The personal and professional development needs of an ophthalmologist change at different stages of their career. It is important that those in the middle phase or towards the end of their careers remain invigorated and productive, and their experience and skills are valued and utilised.

The College would now like to appoint a Mid-career and Senior Ophthalmologists (MCSO) Lead to further support and develop these groups of ophthalmologists.

CONTRIBUTE TO THE WORK OF THE EDUCATION COMMITTEE

- As an Education Committee member, to be committed to and contribute to the work of the Committee as a whole.
- As a member of one or more working groups of the Education Committee, to work with and support the other Leads in their areas of responsibility.
- Identify areas of overlap with the other Leads, and work together to develop and deliver shared material, courses and other opportunities.
- Identify and contribute to areas of mutual interest with other College Committees.
- Attend at least 60% of Education Committee meetings per year.
- Before each Education Committee meeting, submit a template detailing the achievements, challenges and aspirations of the M&B Programme. By the end of the meeting draw up an action plan to be implemented prior to the next meeting and beyond.
- Contribute to outputs of the Education Committee, for example the Annual Report.
SPECIFIC DUTIES AND RESPONSIBILITIES:

- Define the groups “Mid-career” and “Senior Ophthalmologists”, including both SAS grades and consultants.

- Set up means of identifying all Ophthalmologists in the two groups, and be able to communicate specifically with either group about available opportunities, etc.

- Identify the educational, personal, interpersonal and professional needs of the two groups.

- Identify resources, processes and events that already exist to support these groups, and improve access to them for ophthalmologists.

- Design a strategy for delivering a Mid-career Development Programme and Senior Ophthalmologists Programme, including resources, national events and local events and processes.

- Design support networks for each group, by accessing existing mechanisms and designing new ones where necessary. Work with the Mentoring and Buddying Lead to integrate systems with those operating for all grades of ophthalmologist.

- Establish a Faculty for MCSO who can help to develop resources, deliver national courses and train others to deliver local courses.

- Support the development of Faculty Members who are capable of delivering courses, and Facilitators who can help with small group work on the courses. Develop the Facilitators further to become Faculty Members.

- Identify existing ideas and educational resources useful to the group, and ways of making them easily available.

- Identify areas where resources are deficient, and consider how these might be found or developed.

- Develop a Programme of national courses run by the MCSO Faculty. Utilise the courses to develop Faculty Members and Facilitators.

- Set up processes by which the national courses can be cascaded locally.

- Search for, identify and evaluate other opportunities to support and develop both groups, and encourage them to excel. If appropriate, utilize those opportunities and integrate them into the MCSO Programme.

- Identify ways in which these groups can reinvest their experience and skills back into ophthalmology, and support and encourage them to do so.
KEY WORKING RELATIONSHIPS

- **Liaison with College:**

Chair of Education, Education Committee members, other College Committees, liaise with Vice President for Policy and Communications where relevant, Head of Education and Training and other Department staff.

- **External Liaison:**

Other Royal Colleges, Deaneries, Colleagues at local Trust.

RENUMERATION

There is no direct payment for the role other than reimbursement of expenses related to attendance at specified meetings or events as agreed in advance by the Chair of Education.

The post holder will be supported by the RCOphth in applying for recognition of any time commitment within the job planning process but any outcomes will remain a local decision. Evidence of activity within this leadership role will be endorsed for the purposes of personal appraisal and revalidation.

PERIOD OF OPERATION AND COMMENCEMENT

The post holder will commence their role in October 2017 for a period of three years with reviews held on an annual basis.

The Lead for Mid-career and Senior ophthalmologists will function within a Working Group of the Education Committee to define and develop the work. They will also need to set up a separate Working Group/Faculty to define, develop and roll out the New Consultants Programme.

Administrative support will be given from the Education and Training Department.
**EDUCATIONAL REQUIREMENTS**

**Essential**

Holder of substantive posts in Ophthalmology of at least 15 years’ in total duration (i.e.: Consultants and SAS doctors)

**PROFESSIONAL/TECHNICAL AND OCCUPATIONAL TRAINING**

**Essential**

Fellow or Member in good standing with the RCOphth

Up to date Equality and Diversity training

**EXPERIENCE**

**Essential**

Active involvement in education and training in ophthalmology

Experience of a management role with responsibility for personal and professional development, eg: appraiser, Clinical Lead

Ability to prepare written reports and present effectively at meetings

**Desirable**

Experience in an educational lead role, e.g.: College Tutor, Regional Advisor, Training Programme Director, Head of School

Experience in a management lead role, e.g.: Clinical Lead, Service Lead

Demonstrate experience of active participation in a formal programme of personal and professional support, such as mentoring

**SKILLS AND KNOWLEDGE**

**Essential**

Broad understanding of the principles of personal and professional support

Broad understanding of the work of the College in Education and Training

Ability to engage clinicians in work requiring consultation

Ability to represent the RCOphth and present to people of all levels

**Desirable**

Specific training in methods of personal and professional support, e.g.: mentoring

**PERSONAL ATTRIBUTES**

**Essential**

Approachable, friendly manner

Hardworking, punctual, conscientious and thorough

Have an aspiration to further the development of ophthalmologists

Ability to work flexibly (with approval of local support) and independently under pressure and within deadlines

Good interpersonal skills in dealing with ophthalmologists, other healthcare workers, managers, College staff and patient representatives

Comfortable with dealing with complex issues and direction setting

Good IT skills

**ORGANISATIONAL COMMITMENT**

Must have support of Clinical Lead