

Career progression for educators

Chris O'Loughlin, Deputy Dean - East of England

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What we will consider ...

Introductions

What we will consider ...

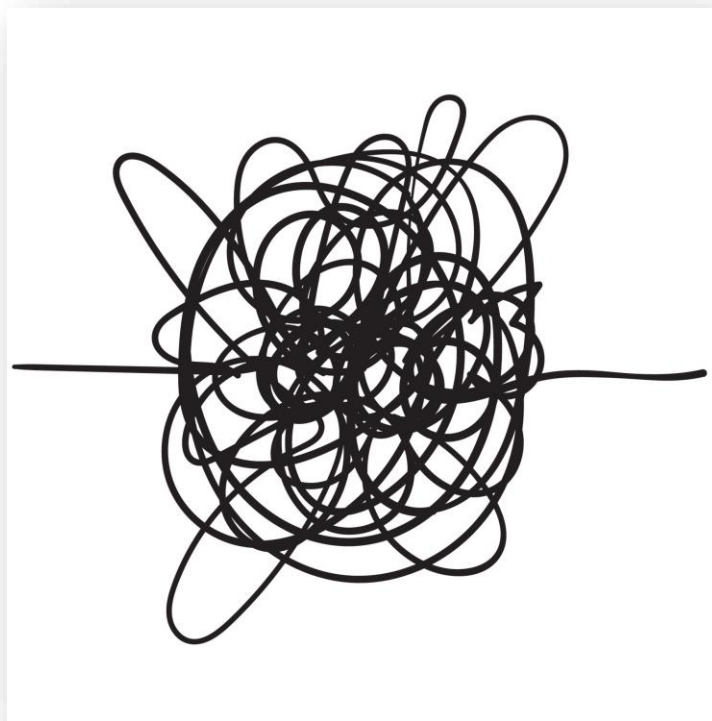
Introductions

Roles in medical education

Organizations

Planning a career

What we will not be doing ...



Producing a “you-must-do-this single career path”

Why medical education ?

- **Benefit patients**
 - **“Future of the NHS”**
 - **Rewarding**
 - **To give something back / To improve the experience**
 - **A break from clinical work**
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Roles in medical education...

