

Job Title:	Medical & Scientific Director
Grade:	Clinician Consultant
Department:	Medical
Reports to:	Chief Executive
Location:	National Blood Centre, James's Street, Dublin 8
Annual Leave:	30 days
Hours of Work:	PICOC Contract 37 hours per week

Purpose of Role:

The Medical and Scientific Director (M&SD) is central to the effective delivery of a safe and sustainable blood supply to the patients of Ireland. This is a demanding executive leadership post, requiring exceptional clinical and technical knowledge as well as proven leadership, management and communication skills. The M&SD leads the medical and scientific staff to deliver the IBTS mission and vision and has line responsibility for all consultant medical staff and senior scientific staff. They will be expected to be a strong, resilient, independent and trusted leader for the IBTS and will be responsible for designing, leading and delivering an innovative program of clinical improvements, research and transformation.

DIMENSIONS:

The Medical & Scientific Director, accountable to the Chief Executive, shares responsibility for the quality of services provided by IBTS and for both strategic direction and the financial well-being of the organisation. This will include a central role in driving forward a culture of change, innovation and service transformation. The role is also fundamental to advising, leading and working at a national and international level with key stakeholders and professional and academic networks and committees.

The world of transfusion medicine requires the implementation of best practice research and development and innovative programmes in areas such as infectious diseases, component development, transplantation immunology, unrelated bone marrow register, immunohaematology, clinical transfusion practice, haemovigilance, cellular therapies and bioengineering.

The M&SD will need to have a significant academic profile and have strong leadership qualities in medical and scientific research and teaching. They will be expected to;

- Play a leadership role in relevant translational research and development in a range of programmes.
- Be involved in the implementation of medical and scientific advances and developing enhanced healthcare business services and processes.
- To participate in undergraduate and postgraduate teaching.

IBTS DUTIES AND RESPONSIBILITIES

Leadership Role

- The M&SD provides leadership for the clinical and scientific staff within IBTS, setting an example of integrity, commitment, and openness and demonstrating a determination to place patients and donors at the centre of IBTS's work.
- Be a visible leader of people within the organisation and seek at all times to make IBTS a great place to work.
- Advocate for IBTS's work with external stakeholders, building strong partnerships and collaborating with the wider healthcare community.
- Lead the communication process for the dissemination of clinical & scientific information throughout the organisation.
- Lead and represent the IBTS at national and international fora.

Medical Clinical Policy and Advisory role

- Advise the Chief Executive and the IBTS Board on all aspects of medical, scientific, research and technical policy and practice at the Irish Blood Transfusion Service.
- Advise the EMT and the Board on changes and innovations in clinical and scientific practice or policy in relation to Transfusion Medicine that may have implications for IBTS.
- Advise the Board on medical workforce development, providing the interface with the appropriate training bodies and other health training providers, and to anticipate the requirements and impact of national policy developments.
- Ensure that the IBTS Clinical Governance framework informs the organisation on good practice and procedure.
- Lead the development and implementation of all medical and scientific policy in the Irish Blood Transfusion Service.

- Have medical and management responsibility for specific areas of transfusion medicine. (Including but not limited to; Donor Care (Virology), Donor Selection, Microbiology, Red Cell Immunology & Donor Testing, Bone Marrow Registry, Haemovigilance, HLA testing & Tissue Typing, Molecular Genetics Testing, Tissue & oversight of Component production).

Medical and Scientific Clinical Management role

- To lead the medical and scientific function in the Irish Blood Transfusion Service.
- To provide support and guidance in relation to maintaining the supply of blood and blood products.
- To provide professional direction, supervision and mentorship to the medical consultants in each operating area.
- To manage and support the team of consultants within the Irish Blood Transfusion Service in a manner that fosters collaboration and optimal delivery of services.
- In conjunction with the Human Resources Department, lead the implementation of the IBTS Medical Model of Care.
- In conjunction with the Human Resources Department, and relevant specialist agencies, develop continuing medical education for consultants and other required training for Specialist Medical Officers, registrars and medical officers.
- To participate in Continuing Professional Development and to ensure appropriate systems of Appraisal and CPD are in place for all medical and scientific staff. To manage clinical performance in line with national guidance, working in conjunction with the Director of Human Resources and external bodies such as the Medical Council and CORU.
- Organise and chair national consultants meetings and clinical governance meetings.
- To be or to act as Responsible Person (RP) under SI 360/2005 and SI 158/2006 and/or as responsible person when required under SI 360/2005 and SI 158/2006. (The RP is currently the Director of Quality and Compliance and so the M&SD is the Deputy RP and may act in the RP role when the Q&CD is absent)

Executive Management Role

- Advise the Chief Executive and the IBTS Board on medical and scientific issues and attend meetings of the IBTS Board, relevant Board Sub Committees and other Governance meetings as required.
- To work in partnership with the Chief Executive in the organisation to meet the needs of the service in the most appropriate cost effective way possible.
- Make an effective contribution to all aspects of the Executive Management Team and Board activity.
- Play a leading role in change management initiatives and processes.
- To participate fully in the Executive Management Team and where necessary represent the collective medical and scientific opinion on specific issues.
- To work with other members of the Executive Team in shaping IBTS's response to a serious or major untoward incidents, and in providing advice to ensure that effective emergency planning procedures are in place.
- Be accountable for the appropriate management and stewardship of the Medical Department delegated budget and an annual research budget of c. €500,000.
- To deputise for the IBTS Chief Executive in their absence.

