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Description automatically generated**Health and Social Care Professional (HSCP)** **National Fellowship in Simulation**

**Deadline** for submission of applications to the National Simulation Office

24th of March 2025 @ 17:00

**Introduction**

The vision of the National Simulation Office (NSO) is for the transformation of healthcare through simulation, empowering all healthcare providers to deliver improved care that is safe, effective and patient centred, and meets the evolving needs of our healthcare services.

The NSO’s mission is to embed valued and sustainable high-quality simulation activities in healthcare organisations that support the development of competence in the individual, high performance in the inter-professional team and an organisational culture of patient safety and quality improvement.

The establishment of the NSO follows on from the recommendations made in the document entitled ‘the Implementation of Simulation on Clinical Sites: A National Strategic Guide, launched by Minister for Health in March 2022. This report outlined the development of sustainable high-quality interprofessional simulation activities to support improved healthcare delivery. The NSO plays a crucial role in promoting collaboration and knowledge exchange among healthcare professionals and academics who are using simulation regionally in healthcare institutions and simulation centres. By developing a community of practice, the NSO serves as a platform for sharing knowledge, guidance and best practices. The NSO prioritises faculty development and simulation education.

**Fellowship role**

The NSO is now opening applications for the appointment of a one-year National Health and Social Care Professional (HSCP) Simulation Fellow. The purpose of the National Simulation Fellowship is to give a HSCP the professional development opportunity to shape the rollout of the National Simulation Strategy and priority goals and simulation regionally.

This role is open to HSE funded staff from any of the 26 HSCP represented by the HSE National HSCP Office, who have a passion for simulation, and will lead simulation initiatives during a one-year fellowship. The Fellow will play a key part in supporting ideas, design, innovation, collaboration and initial implementation of simulation initiatives led by frontline staff. They will work in partnership with the NSO fellows from other professions and may collaborate with the Spark Fellows for knowledge sharing.

# The Award

The successful candidate will be awarded a HSCP National Simulation Fellowship and will receive a salary equivalent to their current rate of remuneration for the duration of the one-year Fellowship. In addition, funding for a postgraduate programme may be provided during the year of the Fellowship (The course must be agreed in advance with the National Clinical Lead for Simulation and the HSCP Office, be related to simulation and completed during the year). The recipient of the Fellowship will be required to sign an Award Agreement with the HSE.

# 2024-2025 National HSCP Fellow in Simulation

The HSE is now inviting applications for a HSCP National Simulation Fellowship 2025-2026. The Simulation Fellowship presents an exciting opportunity for a HSCP to develop their simulation and leadership skills. This Fellowship is funded by the National HSCP Office. There is also a post-graduate programme opportunity available for the Fellow, funded by the National HSCP Office.

This Fellowship is inter-professional in nature, and the Fellow will work in collaboration with the HSCP Office, NDTP, ONMSD, and any other stakeholders.

The Fellowship can be a full time or part time commitment for a one-year period. This would allow the Fellow to remain in clinical practice or pursue other interests if desired. Upon completion of the one-year fellowship, the HSCP fellow can reapply for a second term. Two years is the maximum length of time for a fellowship. The NSO is open to the Fellow working from home or other locations with a number of days in the National Simulation Office as required. Access to appropriate transport to fulfil the requirements of the role will be required as the role may involve travel.

If the Simulation Fellow is enrolling in a relevant postgraduate programme the specific course will be agreed with the successful applicant. Time required to undertake the postgraduate programme and associated research will also be agreed with the successful applicant.

# Remit of the National Simulation Fellow

The remit of the Fellow will include:

1. **Leading and developing initiatives as part of the strategic direction of the National Simulation Office:**

The National Simulation Office promotes a wide range of initiatives designed to support and encourage simulation amongst Health and Social Care Professionals, Nurses and Midwives, NCHDs and other healthcare staff**.** Simulation Fellows will be expected to lead the programme and further shape it over the year in the role.

1. **Main Duties**

* Develop a vision for the one-year fellowship and promote interdisciplinary team working.
* Lead and continue to develop the NSO projects and activities in collaboration with the NDTP, ONMSD leads, the National Lead NCHD, healthcare providers including HSCPs colleagues, NCHDs, Nursing and Midwifery, hospital community and ambulance services and other relevant stakeholders.
* Liaise on a regular basis with the NHSCPO to ensure cross body alignment.
* Act as a resource for healthcare providers to help drive simulation innovation, change and collaboration in the health services.
* Develop and lead simulation initiatives to support innovation and collaboration within the HSE.
* Encourage engagement with the NSO via site visits to hospitals/services and attendance at training days and conferences.
* Develop a series of Key Performance Indicators (KPIs) against which to measure the impact of the role on projects.
* Assist with scaling up and/or transferring successful initiatives and projects that have been undertaken in one clinical site to other sites.
* Prepare reports, articles and or updates for a variety of purposes including the NSO Updates, HSCP website blogs, Health Matters, Lead NCHD Newsletter, Annual Reports, HR updates, media press releases, social media, etc.
* Communicate with healthcare colleagues via various platforms e.g. social media, twitter, email, website etc.
* Join numerous committees/working groups (these will be discussed and agreed with the Fellow).
* Undertake further duties as required.

