



Role description

Associate global director – international medical graduates

Role title	Associate global director (AGD) – international medical graduates (IMGs)
Department	RCP Global – Membership Support and Global Engagement (MSGE)
Role context	<p>The Royal College of Physicians (RCP) plays a pivotal role in setting the standards and, through a variety of activities, influencing the quality of medical practice in hospitals. It conducts examinations, carries out training, education and research activities and advises the government and the profession on health and medical matters.</p> <p>The Medical Training Initiative (MTI) is a mutually beneficial scheme that provides international medical graduates from all over the world with the opportunity to work and train in the UK, while giving hospitals a high-quality, longer-term alternative to using locums to fill vacancies. The RCP MTI scheme facilitates General Medical Council (GMC) registration, visas and can secure placements, for eligible candidates.</p> <p>Over 20% of RCP members and fellows are based outside of the UK across approximately 120 countries. Many UK-based members and fellows also contribute to the delivery and shaping of healthcare systems globally. In partnership with our global membership and partners, and by leveraging our respected brand and the UK’s reputation in global health, the RCP is well-positioned to support developing healthcare systems and the medical communities working in these countries.</p> <p>This post is suitable for RCP fellows working in the NHS.</p>
Purpose and scope	<p>The RCP’s Global strategy (2021–24) was launched in January 2021 and the post-holder will play a key role in supporting the delivery of the strategy’s vision, mission and principles.</p> <p>The purpose of the post is to work with the RCP MTI team, the head of Global and the Global vice president to design, implement, monitor and evaluate a new MTI strategy aimed at ensuring that the scheme is best suited to the current needs of candidates, NHS hospitals and international partners.</p> <p>The role requires the post-holder to act as a representative of the RCP, both within the UK and internationally, attending relevant meetings and undertaking travel where necessary.</p>
Reports to	Global vice president



Direct reports None

Works closely with

- > Global vice president
- > Head of Global
- > MTI project manager and team
- > Other AGDs and RCP international advisers (IAs)
- > UK hospitals and training leads
- > The Academy of Medical Royal Colleges MTI team (AoMRC)

Major responsibilities

- > To work closely with the MTI team to design, implement, monitor and evaluate a new MTI strategy.
- > To advise and support the MTI team on the clinical aspects of all applications and posts.
- > To advise on matching applicants to suitable posts as required and appropriate.
- > To work with the MTI team to set selection criteria, interview questions and competency frameworks for applicants to the scheme.
- > To lead on a programme of MTI interviews (virtual and in person)
- > To lead the planning and delivery of the MTI induction.
- > To lead on the delivery of appropriate pastoral care while MTI doctors are in the UK: addressing concerns, challenges and disputes when they occur.
- > To liaise with host organisations, working to resolve concerns and disputes when they occur.
- > To lead monitoring visits if issues and concerns that require further investigation are raised.
- > Support the delivery of existing partnerships and programmes.
- > To liaise with UK hospitals, sharing information and opportunities of the MTI scheme with key contacts.
- > To represent the RCP at AoMRC meetings and other meetings as required.
- > Identify new opportunities and partnerships in consultation with the head of Global and MTI project manager.

Budget

- > Work within the Global budget and plan activities accordingly within budget and resource constraints.
- > Explore opportunities to revise the existing business model associates with the MTI scheme, ensuring excellent value for all involved.

General communication and networking

- > Maintain good relationships with all members of the Global team and wider RCP staff.
- > Attend and play an active role in the quarterly Global Committee meetings, providing reports and papers as requested.



- > Work, as a team, with other AGDs towards the realisation of the RCP's global strategic objectives and work with staff and officers of the RCP as appropriate.
- > Build and maintain networks and partnerships, including those with medical institutions, members and fellows, governments, charities, funders and sponsors in line with the Global strategy and agreed priorities.
- > Represent the RCP at relevant internal/external meetings and meet with other RCP officers to brief on activities.
- > Contribute to the content of the RCP website and publications as required.
- > Facilitate the nomination of new fellows and promote RCP membership
- > Promote the values, ethos and expertise of the RCP.

Time commitment

- > It is estimated that post holders will need to devote half a day per week, plus occasional international travel.
- > The post holder will be expected to:
 - attend an induction either virtually or in person at the RCP following appointment
 - chair MTI induction sessions (approximately 5 per year)
 - attend quarterly Fellowship Grading Panels and IA meetings
 - attend the quarterly Global Committee meetings
 - attend ad hoc meetings on projects or develop partnerships/opportunities as required
 - attend AoMRC MTI leads meetings
 - take part in bi-monthly meetings with the Global vice president and head of Global (virtual or in person).

Terms and conditions

The role is an honorary, 1-year post, with an option of a 3-year extension if all parties agree – subject to satisfactory annual appraisal. Reasonable travel expenses will be covered, consistent with RCP policy.

The RCP positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, transgender status, religion or belief, marital status, or pregnancy and maternity.



Person specification

Professional competencies	Application	Interview
Essential		
Be within 2 years of clinical practice at the time of appointment, including the supervision and training of doctors in training.	✓	
Demonstrable ability to provide leadership, create consensus, and have experience in a senior leadership role.	✓	✓
An experienced consultant physician and fellow of the RCP, in good standing with employer, the General Medical Council and the RCP.	✓	
A commitment to the mission, vision and values of the RCP.	✓	✓
Ability to work collaboratively with an individual team, across specialties and institutions.	✓	✓
Ability to delegate effectively, ensuring appropriate skills and experience are deployed from a team to deliver strategic objectives.	✓	✓
Desirable		
International MRCP(UK) PACES examining experience.	✓	



Technical competencies	Application	Interview
Essential		
Experience of writing and implementing a strategy.	✓	✓
Demonstrate knowledge and understanding of the following, with the ability to confidently lead discussions on these issues with a variety of UK and international stakeholders and potential partners: <ul style="list-style-type: none">> postgraduate medical education and training in the UK> postgraduate examinations> assessment, appraisal, e-portfolio and supervision> quality and standards (patient safety, quality improvement, clinical audit and clinical guidelines).	✓	✓
Experience of building networks and relationships.	✓	✓
Ability to professionally chair meetings and committees and work in a multidisciplinary environment.	✓	
Desirable		
Existing network of international and UK contacts, including physicians and others in leadership positions in the medical profession / healthcare industry.	✓	
Experience of successfully facilitating IMGs into the UK workforce.	✓	