

Quality Network Career Development Programme – building quality improvement leaders of the future

This programme is targeted for Resident Anaesthetic doctors, SAS doctors, Specialty doctors and CESR fellows. The aim of the programme will allow participants to build QI leadership skills, and offer opportunity to engage in national level projects whilst complementing the 2021 RCoA curriculum, developing leaders for the future who will undertake local, regional and national QI leadership roles.

There will be windows to apply in 2025 – please check the [RCoA web site](#) for details and closing dates.

This programme aims to deliver strategic objectives for the RCoA Quality Improvement Working Group (QIWG) as described within the [Quality Improvement \(QI\) Strategy 2021-2024](#). It will initially support up to four participants with the option to expand following a pilot phase.

The QI Network Career Development Programme participants will work alongside the RCoA Quality Network which aims to share best practice on important national patient safety and quality initiatives through collaboration. The participant will help to further establish important links between their local and regional leads and use their local knowledge to promote and disseminate good practice and achieve positive change. By being part of the Quality Network Career Development Programme, members will play an influential role in ensuring the success of Quality Network projects, thereby enhancing effectiveness of the RCoA Quality Network. Throughout their time as part of the CDP, members will be supported by a dedicated regional lead and will have the opportunity to network with established QI leaders at RCoA events.

To facilitate the sharing of best practice, collaboration and support of ideas between members of the Career Development Programme, we aim to provide participants with access to a dedicated MS Teams channel and the opportunity to participate in QI Network Virtual Sessions. Participation is anticipated to be initially for 1 year with the option to continue in the programme until completion of training with the support of the mentoring regional lead if the participant desires.

At the time of joining the programme, the participant should be a resident in stage 3 anaesthetic training/undertaking a safety/QI SIA or in an equivalent fellow/CESR/non-consultant grade post. Through participation in the programme, participants will have the opportunity to build on the foundational QI skills acquired by the end of Stage 1 and Stage 2 of the anaesthetic curriculum. It will provide the opportunity to fulfill stage 3 learning outcomes and key capabilities set out in the 2021 RCoA curriculum, supplementing skills learnt on formal QI methodology courses to enable them to be a QI supervisor and mentor. The completion of stage learning outcomes and key capabilities will not be essential as part of the role within the QI Network Career Development Programme. Rather, it is intended that involvement in the QI Network may be used as evidence for your portfolios and enable you to become a QI leader of the future.

Informal Mentorship

The successful applicant will be supported by a member of the QIWG or Quality Network who will act as an informal mentor throughout their time on the QI Network. In addition, the applicant should have a designated local clinical and education supervisor in accordance with typical training requirements or in line with local arrangements for SAS doctors.

Leave

Annual, sick, parental, compassionate and carers leave should be in keeping with the hospital's usual policies.

Approval for study leave and funding for courses is at the discretion of the employing hospital.

Educational time provision

Contribution to the QI Network Career Development Programme is undertaken on a voluntary basis. Residents should use their EDT (Education Development Time) provided to them by their local trust/healthcare board in accordance with local arrangements. The QIWG encourages participants to advocate for regular provision of EDT time and use participation in this programme as evidence for its use to develop generic professional capabilities.

Person Specification

	Roles and Responsibilities
Educational and professional qualifications and roles	<ul style="list-style-type: none"> • A member of the Royal College of Anaesthetists • Evidence of an approved training pathway or equivalent experience for doctors who are not in training • Anticipation of completion of Stage 2 of the RCoA curriculum or equivalent • Quality Improvement or measurement methodologies qualification (D)
Knowledge	<ul style="list-style-type: none"> • Knowledge of patient safety and quality improvement • Knowledge of the patient safety agenda • Knowledge of local health environment • Knowledge of and experience in using a range of change and improvement models • An understanding of the curriculum requirement in patient safety and QI • Knowledge of service redesign, change management, service improvement and modernisation techniques (D)
Experience	<ul style="list-style-type: none"> • Experience of working with other clinicians to support evidence-based practice • Experience in leading or making a significant contribution to a quality improvement/safety change process relating to improvement or innovation • Evidence of working collaboratively as part of a multi-disciplinary team • Experience of patient/user involvement initiatives
Skills/Abilities	<ul style="list-style-type: none"> • Effective leadership, organisational and people management skills • Excellent interpersonal, team building and communication skills (both written and verbal) with an ability to promote discussion and agreement • Ability to play a key role in network development
Values and Behaviours	<ul style="list-style-type: none"> • Supports the promotion of high standards to improve patient outcomes • Consistently puts patients at the heart of decision making • Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others • Values diversity and difference, operates with integrity and openness • Keeps professional knowledge and skills up to date and takes steps to monitor, maintain, develop, and improve your performance and the quality of your work • Demonstrable commitment to partnership working (D)

*(D) = Desirable criteria

How to Apply

If you are interested in participating in the QI Network Career Development Programme, please submit the following to Claire Flatt, RCoA Clinical Quality & Research Business Coordinator at qualityimprovement@rcoa.ac.uk

1. CV with contact details for two referees (maximum 2 pages)
2. Supporting statement (up to 650 words) demonstrating:
 - a. how you meet the criteria in the person specification, including details of any Quality Improvement modules, courses or professional qualifications undertaken
 - b. Future career aspirations in relation to Quality Improvement

Applications will be assessed against the requirements listed in the person specification.

7 February 2025