to train both technical and non-technical skills

» A strong background in the use of simulation in the assessment and documentation of proficiency of both technical and non-technical skills

» A strong record of involvement in faculty and team development (e.g. Training the Trainer courses/Training the Simulation Technician courses)

» Significant skills in financial management and principles of accounting and budget development

» Skills in strategy development and formulation of business plans including attraction of sponsorship and external funding

» History of collaborative ventures with other simulation centres (national or international) for sharing of best practice principles for mutual benefit and gain

» A collaborative approach with other key stakeholders

» Strong negotiation skills to optimise relationship management and people management

Remuneration

An attractive remuneration package is available in line with the responsibilities of the post and the qualifications and experience of the successful candidate. It is hoped to commence the role in Autumn of 2019

Relocation

International relocation support will be available, where appropriate, to the successful candidate

Informal Enquiries

Informal enquiries invited in the first instance through Maggie Walshe in the HR Department (email: maggiewalshe@rcsi.ie). All applications for this post made through the careers webpage www.rcsi/careers

Maggie can arrange for relevant queries on the details of the role to be addressed by appropriate individual

Note: This Job Description may be subject to change to reflect the evolving requirements of the Department and RCSI in developing healthcare leaders who make a difference worldwide. RCSI is proud to be an equal opportunity employer and welcomes applications from all suitably qualified persons regardless of their gender, civil status, family status, sexual orientation, religion, age, disability or race.
RCSI in numbers

WORLD RANKINGS

Top 2% in the world
Times Higher Education World University Rankings 2019

INTERNATIONAL OUTLOOK

Countries represented (Undergraduate students) - nationality 64
4 International campuses: Bahrain, Dubai, and Malaysia (2)
Alumni: 17,000 in 97 countries

STAFF

1,129

INVESTMENT

€80m
Invested in Europe’s most advanced simulation facility at No. 26 York Street

RESEARCH

No. 1
Highest research paper impact (citation rate) in Ireland

Double
RCSI field-weighted citation compared to world average

STUDENTS IN IRELAND

3,781 Registered Students
2,259 Undergraduate students (Medicine, Physio and Pharmacy)
1,041 Postgraduate students (Masters, MD, PhD)
457 Surgical and Emergency Medicine Trainees

INTERNATIONAL OUTLOOK

4 International campuses:
Bahrain, Dubai, and Malaysia (2)
Alumni: 17,000 in 97 countries

STAFF

1,129

INVESTMENT

€80m
Invested in Europe’s most advanced simulation facility at No. 26 York Street

€11m
Invested in extension of the RCSI Education and Research building at Beaumont Hospital