

# Role description

## Associate global director – International Medical Graduates

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|------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| <b>Department</b>      | RCP Global                                                                                                                           |
| <b>Reports to</b>      | Global vice president                                                                                                                |
| <b>Tenure</b>          | The role is an honorary, 1-year maternity cover opportunity. Reasonable travel expenses will be covered, consistent with RCP policy. |
| <b>Time commitment</b> | Half a day per week                                                                                                                  |
| <b>Location</b>        | This position is best suited to those working in the United Kingdom                                                                  |

### About the RCP

The Royal College of Physicians (RCP) is a professional membership body with 40,000 members in over 130 countries working to improve patient care and reduce illness. Our activities focus on educating, improving and influencing for better health and care.

We champion an inclusive culture and welcome applications from all sections of society. We value taking care, learning and being collaborative. These values underpin everything we do.

Join us to help achieve our vision of a world in which everyone has the best possible health and healthcare.

### Role context

The RCP plays a pivotal role in setting the standards and, through a variety of activities, influencing the quality of medical practice in hospitals. We conduct examinations, carry out training, education and research activities and advise the government and the profession on health and medical matters.

The post holder will support the global team with clinical advice relating to the RCPs various activities relating to IMGs, outlined here: <https://www.rcp.ac.uk/membership/rcp-community/global/>. The major element of the role relates to The Medical Training Initiative (MTI). MTI is a mutually beneficial scheme that provides doctors 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 rota gaps. The RCP global team facilitates the crucial process of general medical council (GMC) registration, ensuring that eligible candidates meet the necessary

regulatory standards to engage in medical practice in the UK. The team also assists in obtaining the government authorized visa for suitable candidates.

## Purpose and scope

The postholder will play a key role in supporting the delivery of the vision, mission and principles laid out in the [RCPs global strategy](#).

The purpose of the post is to work with the RCP Global team and officers to continue the implementation and ongoing evaluation of the suite of RCP activities that are tailored toward international medical graduates. The postholder will work to ensure that the MTI scheme is best suited to the current needs of candidates, NHS hospitals and international partners.

The role requires the postholder to act as a representative of the RCP, both within the UK and occasionally internationally, attending relevant meetings and undertaking travel where necessary.

## RCP relationships and local networks

Reports to: Global vice president

Direct reports: None

Works closely with:

- > Global vice president
- > Head of Global
- > Global team
- > Other AGDs
- > International advisers and fellowship graders
- > International partner organisations

## Role description

### Major responsibilities

The RCP's Global strategy outlines a themed approach to our activities and the key responsibilities of this role are aligned primarily to the 'Medical training Initiative and supporting the international workforce' theme.

- > Support the operational delivery and development of the MTI
- > To advise the MTI team on clinical aspects of all applications and posts
- > Support the selection and placement of MTI doctors into training opportunities in the NHS. Working closely with the MTI team and regional associate global directors.
- > Identify suitable organisations and facilitate formalised MTI partnerships between these and the RCP
- > To lead the planning and delivery of the MTI induction and associated engagement events such as 'MTI Monday' sessions
- > 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
- > To represent the RCP at the Academy of Medical Royal Colleges meetings and other meetings as required
- > Support international advisers with the development of a returned MTI alumni network.
- > To identify new opportunities and partnerships in consultation with the Head of Global and IMG project manager

### **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.
- > Be a focal point for intelligence gathering, highlighting issues of importance and advising the RCP about opportunities and challenges faced.
- > Represent the RCP at relevant internal/external meetings and meet with other RCP officers to brief them on relevant activities.
- > Contribute to the content of the RCP website and publications (eg *Commentary* magazine) as required.
- > Facilitate the nomination of new fellows and promote RCP membership
- > Promote the values, ethos and expertise of the RCP.

### **Budget**

Work to identify potential funding streams for new and existing activities, including:

- > corporate sponsorship, government and charitable grants, and philanthropic donations
- > supporting the RCP in business generation in line with the Global strategy

Work within the approved Global budget and plan activities accordingly within budget and resource constraints.

### **Time commitment**

We estimate that postholders will need to devote half a day per week, plus occasional international travel. The postholder will be expected to:

- > attend a virtual induction following appointment
- > chair MTI induction and engagement sessions
- > attend the quarterly Global committee meetings
- > take part in bimonthly meetings with the Global vice president and head of Global (virtual or in person)
- > attend ad hoc meetings on projects or develop partnerships/opportunities as required.

# Person specification

| Professional competencies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Application | Interview |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-----------|
| <b>Essential</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |             |           |
| Be within 2 years of clinical practice at the time of appointment, including the supervision and training of doctors in training.                                                                                                                                                                                                                                                                                                                                                                                                    | ✓           |           |
| An experienced consultant physician and fellow of the RCP, in good standing with employer, the General Medical Council and the RCP.                                                                                                                                                                                                                                                                                                                                                                                                  | ✓           |           |
| 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"> <li>• Postgraduate medical education and training in the UK</li> <li>• Postgraduate examinations</li> <li>• Assessment, appraisal, e-portfolio and supervision</li> <li>• Quality and standards (patient safety, quality improvement, clinical audit &amp; clinical guidelines)</li> </ul> | ✓           | ✓         |
| Experience of building networks and relationships                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | ✓           | ✓         |
| Demonstrable ability to provide leadership, create consensus, and have experience in a senior leadership role.                                                                                                                                                                                                                                                                                                                                                                                                                       | ✓           | ✓         |
| A commitment to the mission, vision and values of the RCP and our <u>Code of Conduct</u> .                                                                                                                                                                                                                                                                                                                                                                                                                                           | ✓           | ✓         |
| 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.                                                                                                                                                                                                                                                                                                                                                                                                | ✓           | ✓         |

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## Desirable

|                                                                                                                                                                        |   |   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|
| Experience of delivering and evaluating international projects.                                                                                                        | ✓ | ✓ |
| Experience of successfully facilitating IMGs into the UK workforce                                                                                                     | ✓ | ✓ |
| Experience and understanding of business development and of identifying and successfully delivering business opportunities.                                            | ✓ | ✓ |
| Existing network of international (regional) and UK contacts, including physicians and others in leadership positions in the medical profession / healthcare industry. | ✓ |   |
| International MRCP(UK) PACES examining experience                                                                                                                      | ✓ |   |

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## Our values

We are committed to **taking care**, **learning**, and **being collaborative**. These values drive the way we behave, how we interact with each other, and how we work together to achieve our vision and improve patient care.

### We value taking care

This means we behave respectfully towards people, whatever their role, position, gender, or background. It means we act as representatives of the RCP and take decisions in the interests of the organisation as a whole.

### We value learning

This means we continuously improve through active learning and honest reflection, so that we grow personally and as an organisation, while striving for excellence. We support learning and development opportunities.

### We value being collaborative

This means we work together towards the RCP's vision in a collaborative and professional way, understanding that individuals bring different strengths and approaches to our work. We value diversity and each other's contributions.

*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.*

*The RCP is all about our people – our members, staff, volunteers and leaders. We educate, influence and collaborate to improve health and healthcare for everyone and know we can only do this by being inclusive, encouraging and celebrating diverse perspectives. Welcoming into our community people who represent the 21st-century medical workforce and the diverse population of patients we serve is a priority for us.*

As a volunteer you are expected to comply with all RCP data protection and security policies and procedures.

Reviewed – Oct 2025

Next review – to be reviewed annually as part of annual appraisal.