Training

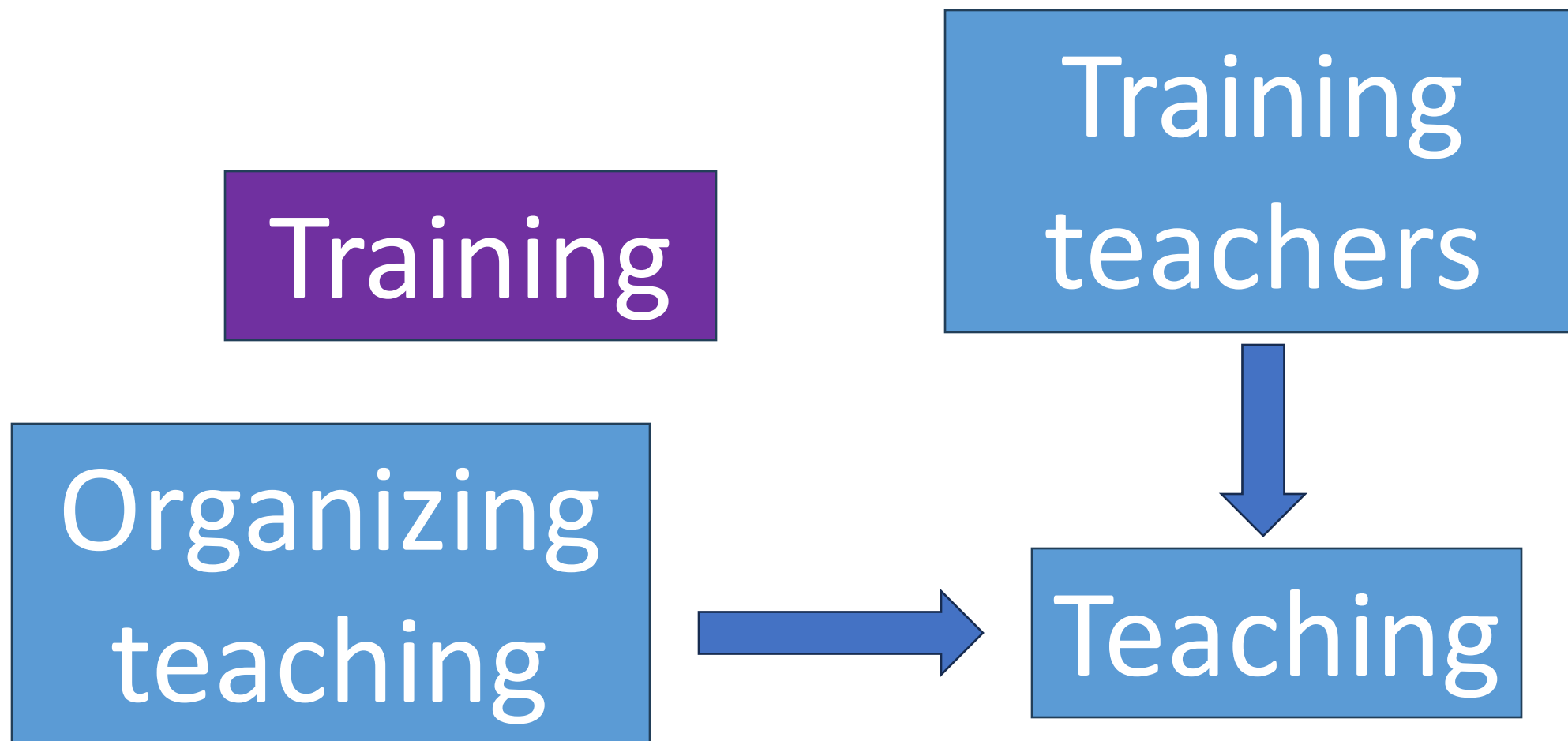
Roles in medical education...

Training

Teaching



Roles in medical education...



Roles in medical education...

Pastoral roles

Training

Teaching

Management roles

Roles in medical education...

Pastoral roles

Training

Teaching

Management roles

Oversight roles

Roles in medical education...

