



King's College London
Dean of Medical Education
Faculty of Life Sciences & Medicine

Candidate Pack
Summer 2021

Introduction

King's College London is Europe's largest centre for the education of clinicians, dentists and healthcare professionals, with the largest medical student body in the UK. The Faculty of Life Sciences & Medicine is looking to appoint to the post of Dean of Medical Education to lead the undergraduate medical education programmes at King's College London.

The successful candidate will be an eminent academic clinician with strategic vision and leadership skills, who can inspire students, staff and partners and who will lead in delivering the next generation of physicians who are culturally competent, with global problem-solving mindset, and fully trained to make a positive contribution to clinical practice in the UK and globally.

The Dean of Medical Education will bring personal authority, energy and commitment to the post. The post holder is responsible for the successful delivery of King's College London's undergraduate medical education programmes, working with colleagues within the Faculty, in the wider King's College London community and partner NHS Trusts. The post holder reports to the Faculty's Executive Dean, will operate at a strategic level and will establish and enhance their network across King's and medical schools in the UK and beyond.

The successful candidate will be committed to engaging directly with King's undergraduate medical students, being an energetic advocate, concerned with their wellbeing and learning outcomes. They will have an extensive record of scholastic and clinical excellence in medical education, and a keen interest in pedagogical innovation. The Dean of Medical Education is responsible for ensuring the medical programmes are at the forefront of these innovations, using pedagogical developments to maximise learning outcomes – building the medical students' understanding and expertise in patient care and health, both nationally and internationally. Working with colleagues, the post holder will also play a lead role in the strategic direction and oversight of King's College London's international programme in partnership with the Southern University of Science & Technology (SUSTech), and any future initiatives that expand the delivery of King's undergraduate medical education.

King's College London

For background information on King's including rankings, research outputs, King's Health Partner Trusts and current fundraising initiatives, please visit www.kcl.ac.uk/aboutkings

Faculty of Life Sciences and Medicine

The Faculty of Life Sciences & Medicine is one of the largest and most successful centres for biomedical research and education in the UK. The Faculty has internationally-leading expertise in basic, translational and clinical research, which is deployed to inform and deliver education programmes, enhance clinical innovation and serve King's communities, which are highly diverse both ethnically and socioeconomically. The Faculty's activities embody King's ambition to serve society – both at a local and global level - which underpins King's Vision 2029 and the university's international strategy.

People

The Faculty employs more than 1,900 FTE staff, of which there are 440 FTE academic staff and 800 FTE research staff. The Faculty is configured as seven Schools and the cross-cutting Centre for Education. The Faculty holds an Athena SWAN Silver award, achieved in October 2018. It has a comprehensive programme of initiatives to support an inclusive environment and culture, and promote diversity across staff and student communities, as well as the leadership of the Faculty. Against the main benchmarked metrics of gender, disability and ethnic minorities, the diversity of the student and staff community looks strong; however, more needs to be done in specific areas.

Structure & Location

The Faculty is located on four sites – Guy's, St Thomas', Waterloo and Denmark Hill on the King's College Hospital site – reflecting the strong partnership with clinical centres of excellence. The seven Schools are:

- School of Basic & Medical Biosciences
- School of Biomedical Engineering & Imaging Sciences
- School of Cancer & Pharmaceutical Sciences
- School of Cardiovascular Medicine & Sciences
- School of Immunology & Microbial Sciences
- School of Life Course Sciences
- School of Population Health & Environmental Sciences.

Each provides a scholastic environment to pursue research and to train the next generation of researchers and practitioners through postgraduate research programmes and short courses, as well as contributing to the delivery of the undergraduate education programmes. The undergraduate medical programmes draw

on expertise from across the Faculty and from the Institute of Psychiatry, Psychology and Neuroscience; hence the Dean of Medical Education's critical role in fostering cross-Faculty working.

The Centre for Education focuses on developing pedagogy and best practice across all the Faculty's educational programmes. For further information, please follow this link <https://www.kcl.ac.uk/lsm/schools/centre-for-education>.

Education

With an undergraduate student body of around 4,800, the Faculty's School of Bioscience Education and the Faculty's GKT (Guy's King's & St Thomas') School of Medical Education deliver a comprehensive biomedical education portfolio, including professional health programmes (Medicine, Nutrition & Dietetics, Pharmacy, Physiotherapy) and a wide range of BSc programmes in biomedical sciences. The Faculty also has more than 1000 students registered on its ~40 Masters programmes covering basic science through to programmes for health and allied health professionals. The education portfolio aligns to the King's Education Strategy's ambition to inspire students, through research-enhanced education.