Research and Development

- To manage and support the R&D function within the IBTS, and oversee the interface with research bodies, including medical and scientific schools. The Research Committee of the Board is comprised primarily of international peers and provides appropriate oversight of this activity.
- Work with the Research & Development Committee to implement the R&D Strategy agreed with the IBTS Board that recognises the medical and scientific strength of the organisation.
- To contribute meaningfully to research on the general areas of transfusion medicine and/or blood product preparation and safety, while building the research capacity of the IBTS.

External Responsibilities

- To make an active contribution to the development of national, European Union and international health care policy in respect of transfusion medicine and science.
- Representing the IBTS with key national and international Transfusion Medicine stakeholders.

- Liaise with Department of Health and senior government officials as a representative of the IBTS on medical and scientific matters within the established governance framework.
- Play a full role in representing IBTS on medical and scientific matters in print and broadcast media.

Key Results Areas

To provide medical advice to the Chief Executive of IBTS and to operating directorates over the full range of IBTS products and services. This will involve:

- Strategy and Leadership:** provide current and authoritative advice in ensuring delivery and monitoring of IBTS approved strategy, particularly those relating to medical and scientific strategy to ensure the continued and sufficient availability of safe blood, tissues and cells within the overall resources available.
- Safety:** ensure that all aspects of clinical governance and safety pertaining to the products and services of IBTS meet the required legal, professional and ethical standards. Ensure that serious hazards of transfusion are minimised.
- Person Centred:** provide medical direction to ensure that eligible donors can donate safely and that they and their donations are treated with respect and for the benefit of patients.
- Effective:** provide medical leadership to improve evidence based transfusion medicine so that patients have access to the right treatment at the right time.
- Science and Innovation:** advise upon science and innovation to inform the maintenance and development of blood safety, operational delivery, clinical practice and research strategy. Ensure high standards of cost effective scientific output and clinical audit relevant to Transfusion, Tissues and Cells.
- Professional Standards:** to provide professional direction and supervision of senior medical and scientific staff in IBTS.
- Partnership and Collaboration:** represent IBTS nationally and internationally to ensure that IBTS is aware of developments and interacts with other blood services, to ensure that IBTS can shape, disseminate and adopt best practice policy and operations.
- Public Perception and Media Relations:** to ensure that IBTS policy position statements and actions maintain public confidence in the blood supply. Specifically representing IBTS in the public forum and with the media on medical and scientific matters.

PERSON SPECIFICATION / SELECTION CRITERIA:

Essential Criteria:

- a) The successful applicant must hold a current appointment at consultant grade in Haematology or Clinical Pathology including Haematology, in an EU member state, or if not currently employed within the EU is eligible for such an appointment by qualification and experience.
- b) The successful candidate must fulfil the requirements for enrolment in the Irish Specialist Register. Specialist Diploma in Transfusion medicine or an equivalent qualification is required to be held.
- c) Have at least ten years satisfactory experience (after becoming entitled to full registration) in the practice of the medical profession, including not less than eight years satisfactory experience in haematology or in blood transfusion medicine.
- d) Hold MB BCh or equivalent, FRCPath or equivalent
- e) Have significant relevant practical management experience, (e.g. working as a Clinical Director, or a Head of Department).
- f) Have a proven track record in research and development, including securing research funding, and publication.
- g) Have had significant input into strategy and policy making at organisational level.

Key Working Relationships

- Chief Executive (Line Reporting)
- IBTS Board
- Executive Management Team
- IBTS Clinical Governance Group
- Consultant colleagues and medical staff
- Scientific staff
- Support functions staff
- Department of Health

- Health Products Regulatory Agency

Key Competencies

- Leadership and decision making
- Negotiation and influencing
- Strategic thinking
- Change management
- Achievement oriented
- People and performance management skills
- Planning/organising and work management
- Analysis / problem solving

Legislative Requirements:

The post holder will be required to operate in accordance with, but not limited to, the following legislative requirements:

- ~ SI 360 /2005 - European Communities (Quality and Safety of Human Blood and Blood Components) Regulations 2005 (and its associated SI's)
- ~ SI 158 /2006 – European Communities (Quality and Safety of Human Tissues and Cells) Regulations 2006 (and its associated SI's)