

## **RCPATH Consulting Advisor**

### **Role Description**

<b>Responsible to:</b>	RCPATH Consulting Clinical Lead
<b>Accountable to:</b>	RCPATH Trading Directors
<b>Term of office:</b>	Three years from the date of appointment, renewable upon mutual agreement
<b>Commitment:</b>	Ad-hoc – will be dependent on assignments

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### **Introduction**

The Royal College of Pathologists is a professional membership organisation dedicated to the advancement of the science and practice of pathology. There are currently approximately 12,000 members, all of whom are pathologists and scientists based in hospitals, universities and laboratories in the UK and overseas. The College's main tasks are to set and maintain training standards for doctors and scientists, to advise on the appointment of consultants, to ensure the membership is kept up to date with current practice through the continuing professional development scheme, and to promote the latest developments in pathology by holding scientific meetings. The College's mission is to promote excellence in the practice of pathology and to be responsible for maintaining standards through training, assessments, examinations and professional development.

We are committed to increasing diversity and inclusion within our organisation, as well as using our voice and platform to help make pathology as a profession more inclusive. This means reflecting critically on issues of diversity and inclusion within all that we do, identifying and taking appropriate actions to reduce inequality, and welcoming challenge.

We welcome applications from anyone regardless of their disability, ethnicity, heritage, gender, sexuality, religion or socio-economic background.

### **RCPATH Trading Limited**

RCPATH Trading Limited is a wholly owned subsidiary of the College and provides a range of consultancy services as RCPATH Consulting (RCPC) under 4 main headings

#### **1. Advice on the provision of pathology services.**

*RCPATH Consulting* may provide advice where an authoritative independent view is required on the provision of a high-quality pathology service. Services offered include assistance with the objective measurement of end-to-end quality of the laboratory service and prioritisation of improvement projects. The purpose of *RCPATH Consulting* involvement is to clarify concerns about current and future service quality and efficiency, and to help local managers and pathologists effectively to address and resolve difficulties, as well as sign-posting existing guidance and methods of quality assurance.

#### **2. Advice on the commissioning or tendering of pathology services.**

*RCPath Consulting* provides advice on pathology commissioning and / or tendering in situations where it is helpful to have an authoritative view which is independent from local providers and others with a vested interest. The purpose of *RCPath Consulting* involvement is to help local commissioners, managers and pathologists to specify effectively an efficient, high-quality service.

### **3. Advice on reconfiguration of pathology services.**

Where plans for the provision of pathology services involve reconfiguration across more than one Trust an authoritative independent view on the impact of proposed changes on the quality and efficiency of pathology provision may be helpful. The purpose of *RCPath Consulting* involvement is to provide input which is independent of all local providers and will help to ensure the quality of services is maintained or improved for all users, while providing the most cost-effective services.

### **4. Advice as part of an option appraisal process.**

*RCPath Consulting* provides independent input to an option appraisal process when pathology plans are assessed, options considered and prioritised and decisions taken. In these circumstances, where one-off independent input is required, no report will be prepared.

### **Purpose of the role**

In order to provide the consultancy services outlined above, panel of preferred Pathology Advisors has been established. *RCPath Consulting* will only recommend Advisors who are senior Fellows of The College or IBMS and who have considerable experience of the issues involved in management in pathology.

Advisors will be appointed by the RCPC Clinical Lead who will consider whether input from an individual or a team may be appropriate.

Once appointed Advisors will liaise directly with the client to undertake the review as per the agreed scope of work. This may be remotely or on site at the Client's base of operations depending on the type and complexity of the review required. Once the review is complete, the Advisors will compile a final report of findings and recommendations, which is quality assured by the RCPC Clinical Lead before being sent to the client.

Unless otherwise requested or agreed, Advisors will be recommended who do not work in the same geographical region as the requestor.

## RCPath Consulting Advisor person specification

Column 1 indicates is the requirement is relevant to:

RCPath Fellow (R)  
IBMS Fellow (I)  
Or both (B)

Relevance	Requirements	Essential (E)
<b>R</b>	Fellow of the College for seven years or more	E
<b>I</b>	Fellow of the IBMS for five years or more	E
<b>B</b>	In active practice or within five years after retirement from active practice	E
<b>R</b>	If in active practice, participating in a CPD scheme	E
<b>I</b>	If in active practice, Be registered with HPC and participating in a CPD scheme	E
<b>B</b>	Broad overview of all pathology disciplines	E
<b>R</b>	Previous experience of clinical management, i.e. management of a clinical service as clinical lead, clinical director or divisional director, or management within a pathology network, cancer network, deanery, research team, specialist society or the College	E
<b>I</b>	Current/previous experience of laboratory management, i.e. management of a clinical pathology service at a minimum of Level 8 or equivalent on the NHS Career Framework	E
<b>B</b>	Interest/experience in developing and achieving measures of quality in pathology services	E
<b>B</b>	Interest/experience in commissioning of pathology services	E
<b>B</b>	Interest/experience in reconfiguration of pathology services	E
<b>B</b>	Ability to communicate effectively with managers, commissioners and pathology professionals	E
<b>B</b>	Good knowledge of and ability to use spoken and written English	E
<b>B</b>	Ability to present effectively to an audience using a variety of methods and to respond to questions and queries	E
<b>B</b>	Good presentation skills	E
<b>B</b>	Ability to develop effective working relationships on an individual basis	E
<b>B</b>	Flexible attitude	E
<b>B</b>	Ability to take responsibility and show evidence of leadership	E
<b>B</b>	Awareness of personal limitations	E
<b>B</b>	Experience of working as part of a team	E