Embedded in research groups in the Schools, there are around 1000 postgraduate clinical and non-clinical research (PhD/MDRes) students, approximately 25% of whom study part-time. Alongside these education programmes is the short course and continuing professional development provision which supports professionals to gain or refresh their skills and knowledge. Overall, the Faculty's education programmes currently generate in excess of £70M per annum in tuition fee income, with additional UK Government annual core support of £18M for education.

The Faculty is in the process of setting up the first UK-partnered Medical School in China, in collaboration with the Southern University of Science & Technology (SUSTech). This is part of an ambitious project to establish a world-class Joint Education Institute in Shenzhen, China. The Joint School of Medicine plans to engage with the med-tech industry in southern China and Hong Kong to generate pedagogical and curriculum advances. In addition to Medicine, the Institute will deliver programmes in Biomedical Sciences and Biomedical Engineering, with plans to develop a wider portfolio of jointly delivered programmes.

Research

The Faculty is recognised as having major strengths in a wide range of research areas relevant to life sciences and medicine, from fundamental to applied research. There are several nationally awarded Research Centres hosted within the Faculty. Assisted by the close collaboration with clinical colleagues in the King's Health Partner Trusts and

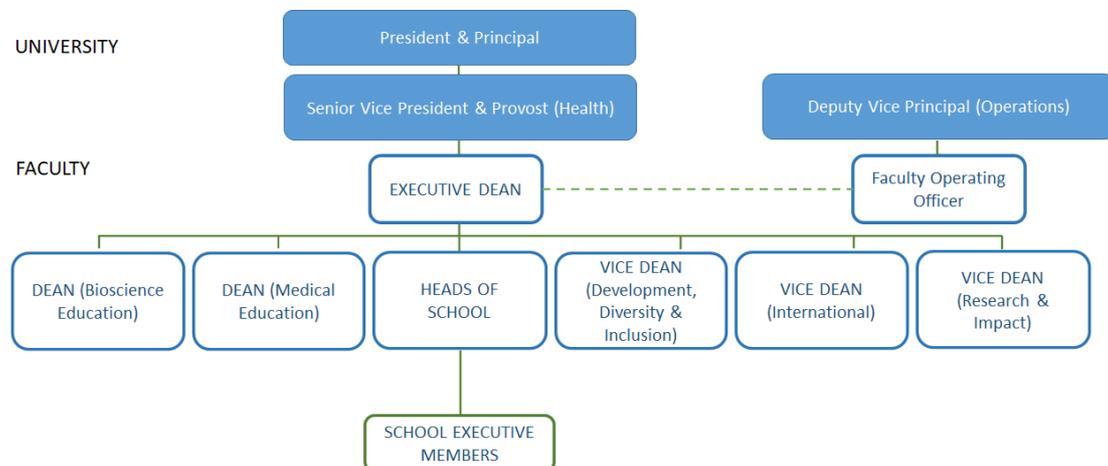
the linked NIHR Biomedical Research Centres (BRC), and outstanding infrastructure, the Faculty's research findings are able to impact directly on the clinical setting and on health outcomes for patients.

King's Health Partners is an Academic Health Sciences Centre that has twenty-two thematic Clinical Academic Groups and five Institutes that bring together academics and clinicians who are committed to ensuring faster translation and adoption of research innovation into clinical practice. Having academic staff based alongside their NHS counterparts further strengthens this dialogue between clinical and basic science, helping to accelerate the uptake of novel diagnostics, treatment and therapies.

The Faculty's research excellence is reflected by the outcomes of REF2014, with 91.8% of the Faculty submission rated 4* (world leading) or 3* (internationally excellent). The breadth of the Faculty's research is reflected by the fact it submitted returns to seven units of assessment including Clinical Medicine in which the Faculty ranked first in the UK in terms of the proportion of the overall submission that was ranked 4* or 3*. This work is only possible due to the wide range of funding that the Faculty attracts: it currently has an annual research grant income of about £100M from a range of research council, charitable funding sources and research contracts, with the UK Government's core support for research being in the region of £27M per annum.

The Faculty's research and education is built on a platform of partnerships across King's College London, across London (including the Francis Crick Institute and London Advanced Therapies), nationally and internationally. In 2016, King's College London became a founding academic partner alongside UCL and Imperial College in the Francis Crick Institute, London. In addition to joint academic appointments between King's and the Crick, the partnership funds a vibrant PhD studentship programme and opportunities for mid-career academics to be seconded to the Crick for a fixed period. This research partnership has created productive collaborations, as demonstrated by King's rapid response to the COVID-19 pandemic.

