

**ROYAL COLLEGE OF ANAESTHETISTS
ROLE DESCRIPTOR FOR CLINICAL LEAD FOR AAs**

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| Title: | Clinical Lead for Anaesthesia Associates (AAs) Scope of Practice |
| Responsible to: | <p>Professionally responsible to the Royal College of Anaesthetists (RCoA) Scope of Practice Core Writing Group.</p> <p>Managerially responsible to the Director of Education, Training and Examinations (ETE).</p> |
| Overall purpose: | <p>The primary purpose of this role is to lead on the design, development and delivery of a scope of practice framework for AAs beyond qualification, in collaboration with the RCoA's AA Scope of Practice Core Writing Group.</p> <p>The post-holder will report to the Core Writing Group, providing advice and clinical leadership to support the decision making and writing of a scope of practice for AAs, alongside other activities as identified with by the Core Writing Group; this includes utilising existing data and research, and liaising with the Scope of Practice Clinical Reference Group and other stakeholders, to inform the development process of the scope of practice framework.</p> |
| Key Tasks and Responsibilities: | <ul style="list-style-type: none">– Reporting to the AA Scope of Practice Core Writing Group, lead on the development and design of a scope of practice framework and the assessment methodology, providing tools to ensure the framework is fit for purpose.– Collaborate with stakeholders to develop a cross-organisational, inclusive framework that is fit for purpose and represents the position of the RCoA and Scope of Practice Core Writing Group, for consultation with stakeholders including members.– Work with the Medical Associates Professionals (MAPs) Coordinator to develop a project plan and ensure that the scope of practice framework is developed within the required timeframe.– Prepare evidence and examples for the Core Writing Group, utilising existing research and data to inform the decision making and scope of practice development process.– Attend regular meetings with the Core Writing Group, reporting on progress and providing information to support decision making and development of the scope of practice framework.– Attend the meetings of and liaise with the Scope of Practice Clinical Reference Group, who will act in a consultative and advisory capacity; utilise and interpret feedback/information provided to support the development of the scope of practice framework.– Following external consultation on the draft scope of practice framework, use the analysis and interpretation of consultation responses to aid review and adaptation where required.– Deliver presentations and report on the progress of the scope of practice development to the Scope of Practice Clinical Reference Group, AA Founding Board and other RCoA Boards, Committees and Council, attending meetings where necessary. |

- Deliver presentations and represent the RCoA at external meetings and events where required, in relation to the scope of practice/professional development for AAs.

Authority and key relationships:

This position works with a high degree of independence under the general direction of the Chair of the AA Founding Board, Scope of Practice Core Writing Group, and the ETE Director. The post-holder is expected to possess and maintain expert knowledge in areas of responsibility and to provide authoritative advice within their area of expertise.

The post-holder is expected to develop strong relationships with all core group members and stakeholders and to work closely with the Chair of the AA Founding Board and Medical Associate Professionals Coordinator.

Duration: 9 months initial contract (there may be a requirement to extend this contract)

Backfill: The College will reimburse the employer organisation of the successful candidate at a fixed rate of £12,000 per PA per year. The initial contract is for nine months at four PA per week at a total cost of £36,000, enabling the successful candidates to dedicate a minimum of 16 hours per week to the role. There is no direct payment to the candidate for the role.

The post-holder will remain employed by their Trust and will be seconded to work with the Royal College of Anaesthetists.

Period of commencement: The post-holder will commence their duties as soon as possible. Interviews will be held in May.

Overview

Applications are invited for a Clinical Lead post for a period of 9 months. It is suitable for a consultant or senior autonomously practising anaesthetist in a permanent non-training grade. The post-holder will remain employed by their Trust and will be seconded to work with the Royal College of Anaesthetists for 4 PAs per week (16 hours).

As the standard setting body for anaesthesia in the UK, the RCoA is responsible for providing leadership and guidance on education, training and professional development for AAs, including the development of a scope of practice beyond qualification. As part of this work the RCoA has established an AA Scope of Practice Core Writing Group within the College, which will be responsible for the writing the scope of practice framework. A Clinical Reference Group has also been established, with a wide range of stakeholders, to act in a consultative and advisory manner to support to the RCoA and its Core Writing Group in the development of a scope of practice framework for AAs beyond qualification. The Clinical Lead role will report to the Core Writing Group.