Pastoral roles

Training

Research

Teaching

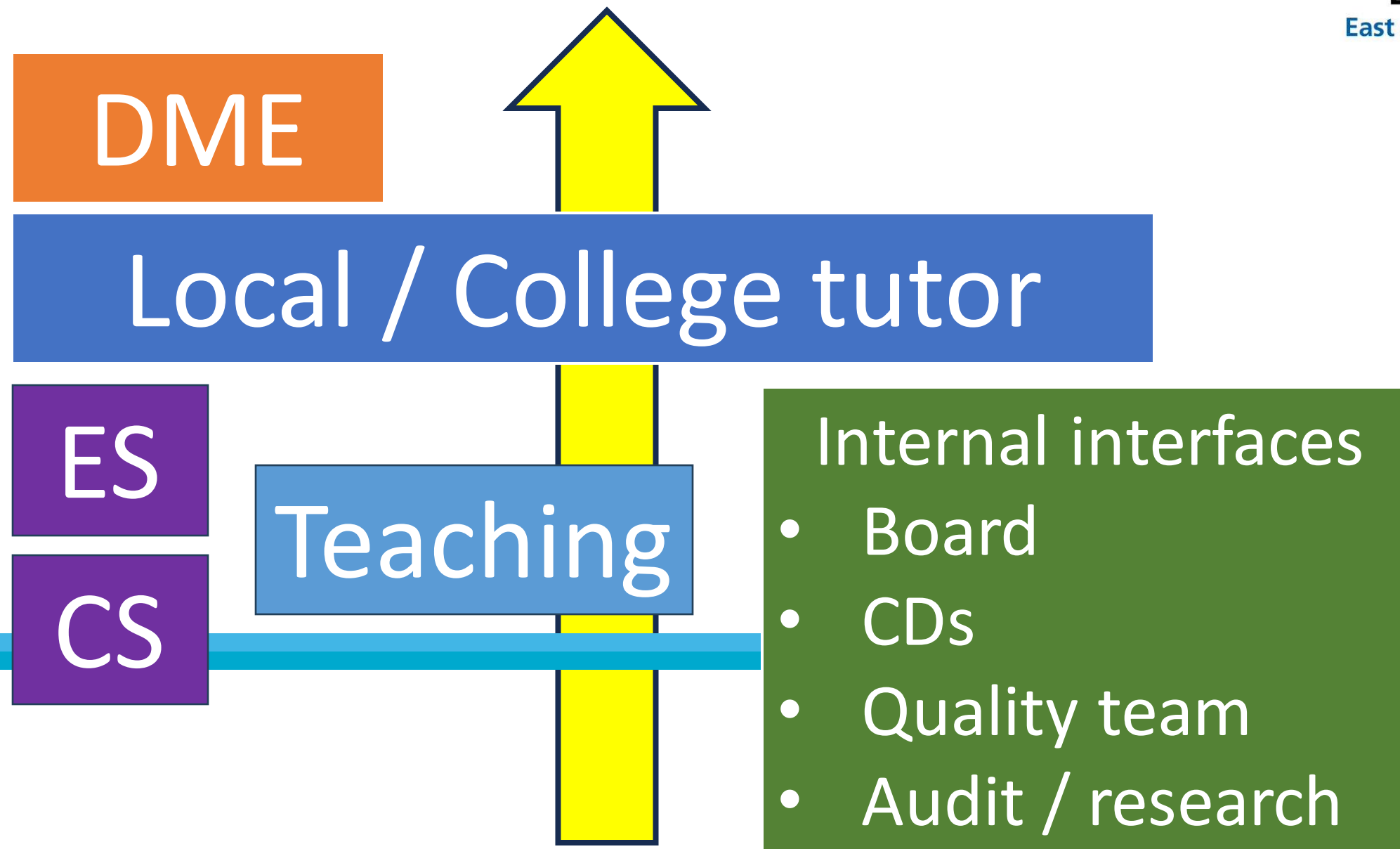
Management roles

Oversight roles

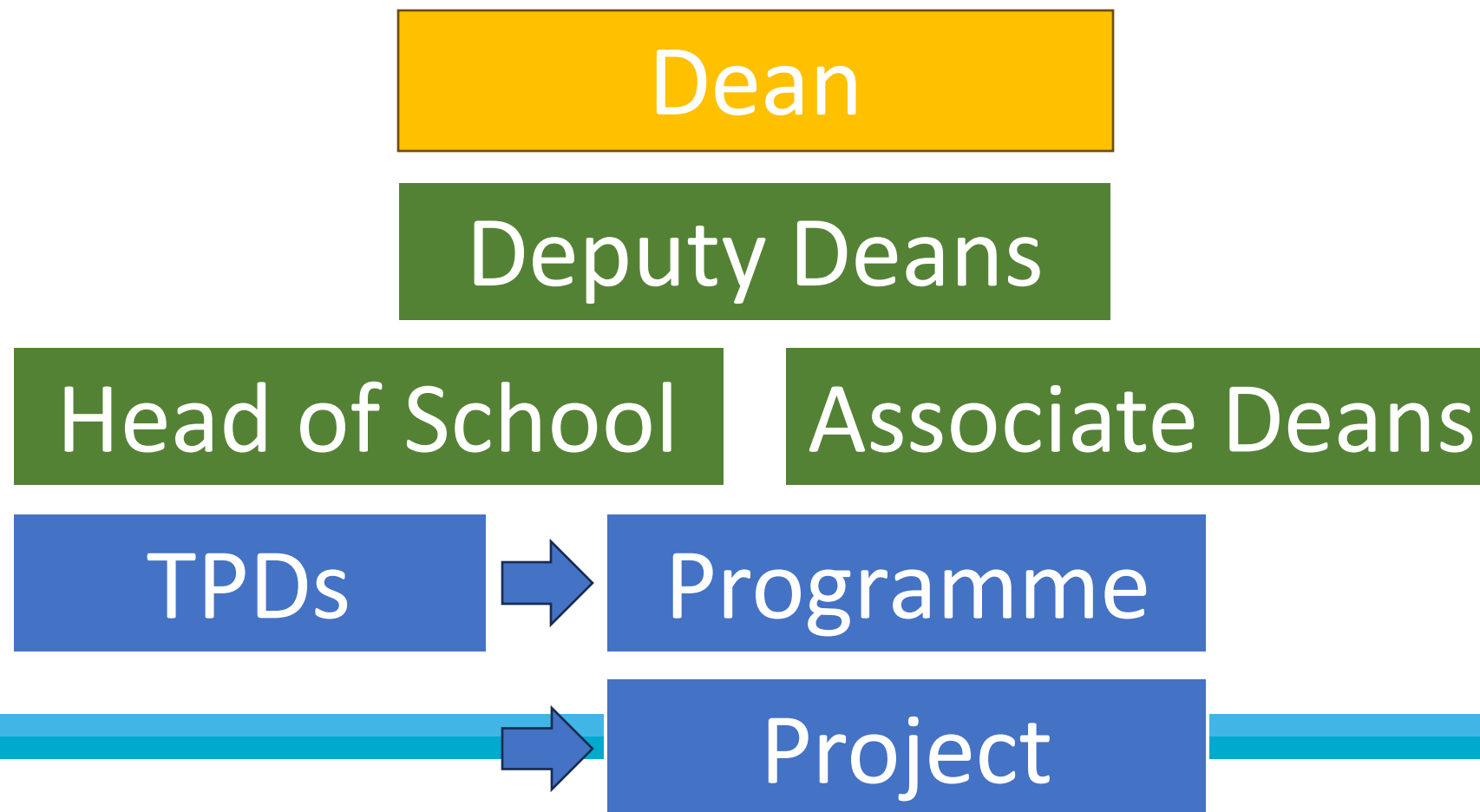
Organizations

- Trusts and Practices
 - NHS-E, “The Deanery”
 - Universities
 - Royal Colleges
 - Private companies
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Trust educational structures



“Deanery” educational structures



In the East of England...

Senior Leadership Responsibilities

Postgraduate
Dean
Bill Irish

Primary Care
Dean & Deputy
Dean
Andrew Wright

Deputy Dean
Helen
Johnson

Deputy Dean
Rowan
Burnstein

Deputy Dean
Chris
O'Loughlin

Postgraduate
Dental Dean
Malcolm Brady

Senior Business
Manager
Robin Holland

Allocated
Heads of
School

Allocated
Heads of
School

Allocated
Heads of
School

Allocated
Heads of
School

Dental
Associate
Deans

Senior Managers
(Programmes,
Faculty,
Assessment,
Recruitment,
PSW)

GP Associate
Deans

Associate
Deans

Associate
Deans

Associate
Deans

EoE Specialty Schools

Deputy Dean Chris O'Loughlin	Deputy Dean Rowan Burnstein	Deputy Dean Helen Johnson	Primary Care Dean & Deputy Dean Andrew Wright
Paediatrics	Radiology	SAS and LEDs	Primary Care
Emergency Medicine/ PHEM	Obstetrics & Gynaecology	Foundation	Public Health
Ophthalmology	Surgery	Anaesthetics & ICM	
Pathology	Radiology Academy	Psychiatry	
Medicine	Endoscopy Academy	Multiprofessional School	
		Remote and Rural	

Senior Leadership - National Responsibilities

Postgraduate
Dean
Bill Irish

Lead Dean for
General
Surgery

Lead Dean
Orthopaedic

Lead Dean for
Academia

Lead Dean for
Clinical
Genetics

Lead Dean for
JCST (jointly)