Faculty Leadership



Medical Education Programmes

The General Medical Council (GMC)-accredited MBBS programme curriculum was significantly revised in 2015-16 with the new curriculum being fully embedded since 2020. There are currently over 2,000 students enrolled on the programmes. The current curriculum draws on the best evidence available to support student learning, with the curriculum designed to prepare graduates to make an impact on patient care and global health. To train the medical leaders of the future, the curriculum is distinctive in its ambition and approach, with students being given access to clinical experiences early in their training, initially in the context of simulation centres of learning. Through the design of the curriculum, King's aspires to produce graduates who are critical scientific thinkers, champions for mental health and leaders in service quality improvement, able to address healthcare challenges at the local and global scale.

Since the introduction of the MBBS 2020 curriculum, student satisfaction has improved year-on-year in each of the categories defined in the National Student Survey, with an increase of over 20% improvement in overall satisfaction in 2020 when compared with 2018.

The delivery of the programme draws on the expertise of staff from across the Faculty's seven Schools, the Institute of Psychiatry, Psychology & Neuroscience and the King's Health Partner Trusts. Clinical placements are hosted by these NHS Foundation Trusts – Guy's & St Thomas', King's College Hospital and South London & Maudsley NHS Foundation Trusts, along with other NHS Trusts and GP practices across the south-east of England. Students are given the opportunity to undertake intercalated BSc programmes and electives, including opportunities to do these with international partners.

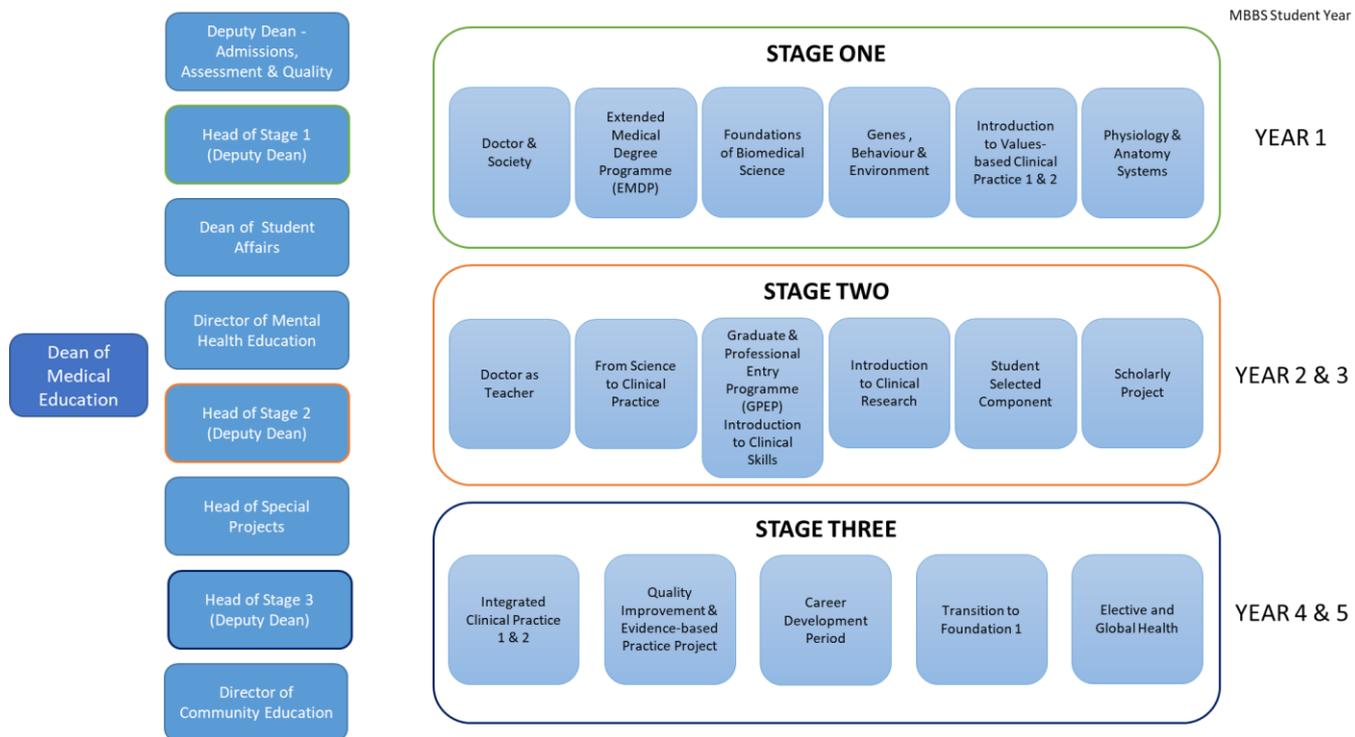
The students and contributing staff make up the GKT School of Medical Education – with GKT referring to Guy's, King's College Hospital and St Thomas' Hospitals. The school brings together a number of previously independent medical schools, including the United Medical and Dental Schools of Guy's and St Thomas' Hospitals. Albeit King's College London was established in 1839 as part of the University of London, the GKT School of Medical Education can trace its origins back to 1561 and the first recorded medical instruction at St Thomas' Hospital.