The primary purpose of this role is to report directly to and work collaboratively with the Core Writing Group, to design and develop a scope of practice framework for AAs beyond qualification. It is intended that the first draft of the framework is ready for external consultation by late 2024. The post-holder will have the responsibility of writing the scope of practice framework, as agreed with the Core Writing Group.

The post-holder will liaise with and draw on the expertise of the Scope of Practice Clinical Reference Group and other stakeholders to incorporate and consider different stakeholder groups' requirements and viewpoints. The post-holder will provide knowledge and expertise to inform the Core Writing Group's approach and decision-making process when developing the scope of

practice framework. Other workstreams within this role may include topics relating to professional development for AAs (including education and training, guidance development, quality improvement and research).

There will be an expectation that the post-holder will present their work in suitable clinical and academic meetings. This includes presenting regular updates to the relevant RCoA Boards and Committees, including the AA Founding Board and RCoA Council. It is expected that much of the work will be remote, however there will sometimes be a requirement to travel for national events/meetings, therefore the post-holder will need to be flexible in their working arrangements to support projects being undertaken.

There will be professional support from the Chair of the Anaesthesia Associates Founding Board (Dr Claire Shannon, RCoA Vice-President) and the Royal College of Anaesthetists. The post-holder will work closely with the MAPs Coordinator.

The post-holder will be expected to attend high level meetings and conduct their work with dedication and professionalism. The post provides a unique insight into many of the functions of the RCoA and is an excellent opportunity to gain experience and work with national leaders in anaesthesia.

| PERSON SPECIFICATION |
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| PROFESSIONAL AND EDUCATIONAL REQUIREMENTS |
| <p>Essential</p> <ul style="list-style-type: none">• Holder of a substantive consultant or senior autonomously practising anaesthetist post• A member in good standing of the Royal College of Anaesthetists with a licence to practice in the UK <p>Desirable</p> <ul style="list-style-type: none">• Higher Research Degree (MDRes) or PhD or other advanced research training/education |
| EXPERIENCE |
| <p>Essential</p> <ul style="list-style-type: none">• Track record of delivering projects to time, and quality• Evidence of working collaboratively with people from a wide range of professional backgrounds (including clinicians and patients) and being effective across organisational boundaries• Experience of writing and designing clinical educational/training materials or frameworks <p>Desirable</p> <ul style="list-style-type: none">• Either currently or previously actively involved in training and/or recruitment of student or qualified AAs |
| SKILLS AND KNOWLEDGE |
| <p>Essential</p> <ul style="list-style-type: none">• Ability to undertake research and evidence gathering, and interpret information/data from a variety of sources• Commitment to, and experience in, meaningful stakeholder engagement• Proven commitment to equality, diversity and inclusion• Strong leadership, interpersonal and organisational skills• Excellent oral and written communication skills• Practical strategic planning ability• IT skills (word processing, spreadsheet and presentation packages)• Excellent presentation skills to enable high quality dissemination of the project |

- Awareness of the current challenges facing the anaesthetic workforce and concerns regarding MAPs roles

PERSONAL ATTRIBUTES

Essential

- Be able to commit the necessary time to complete the roles listed in the job description to a high level
- Committed to working with the RCoA Core Writing Group to co-design, develop and deliver the scope of practice framework for anaesthesia associates
- Self-motivated, enthusiastic and driven
- A team worker who is able to plan and achieve aims
- Ability to work flexibly (with approval of local support) and independently under pressure and within deadlines
- Fully supported by their employer to take on this role
- Good interpersonal skills in dealing with clinicians, other healthcare workers, managers, College staff and patient representatives
- Comfortable dealing with complex issues and direction setting

Application details

Applicants should submit a CV and a supporting statement of no more than 500 words (without hyperlinks) that should include a description of how they match the person specification and sets out how they would work with the RCoA to develop a scope of practice framework for anaesthesia associates.

Applications should be submitted to: jredmore@rcoa.ac.uk

The interview panel will comprise:

Dr Claire Shannon (Vice-President)

Russell Ampofo (Director of Education, Training and Examinations)

Claudia Moran (Head of Training)

Jenny Redmore (Medical Associate Professionals Coordinator)

Closing Date: 5pm, Friday 3rd May 2024