

Position description

Research Director Chang Gung Memorial Hospital Research Centre for Medical Education.

Position description and information package

Context of the organisation

The Chang Gung medical foundation is an organisation in Taiwan, established by chairman Yung-Ching Wang in 1976 in honour of his father Chang-Gung Wang.

The first two hospitals of this organisation were the Chang-Gung Memorial hospitals in Taipei and Linkou, but currently the organisation has 8 hospitals with a total of over 10,000 beds, 2 nursing homes and a cultural village in Taiwan and one hospital in mainland China.

The vision of the founder and the organisation are to provide high-quality healthcare to the population of Taiwan. It was recognised that for this to be achieved the establishment of hospitals only without attention to high-quality training of healthcare professionals would not suffice. The establishment of expertise in the development of and research into medical education was further viewed as indispensable in the attainment of the founder's and thus the organisation's vision.

In this context the Chang Gung memorial hospital organisation is seeking to appoint a scientific director for the newly established research centre for medical education.

Research context

The research context for medical education is highly translational. This implies that the origins for the research projects will lie in issues identified in the clinical education arena, which are then theorised, leading to fundamental research and eventually to redesign of educational practice.

The organisational and geographical positioning of the Chang Gung Memorial Hospital Centre for Medical Education Research will provide unique opportunities for research projects that will make a significant contribution to the existing literature. First, because the researchers are almost all practising clinicians with a dedication to medical education research and, second, because the view is to produce research that is more strongly based on Oriental philosophies of learning but with the incorporation of the knowledge and expertise on learning gained in the Western research literature. As such it will seek to purely complement the existing medical education literature with unique new viewpoints.

The Research Director will be placed in Linkou, north of Taipei.

The incumbent will be responsible for the following activities

- 1 Further develop and adapt the Centre's strategy and strategic plan.**
A strategic plan has been developed for the Centre, describing the vision, mission and strategic activities of the Centre during the initial period. The incumbent will be expected to review and update this plan regularly to ensure continuing alignment with Chang Gung organisation's vision and to react to developments in Taiwan and in the international field of medical education. The incumbent will work closely with the Centre's strategic scientific advisor on strategic matters.
- 2 Develop a plan for further expansion of research centres across the organisation.**
The Research Centre in Linkou will be the first to be established and if successful will be the first step in the establishment of multiple centres within the organisation. The strategic plan for this development will incorporate strategies to ensure sufficient overlap between the centres to enable collaborations and sufficiently variety in emphasis to avoid competition. The incumbent will work closely with the Centre's strategic scientific advisor on this matter.
- 3 Provide strong academic leadership and support to the School (of which you will be a member) and the community through excellence in research.**
The incumbent is expected to be conducting their own research projects and thus to lead by example. This way, the incumbent will also ensure that his or her knowledge on medical education research, on the current discourses in the literature and the characteristics of medical education scientific journals is kept up-to-date and credible.
- 4 Provide leadership in developing expertise in medical education research in the organisation**
The incumbent will provide guidance to researchers in their early stages of research. He or she will foster collaboration with medical education researchers in Taiwan and internationally. The incumbent will further be responsible for the development of an infrastructure to develop expertise of the researchers of in the Centre quickly. She or he will develop strategies for supervision and peer feedback aligned with the culture of Taiwan and the organisation, with a focus on developing a critical mass of senior supervisory capacity quickly.
- 5 Play a key role in attracting external funding and fellowships.**
The incumbent Research Director will play a major role in developing the Centre up to become a competitive group in attracting educational development and/or research grants. She or he will develop the organisational knowledge and infrastructure to support the researchers in attracting such grants, for example by facilitating research development support staff.
- 6 Stimulate visibility and foster collaborations, both national and international, with relevant other researchers and research groups**
The Research Director will play a significant role in establishing collaborative networks between the Chang Gung Memorial Hospital Research Centre for Medical Education and other groups in the world. This might entail bringing the Centre's researchers as one visible

group to international conferences and introducing them to other organisations, but also to contribute to the further development locally organised annual international conference.

7 Lead standard scientific activities in the Centre

The incumbent will take the lead in organising and/or running of standard research centre activities, such as:

- journal clubs
- internal presentations, research meetings
- biannual internal conferences
- grand round-type presentations for external stakeholders

8 Establish a research relationship with Chang Gung Medical School

The Research Centre is located within the hospital and its research will therefore be strongly focussed on the clinical phase of medical education both in the undergraduate and the postgraduate arena. A good connection with medical education development and research activities deployed at the Chang Gung *Medical School* is needed to ensure a smooth nexus between the activities in both organisations, to optimise synergy and avoid duplication of research efforts.

9 Contribute at a national and international level to research and consultancy in your area of expertise.

The incumbent will endeavour to be involved in external consulting activities to ensure that the developed expertise will be distributed through additional pathways than solely by scientific publication. She or he will also play a leading role in facilitating each researcher in developing their own consulting portfolio.

11 Lead an information management infrastructure to ensure that centre's performance is visible and manageable by leading the design of internal database and information system on:

- publications and grants
- conference attendance and invited presentations
- the tracking of future Master and PhD students.

In addition he or she will enable the development of a communication strategy for the Centre, by:

- organising the production of annual reports
- organising the production of up-to-date info for the Centre's website.
- organising the Centre's communications (with the support of PR manager).

12 Any other activities as directed by the directors of the organisation

Any activity not foreseen in this position description if in alignment with a professorial appointment.

Applicants are expected to meet the following essential and desirable criteria.

Essential criteria

- 1 *Research master or PhD in health professions education*
- 2 *Health professional background*

- 3 *Track record in publishing*
- 4 *Track record in attracting funding*
- 5 *Experience in managing education research or educational development*
- 6 *Excellent leadership skills*
- 7 *Experience in intercultural communication*
- 8 *Broad international network*

Desirable criteria

- 1 *Basic understanding of statistics.*
- 2 *Experience with statistical software.*
- 3 *Good collaborative skills*

Remuneration and package

<i>Classification:</i>	Associate professor/full professor (depending on prior employment and experience)
<i>Salary Range:</i>	a hugely competitive salary package will be offered including a generous employer contribution towards a pension/superannuation plan.
<i>Employment Type:</i>	Negotiable fixed-term or on-going full time employment
	<i>Probation:</i> 1 year probationary period
<i>Supervisor:</i>	Chief administrative officer Chang Gung Memorial Hospital