



JOB DESCRIPTION

Post: **Director of Education, Training and Regulation**

Reports to: **Chief Executive**

Key Contacts:

- AHCS Chair
- AHCS Non Executive Directors
- AHCS Council Members
- Professional Advisory Group Chairs
- CSO and MSC team England
- NHSCB, PHE, HEE and partners in the reformed Health and Social Care System in England
- Higher Education, Further Education Partners and Health Service Training Providers
- Sector skills Councils and other bodies involved in education and training and/or setting standards
- Professional bodies
- Health departments and education providers in Scotland, Wales and North Ireland and partner organisations
- NHS Employers, HCPC, CHRE/PSA, VR operators, the lead and other LETBEs
- Head of the National School for Healthcare Science, AoMRC and individual Medical Royal Colleges.

(The above list of key contacts is indicative and not exhaustive.)

JOB PURPOSE

To have corporate responsibility for leading the Academy's work in relation to education, training and professional regulation with a forward-looking approach to the development of the Healthcare Science workforce and to the active engagement and involvement of the constituent professional bodies by:

- Defining, implementing and reviewing UK wide education and training standards.
- Contributing to the development and ongoing review of national curricula for all levels of training and education and specialisms of healthcare science.
- Developing and implementing a flexible but robust quality assurance model across the various education and training programmes.

- Implementing a system for assessing applicants for equivalence to outcomes of accredited education and training.
- Establishing a system for awarding certificates leading to professional registration (either statutory or voluntary) following completion of accredited training or equivalence assessment.
- Operating accredited voluntary registers where there are no statutory registers.
- Working with partner organisations in the provision and quality monitoring of education and training across the health service in the UK.
- Providing expert advice and workforce information on healthcare science.

A critical and important role of this post will be to represent the Academy and its constituent professional bodies in broader multi professional education, training and regulatory strategic discussions and initiatives.

This role reports to the Chief Executive, sits on the Academy's Management Board as a legal Director of the company. This role has two line management reports: Equivalence Manager and Registration Manager. Administration support is provided through a contract with a third party supplier.

KEY RESULT AREAS

Academy Standards for Education and Training

Define, promote and maintain the Academy's education and training standards for the UK Healthcare Science workforce incorporating:

- Modernising Scientific Careers framework
- Good Scientific Practice
- Standards for safe and effective practice
- Continuing professional development

Contributing to Curriculum Development

Define, promote and maintain the Academy's role in developing and reviewing curricula for initial training, progression through the career framework and continuing professional development for the UK Healthcare Science workforce in conjunction with the relevant bodies responsible for this process.

Quality Assurance Processes for Education and Training

Ensure Academy quality assurance processes for education and training are robust, flexible and relevant across the various levels of education and training and specialisms of healthcare science and incorporate:

- Professional accreditation and monitoring of education and training programmes.
- Where appropriate, oversight of the full range of learning and teaching environments for the Healthcare Science workforce.
- Academy standards of quality assurance and their delivery.

Routes to Statutory Registration

Operate approved routes to statutory regulation in collaboration with the Academy's partners in accordance with the arrangements approved by the regulatory body.

Voluntary Registration

Develop, consult upon and review standards, processes and systems for a single collective accredited voluntary register for healthcare science in collaboration with the existing voluntary register organisations and others to ensure that there are mechanism in place for assistants and associates, practitioners and at the successful exit of higher specialist scientific training.

Professional Groups

Support the establishment of productive and fit for purpose Professional Groups for the various specialisms and levels of healthcare science by collaborating with Professional Group Chairs over matters relating to education and training and regulation.

Management Board

Contribute to the delivery of the Board's responsibilities and objectives as an effective and equal member. Key duties will include but are not limited to:

- Producing annual work plans and budgets linked to the Academy's strategic objectives.
- Advising and guiding the Operational Group and the Board on strategic matters pertaining to education, training and professional regulation.
- Advising the Management Board of its corporate responsibilities.

Establishment of Effective Working Relationships (internal and external)

Work with the Academy Chair and CEO to establish and develop influential relationships with:

- The Academy Council
- Professional Group Chairs and Members
- The professional bodies for the member professions
- Medical Royal Colleges and other professional bodies and organisations within the health and science sectors with an interest in education and training
- Professional statutory and regulatory bodies (PSRBs) in the health and education sectors
- Independent and NHS employers
- Workforce planning and commissioning bodies for health, public health and social care (including Skills Networks and sector skills councils)
- Health Education England; and the lead LETB for Healthcare Science and other LETBs as appropriate
- The National School for healthcare science and the MSC team
- Professional leaders across the health system in the UK (CSO and equivalents)
- The Centre for Workforce Information (CFWI)

Enabling Professional, Service User, Student and Employer Engagement

Enable effective professional, service user, trainee and employer engagement in the development and ongoing review of matters relating to education, training and professional regulation for the UK Healthcare Science workforce.

PERSON SPECIFICATION

- Educated to Masters degree level or equivalent experiential knowledge and learning.
- Significant experience in a sector related to education and training, the health service or professional regulation.
- In depth experience and knowledge relevant to the post, able to explain current and future issues affecting the role and an ability to provide authoritative advice.
- Significant experience, in a lead role, in the development and successful implementation of key organisational strategies in relevant functional areas.
- Demonstrable experience and skills in building positive and productive relationships, with colleagues and other stakeholders.
- Evidence of sound financial management skills and commercial awareness
- An effective approach to managing people, demonstrating an appropriate balance between empowerment, support and assertiveness.
- Strong corporate ethos and effective team member, able to achieve an appropriate balance between Education, Training and Regulation interests and organisation-wide interests.
- An open and participative style with excellent leadership/communication skills and commercial acumen.
- Resilient and able to work under pressure.
- An in-depth understanding of the NHS and wider healthcare context, with the ability to respond to the changing NHS environment together with education and training knowledge.
- Knowledgeable about national policy in healthcare and healthcare science particularly related to their education and training.