East of England Leadership Fellowship

Role Profile: Education, innovation and Development in Foundation Fellow

Role Profile:	**Education, innovation and Development in Foundation Fellow**	**Grade:**	Must hold an East of England National Training Number (NTN). This role is for trainees GPST2 and above and all other Specialties ST3 and above working within an East of England Training post only. We are unable to accept applications from trainees currently working in any other region.
Line Manager:	Deputy Foundation School Director	**Accountable to:**	Head of Faculty of Education and Leadership NHSE East of England Office
Hours of work:	6 Sessions (flexible according to negotiated time out of clinical work)	**Training:**	This role may or may not extend the length of your training, depending upon specified competencies within your specialty. Applicants must obtain written pre-agreement from their TPD and employing Trust that they will be allowed to take up the role before submitting an application. If approved and you are currently working full time, you will need to complete a Less Than Full Time (LTFT) form via the NHSE LTFT process to facilitate your commencement of this role. https://heeoe.hee.nhs.uk/faculty-educators/less-full-time-training
Type of contract:	Fixed Term, Part time	**Requirement to travel:**	Whilst some work will be undertaken virtually, travel to and from NHSE EoE's offices in Victoria House will be required at times and when necessary to other sites in the Region.

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Role purpose and context:	NHSE EoE is committed to providing outstanding training for all trainees whatever their country of origin. To this aim we plan to appoint 3 **fellows**, both have elements of simulation and education in their role, but will have a focus with 1 **Simulation Fellows** and 2 **Educational Fellows** to improve the quality of the taught programmes experience within NHSE EoE. There is significant overlap between the roles. It is envisaged that fellows will work up to 2 days per week (40% NHSE and 60 % Clinical), with the available sessions shared amongst 3 fellows. This role requires a knowledgeable, motivated individual with the skillset to be self-directed and It is expected that you will lead and complete a project to the standard of a national presentation within the work that you will do in your role. General role and purpose 1. Work with curation and maintaining the remote learning programme a) Review content on Panopto for suitability for foundation bridge, and flag for upload. b) Create courses around other content to extend and make suitable for foundation – eg BMJ learning, VR and simulation recordings 2. You will work with the FSD to develop a foundation day for educational academic foundation projects to present or submit posters. 3. You will have the opportunity to enthuse and support academic foundation doctors a) in their educational projects through mentorship b) and be expected to provide support or supervision to an educational academic foundation doctor in a project aligned to yours or an area of confidence. c) assessment of presentations at the annual presentation day 4. Role out delivery of your project across EoE in both knowledge and faculty training where appropriate 5. You will deliver medical education themed hub events for foundation doctors. 6. EoE offers Train the Trainer course to all Foundation Trainees, and you will be expected to participate in this course as faculty following training 7. We strongly encourage keeping of a teaching portfolio which include feedback on your teaching and facilitation skills from senior educators and simulation faculties and develop your skills through self-reflection. You will be expected to submit your work in any of the Foundation Education and Training national events to showcase training and education in EoE **Simulation Fellow:** The use of simulation as a technique to improve healthcare training is widespread in the

	East of England. You will be part of our simulation team tasked with developing and embedding simulation into Foundation training. You would be expected to join the simulation steering committee and to promote the delivery of the regional simulation strategy. It is expected for you to be faculty at high fidelity Simulation and facilitate at Virtual Reality sessions at your base hospital, Faculty Development opportunity for running and debriefing in high fidelity simulation will be provided at the beginning of your appointment. Remote guidance on running in-situ simulation activities and debriefing on human factor elements in your own specialty at your workplace (if applicable) will also be provided. You will be expected to facilitate multi professional simulation events. You will be encouraged to develop your ideas and lead evaluation of the above activities with guidance and complete your project within the duration of your appointment. EoE offers Train the Trainer course to all Foundation Trainees, and you will be expected to participate in this course, to further embed understanding of educational theories and how they align with simulation and other educational activities, and further develop your teaching and simulation debriefing skills. We strongly encourage keeping of a teaching portfolio which include feedback on your teaching and facilitation skills from senior educators and simulation faculties and develop your skills through self-reflection. You will have the opportunity to facilitate on the Train the Trainer course and share your experience with the fellow juniors. **Education fellow:** You will be part of our foundation team tasked with developing and embedding good educational practice within the generic training programme. <u>Evaluation</u> • We are required to formally evaluate our current generic programmes as well as utilising trainee feedback and mapping to the curriculum. • You will be expected lead in the evaluation process and present the results to other FTPD. • It is expected for you to be faculty at Hub training events in addition to those above. <u>Development</u> • We are looking for you to innovate and develop our remote learning teaching, creating innovative resources both synchronous and asynchronous. • You will have the opportunity to assist our FTPD with new courses development, as well as suggesting your own.