In addition to the 'standard' MBBS programme, there are three tailored programmes:

- **Extended Medical Training Programme (EMDP)** – an extended programme, which celebrates its 20th anniversary in 2021/22, for students who are studying A levels or Access to Medicine at a non-selective stage school or who are participants of Realising Opportunities across England. The programme provides students with additional support in the first two years;
- **Graduate & Professional Entry Programme;**

- **MaxFax Entry Programme** – MBBS for dentists wanting to pursue a career in oral and maxillofacial surgery.

Medical Education Structure



Operational support for the delivery of the medical programmes from student enrolment to graduation is provided by the Faculty Education Services, which manages all aspects of student support, providing materials, managing the assessments and examination processes, the student record system and student progression, along with ensuring course quality is in line with the university's academic regulations and the GMC accreditation. Learning is supported by the online campus (KEATS), where students can access lecture notes and recordings, book appointments and select modules, and by the clinical simulation centre. The latter provides state-of-the-art practical training opportunities in hospital and community care settings, including team-based practice. In addition, King's College London has the UK's largest pathology museum, the Gordon Museum, which students use as a learning resource.

Dean of Medical Education

The role and key responsibilities

The post holder will:

Leadership

- Provide strategic leadership and direction, and lead the implementation of a coherent strategic vision, for undergraduate medical education;
- Lead the GKT School of Medical Education across the Faculty of Life Sciences & Medicine and the Institute of Psychiatry, Psychology and Neuroscience, and partner Trusts, setting clear standards and expectations while fostering a culture of innovation and enhancement;
- Ensure that the academic and pastoral needs of the students are at the heart of undergraduate medical education, engaging with the students directly and involving them in the improvement of the medical education programmes and their delivery, in line with the student voice strategy;
- Determine the content of the medical programmes so they remain attractive and stimulating for prospective and current students;
- Foster and deliver an interdisciplinary culture within the GKT School of Medical Education, the Faculty and wider University;
- Develop and foster an environment which embraces medical education scholarship by encouraging teaching staff to be innovative, evaluate educational interventions and engage in research that will benefit students and the curriculum;
- Build and develop strong teams of excellent educationalists to fit within King's dual ethos of teaching and research, raising the profile of education scholarship;
- Deputise for the Executive Dean at events, meetings and committees as required;
- Contribute to the wider leadership of King's;
- Put in place succession plans for changes to staff/colleagues who deliver the medical education programmes;
- Attend the College Education Committee and Faculty Executive Board, and chair the GSK School of Medical Education Committee.

Management

- Oversee the effective and efficient management of the GKT School of Medical Education's operating budget, working closely with the Centre for Education Manager;
- Oversee budgetary control of the strategic medical education funds for the benefit of the students;
- Manage the senior leads of the medical education programmes;
- Create a supportive environment for teaching, encouraging dialogue on educational developments and practice, and ensuring staff are recognised for their contributions and excellence in education;
- Establish an expectation of continued professional development for all staff delivering the medical education programmes, and a culture of supported improvement;
- Work across the Health Faculties to balance the weighting of teaching and research in terms of resourcing, actively engaging with decisions around new academic appointments to strengthen expertise for the medical education programmes;
- Work collaboratively with the Faculty Education Manager and Student Experience Manager to ensure excellent delivery of the medical education programmes and support for students;
- Encourage the internationalisation of the medical education programme curricula;
- Identify and facilitate opportunities for students to access modules across King's, enriching the student learning experience and fostering an interdisciplinary culture;
- Manage risk and compliance with King's regulations, statutes and codes of practice.

External Partnerships

- Lead and oversee the University's interactions with King's Health Partner Trusts and other NHS Trusts regarding the delivery of undergraduate medical education;
- Work collegially with the relevant NHS Trusts and Faculty Education Services to ensure that education is effectively delivered and quality assured;
- Provide strategic leadership for all initiatives that expand undergraduate medical education through external partnerships, agreeing the resource and reputational implications of these.