Lead Dean for
Study Leave

Deputy Dean
Helen Johnson

Clinical Lead for
National
Enhance
Programme

Lead Dean for
Chemical Pathology
& Metabolic
Medicine

Deputy Dean
Rowan Burnstein

Lead Dean for
Urology

Lead Dean for
ENT

Deputy Dean
Chris O'Loughlin

Lead Dean for
Paediatrics &
Paediatric EM

Associate Dean
Jane MacDougall

Lead Dean for
ACCS

EoE Project Workstreams & Associate Deans

Trainee Process and Support Functions

Postgraduate Dean - Bill Irish	Postgraduate Dean - Bill Irish
Lead Deputy Dean Trainee Process - Chris O'Loughlin	Lead Deputy Dean Trainee Support - Andrew Wright
Training flexibility: OOP, IDT, LTFT Abi Taylor	EDI & Differential Attainment Malini Prasad
Patient Safety Chris O'Loughlin	CAG lead Chris O'Loughlin
Quality Nisha Nathwani	PSW, SuppoRTT Mentoring & Careers Francesca Crawley
Study Leave Francesca Crawley	Improving PGD Drs in Training Working Lives Francesca Crawley
Assessment and revalidation Chris O'Loughlin	

Education Delivery and Support

Deputy Dean - Helen Johnson	Postgraduate Dean - Bill Irish
Lead Associate Dean Educational Faculty - Jane MacDougall	Lead Deputy Dean Educational Delivery - Rowan Burnstein
Faculty Development educators Shazia Hoodbhoy, Fraz Mir,	Blended Learning & Website Shazia Hoodbhoy
Faculty Development trainees	Simulation Ratna Makker
Educational Research Jane MacDougall	Emergent ed tech Denys Pak
Fellows Jane MacDougall	Clin Entrepren Denys Pak
	Leadership Heman Pathmanandam
	Genomics Heman Pathmanandam

Regional Programmes

Postgraduate Dean - Bill Irish	Postgraduate Dean - Bill Irish	Postgraduate Dean - Bill Irish
Lead Deputy Dean LEP Helen Johnson	Lead Deputy Dean International - Rowan Burnstein	Lead Associate Dean Academic - Francesca Crawley
Lead for DMEs Nisha Nathwani	International Recruitment In and MTIs Fraz Mir	Academic & Research Training Francesca Crawley
SAS & LEDs Shahid Khan	International Recruitment Out/Support Charlotte Patient	
MAPS Jane Sturgess	Global Health Robin While	
Enhance Brendon O'Leary		
Lead for redistribution Jane Macdougall		

ICS - Patch Responsibilities

Suffolk &
North East
Essex (SNEE)

Norfolk &
Waveney
(N&W)

Mid & South
Essex
(MSE)

Cambridgeshire
& Peterborough
(C&P)

Bedford, Luton
& Milton
Keynes
(BLMK)

Hertfordshire
& West Essex
(HWE)

Associate
Dean
Francesca
Crawley

Deputy Dean
Helen
Johnson

Deputy Dean
Chris
O'Loughlin

Associate
Dean Jane
MacDougall

Nisha
Nathwani

Deputy Dean
Rowan
Burnstein

University educational structures

Pastoral roles

Training

Teaching

Management roles

Oversight roles

Royal College educational structures

Dean / Elected roles

Various educational roles

(Heads of School)

Planning a career – some questions

- Teacher, Trainer, Manager or Researcher ?
 - Postgraduate or Undergraduate ?
 - Within specialty or cross specialty ?
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Experience, training and qualifications

- Higher degrees: PG Cert, Masters in Med Ed, PhD
 - Formal coaching/mentoring qualifications
 - Other courses
 - Experiential learning
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Some tips...

- You'll need time (job plan etc.)
 - Complete projects
 - Be visible
 - Seek out opportunities
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Discussion