

POST DESCRIPTION
For Guidance Only

**Lead Evaluator Required - (1 POST)
FOR THE EVALUATION OF ENGLAND CLINICAL EDUCATOR POSTS 2018-2019**

Position:

Clinical Educator Evaluator LEAD (CEEL) 1 post (2 PA)

This post will be available from 14 January 2019 until 30 September 2019 (timeline subject to change).

This post could be split between more than 1 individual.

Interested applicants for this LEAD post should submit an expression of interest to RCEM TSC (training@rcem.ac.uk), including a personal statement of up to 500 words outlining how they meet the person specification, by 14 January 2019.

Background

The clinical educators pilot project was developed to capture and evaluate models of improved Clinical Educator support that involve ring-fencing a portion of consultant time.

53 Acute Trusts in England have joined the pilot, which commenced from 1 October 2018. To date there are 112 clinical educators appointed.

The pilot is accompanied by an independent evaluation, which aims to test the workforce impact, future development options for the clinical educator role. The evaluation team require input from the pilot Clinical Educators and would welcome the opportunity for 5 evaluators to join the team.

Strategy

It is envisaged that 5 RCEM Clinical educator evaluators will be required to work in partnership with HEE project manager, HEE IT data team and an appointed academic partner (TBA).

RCEM will look to appoint a Lead evaluator who will be responsible for the strategic evaluation of this project as outlined below.

Interviews for CEE Lead will be scheduled asap, as necessary, with shortlisted candidates.

All posts will be accountable to: RCEM/ HEE

Lead Evaluator will be Responsible for:

The overall strategic planning and evaluation of clinical educator's posts- ENGLAND. This role will include selection and recruitment of – up to 4 additional evaluators who will assist with the delivery, analysis and write up of the evaluation process throughout England.

Interviews for Clinical Team Evaluators (CTE) & Clinical Development Support (CDS) roles will be scheduled later in Jan/Feb 2019.

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Working with: RCEM TSC, HEE, Heads of School - England, DME - England, EMTA, appointed academic team – TBA.

Clinical Team Evaluators: will be required to support the Lead throughout this large scale project including face to face workshops and departmental visits.

Clinical Development Support: will be required to assist with evaluation development, data analysis, translation of results into practice and workshops.

The Lead Evaluator will be required to:

To comprehensively evaluate the clinical educator posts over 1 year.

Advise / lead on recruitment for up to 4 RCEM clinical evaluators.

To advise and provide an evaluation timeline linking with the HEE project manager/ reporting/ data collection team.

To provide input to the clinical educators steering group - HEE/ RCEM & academic partner.

To utilise a clinical educator virtual forum for facilitating exchange of views and moderating discussions.

Provide active support to TSC and curriculum sub-committee at the RCEM clinical educators work-shops (current scheduled plan for March/April 2019). Topics for inclusion "Exchange on Role modelling strategies", "showcasing good practise".

Survey clinical educators appointed and provide a summary of results - early phase; midpoint; and end of the role. Surveys will need to be in the format of face to face for selected departments AND written format.

Survey all trainees/clinicians involved working with clinical educators and provide a summary from the trainees'/clinicians' perspective - early phase; mid-point; and endpoint of the year.

Survey Heads of School England and other stakeholders identified:

To provide a written evaluation including methodology, data analysis, and summary of recommendations of "Steps to improve the shop floor educational environment / culture in Emergency Departments under pressure" and best practise recommendations for future role out strategy to all nations.

Basic time line - subject to change

Jan/Feb 2019 – recruitment of RCEM evaluation team, and provide early strategic plan including survey questions to HEE/Trusts(DME)/ trainers, trainees/ ACPs / SAS grades. Basic outline/ summaries required for Training Standards Committee scheduled in Feb 2019, May 2019 and Sept 2019.

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May/June 2019 - Midpoint draft summary + Clinical educators face to face workshop

August – September 2019 - final write up

Date of commencement:

As soon as possible.

PLACE OF WORK

- Some travel may be necessary

Appointment

- Via RCEM

PERSONAL SPECIFICATIONS- LEAD (CEEL)

Essential:

- Consultant > 5 years
- MRCEM and FRCEM examiner experience
- FRCEM and CCT holder
- Experience with educational supervision
- Senior level management experience including clinical director/ clinical lead for an emergency department/ OR Head of School and demonstration of team working/ leadership skills
- Knowledge of Training standards and the 2015 curriculum (ACCS and HST)
- Understanding of CESR training, article 14 application process and the needs of SAS doctors
- Understanding of the unique needs of LTFT doctors
- Understanding and practical experience of ACP credentialing in EM
- Knowledge of GMC processes in managing doctors in difficulty

Desirable:

- Previous pilot project evaluation experience
- Experience on ARCP panels
- Educational background - certificate, diploma, masters