Educational Scholarship

- Maintain an understanding of the latest developments in education practice, and apply these to the Faculty's medical education programmes;
- Contribute and support the work of the Faculty's Centre for Education in creating a culture of innovation, encouraging staff and colleagues who deliver the medical education programmes to engage in educational scholarship, and innovations in evaluation of programme delivery.
- Grow pedagogical research to enhance teaching and assessment methods, the student experience and curricula;
- Develop staff confidence and skills in teaching;
- Work with the Vice Dean (Research & Impact) and the Dean of Bioscience Education to promote the integration of research and education, translating research findings into learning opportunities for students;
- Raise the profile of educational scholarship across the Health Faculties.

Quality Management

- Lead university quality management processes for medical education and as a peer for other King's education programmes;
- Design and implement changes to practice and provision in response to quality management findings;
- Act as the lead contact for the General Medical Council in relation to the medical education programmes;
- Lead the Faculty's medical education response to TEF, student surveys and programmatic reviews.

Contract

The appointment to the Dean of Medical Education is an academic contract. Where the post-holder is research-active, the contract will be both education and research; otherwise, the post will be on the Academic Education Pathway. The Deanship is for 5 years (renewable). The successful applicant will simultaneously be offered an appropriate continuing appointment in his or her discipline, with the ability to retain that position at the conclusion of the Deanship.

Person specification

The Dean of Medical Education will demonstrate excellent leadership qualities, both strategic and practical, with a can-do attitude and strong management capabilities. This is an opportunity for an experienced leader to direct a vision for medical education at King's College London that will impact upon the doctors of tomorrow.

Candidates must have strong communication skills, demonstrable authority, an influential personality, enthusiasm for training and developing doctors, a commitment to clinical and professional development, and a clear understanding of diversity, inclusion and equal opportunities, especially in the context of medical education.

Knowledge and Experience

- An excellent academic and clinical record with an international and/or national profile;
- Experience of leading a broad range of services and activities working across academia and professional services and between academia and the NHS, and resolving complex issues linked to partnership working;
- Demonstrably successful leadership and management experience at a senior level in a large complex organisation, including strategic planning and projects; the management of change and risk; and the management of large budgets and business plans;
- An understanding of the UK higher education environment, including policy, funding, recruitment, research assessment and quality issues;
- An outstanding teacher with extensive knowledge and practical experience of learning and teaching endeavours, approaches, practices and experience in higher education, with a focus on student experience;
- Experience of innovating in teaching and curriculum design, along with knowledge of innovative educational scholarship and practice;
- Strong track record of student engagement and personal involvement in medical student-facing activities;
- A successful track record of driving excellent performance across a range of learning, teaching, scholarship and leadership activities within a varied academic environment;
- Extensive experience of engaging and supporting undergraduate medical students to enable them to achieve their potential;
- Ideally (desirable but not essential) a strong record of research funding and publication in a medical discipline, or pedagogy.

Skills and competencies

- Proven ability to provide strong academic leadership and vision, to enthuse and inspire, promoting excellence in learning and teaching, and creating an environment in which these can flourish;
- An inspirational and engaging written and oral communicator with an ability to engage and enthuse others;
- Strong influencing skills and the ability to communicate across discipline boundaries;
- The ability to work collegially to resolve problems and implement change successfully;
- Evidence of a visible, inspiring and inclusive leadership style;
- The ability to develop and maintain strong networks both within and outside of the University with a wide range of stakeholders, including students;
- Ability to be both strategic and highly operational, as required.

Personal Attributes

- Open, collaborative, inclusive, approachable and reliable with a drive to deliver;
- Excellent and engaging written and oral communication skills, including speech writing/delivery. Ability to tailor communications to varied audiences, including staff, students and external stakeholders;
- A proven record of energetic and creative working to influence and drive innovation;
- Commitment to the long-term development of pedagogical research and its practical application;
- A commitment to equality, diversity and inclusion including widening participation.

How to Apply

King's College London has retained an executive search partner, Minerva, to advise on this appointment. For an initial conversation about the role please contact kcl@minervasearch.com.

To apply, please send a full curriculum vitae and a covering letter outlining how you meet the job description and person specification to kcl@minervasearch.com.

Contact

Minerva can be contacted as follows:

Consultant

Kerry Shepherd

kerry@minervasearch.com

Assistant

Natalie Chapman

natalie@minervasearch.com