	<u>Research</u> • You will have the opportunity to engage in educational research around the evaluation of taught programmes, the consideration of educational theories and how they pertain to foundation. • Analysing the Delivery of the Foundation Curriculum in the region • You will be encouraged to develop your ideas and lead evaluation of the above activities with guidance, and complete your project within the duration of your appointment
Role Objectives:	Raise the quality of taught programmes within the region by engaging with as faculty different areas and providing feedback Evaluate formally an aspect of the taught programme with the FTPD for simulation, overseas induction or Hub programmes Participate in educational research, either taking over an ongoing project, or following a suitable new project. Provide faculty support for academic foundation trainees Enable more doctors to successfully navigate training and to reach their full potential

	Essential	**Desirable**
Education and level of experience:	MBBS or equivalent NHSE East of England NTN number ST2 GP or above/ ST3 or above in all other specialities	Higher qualification in Medical Education PGCert or above SIM Faculty training
Experience:	Educational experiences either formal with medical students or delivering faculty training. Simulation-based education delivery either procedural skills or high-fidelity simulation. Supporting the delivery of a project.	Attendance at SIM training courses. Participation in educational faculty. Cross specialty or multi-professional teaching. Resource development. Experience as a trainee representative.

Skills, Abilities & Knowledge:	A commitment to delivering high quality improvement. Excellent organisational abilities: • Ability to forward plan • Ability to keep on track to deliver Sustainable outcomes • Time management and prioritisation skills Adept in using MS Office (Excel, Work, PowerPoint), Internet, Email. People management and leadership skills. Ability to work collaboratively across grades, specialities, and professions. Able to work both independently and as part of a team. Great interpersonal and communication skills that will enable you to: • Articulate vision • Communicate effectively • Encourage ability • Engage well with a variety of stakeholders • Inspire & motivate Personally, you should be open to challenge and have flexibility in your approach and in your working hours.	Knowledge of educational theory Social media / website skills Training in Quality Improvement methodology

Project Examples
1. Support Return to Training (SuppoRTT)

Title: "Evaluating the Impact of Support Return to Training (SuppoRTT) on Foundation Trainees' Confidence and Competence in Returning to Clinical Practice"

2. Virtual Reality Simulation

Title: "Exploring the Role of Virtual Reality Simulation in Developing Clinical and Teamworking Skills for Foundation Trainees"

3. Multi-Professional Training

Title: "Assessing the Impact of Multi-Professional Training on Foundation Trainees' Interprofessional Collaboration and Patient Care"

4. Enhance (Holistic Clinician Development)

Title: "Supporting Foundation Trainees to Develop as Holistic Clinicians through the Enhance Framework: An Evaluation of Impact and Areas for Growth"

Any other projects that are noteworthy may also be considered; this list is not exhaustive.

Leadership and Development Programme

As part of being an EoE Leadership/Education Fellow, we will offer a programme centred around leadership development to our fellows. More information will be available on our website in due course.
This programme will have limited spaces available therefore please ensure to express interest in this course at interview.

One year of higher education funding

Fellows will be offered funding (based on sessional amounts) for one year of higher education:

- A PGCert 60 credits
- A PGDip (if the trainee already has a PGCert) 60 credits
- A Masters (if the trainee already as a PGDip) 60 credits

During interview, we would be pleased if the candidate could confirm an interest in completing any of the above. Any of the above programmes would need to be started within the year of the fellowship, with approval from the line manager.
The course would need to be completed during your own time, not fellowship time.

Key responsibilities:
To make a significant contribution to NHSE East of England Office's goal to increase quality in foundation taught programmes.
To make a significant contribution to NHSE East of England Office's goal to integrate simulation training into programmes
To engage on a regular basis with the relevant Associate and Deputy Postgraduate Deans providing written updates or reports to evidence progression with the assignment and project delivery, as well as report on the work that has been completed, progress made, and areas of difficulty/concern.
To attend drop-in sessions with the other NHSE EoE education fellows
To engage with individuals and programmes within NHSE EoE across related areas to share knowledge and skills
To raise the profile of the Education Programme through engagement, oral and poster presentations at appropriate meetings, events and conferences
To assist/provide teaching and training in respect of Simulation
To encourage the sharing of good practice between different generic schemes
To develop the foundation educational and simulation website areas
To support foundation doctors undertaking PGCERT within your projects
Any other duties which may be deemed appropriate for this role and which may develop over a period of time

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To comply at all times with all policies, guidelines and protocols of the NHS