1. **Other Duties**

The National Simulation Fellow will be expected to encourage and support planned and unplanned innovation in simulation-based education whilst developing novel approaches to support simulation activities. Indicative examples of what could involve include:

* Developing initiatives/mechanisms to support simulation at clinical sites
* Cultivating and developing relationships internal and external to the HSE. Examples include the National Simulation Lead, the HSCP Office, the National Lead NCHD /NDTP Fellow, E Health Ireland and the Office of the Clinical Information Office, the National Clinical Leadership Centre for Nursing and Midwifery, the Trainee Committee of the Forum of Postgraduate Training Bodies and the higher education institutions.
* Shaping simulation events for healthcare staff.
* Creating, disseminating, and assessing applications for funding and support.
* Overseeing elements of the National Simulation Programme budget under the supervision of the National Clinical Lead for Simulation/ HSE Business Manager.
* Developing opportunities for shared learning across various sites and assisting with transferring successful initiatives that have been undertaken in one clinical site to other sites.

**At interview, applicants will be expected to discuss a simulation project that they will implement in their hospital, their strategy for the year in terms of communication and engagement, new ideas for HSCP simulation and a brief outline of their goals / targets for the year.**

# Competencies

**Professional Knowledge and Experience**

Demonstrate

* Familiarity with and a demonstrable track record in simulation
* An understanding of the breadth of different HSCP professions
* Knowledge of relevant HSE Strategic Policy – i.e. HSCP Deliver – A Strategic Framework for Health and Social Care Professions 2021 – 2026, HSE National Framework for Simulation, and Implementation of Simulation on Clinical Sites – A Strategic Guide (2021).
* Knowledge of Irish Health Service structures, integration and reconfiguration
* Excellent ICT skills

# Planning, Organising and Delivery of Results

Demonstrate

* Excellent organisational and time management skills to meet objectives within agreed timeframes and achieve high quality results
* Evidence of effective planning and organisational skills including an awareness of resource management and the importance of value for money
* The ability to improve efficiency within the working environment and to be flexible and adapt to a rapidly changing environment
* A capacity to operate successfully in a challenging operational environment while adhering to quality standards
* The ability to focus on achieving results and to be motivated and enthusiastic with a ‘can do’ attitude
* The ability to successfully manage a range of different projects and work activities concurrently
* An ability to prioritise, organise and schedule a wide variety of tasks and to manage competing demands while consistently maintaining high standards and positive working relationships

# Communication and Interpersonal Skills

Demonstrate

* Excellent oral and written communication skills including the ability to produce professional reports
* A track record of building positive working relationships with people who work in a challenging and, at times, stressful work environment
* Excellent communication and relationship building skills and the ability to achieve “buy-in” from major stakeholders
* Negotiation/influencing skills

# Leadership and Teamwork

Demonstrate

* The capacity for management responsibility and ability to take initiative
* The ability to achieve results through collaborative working
* The ability to build and maintain relationships with colleagues and other stakeholders and to achieve results through collaborative working
* The ability to work both independently and collaboratively within a dynamic team and multi stakeholder environment
* The ability to lead the team by example, coaching and supporting individuals as required.
* Flexibility, adaptability and openness to working effectively in a changing environment.

# Commitment to a High Quality Service

Demonstrate

* An ability to pay close and accurate attention to detail in personal work and to create a culture where high standards are valued and respected
* Evidence of practicing and promoting a strong focus on delivering high quality person centred services
* Commitment to developing own knowledge and expertise.

# Fellowship Contractual Arrangements

The following employment and contractual arrangements will apply to the Fellowship year:

* The Fellowship opportunity is for a one-year period (fixed term) on the Fellow’s current employment terms and conditions/salary working within the National Simulation Office team.
* Governance of the fellowship is with the National Clinical Lead for Simulation
* The Fellow reports to the National Clinical Lead for Simulation and has a professional link with the HSE National HSCP Office.
* A second term may be applied for – two years is the maximum length that a person can undertake the fellowship.
* The Frontline Clinical Innovation and National Simulation Offices are in Heuston South Quarter, Dublin 8, opposite Heuston train station. Flexibility and commitment to travel is required for programme-related site visits and programme work-stream committee meetings.

# Who Should Apply

Applicants must

* Be employed by the HSE (or HSE funded organisation including Section 38), be one of the 26 professions represented by the National HSCP Office, and registered with CORU as relevant to their profession.
* Have at least two year’s post registration clinical experience
* Be currently working in a clinical setting
* Demonstrate a successful track record in engaging and contributing positively to simulation programmes and quality improvement initiatives
* Have the requisite innovation knowledge, skills and attributes to make a contribution to the health service through the Fellowship.

# How to Apply

To apply please submit the following

* A comprehensive Curriculum Vitae clearly showing relevant achievements and experience from your career to date.
* A cover letter/personal statement (maximum 2 pages) outlining why you wish to be considered for this Fellowship and where you believe your skills and experience meet the requirements for the HSCP National Simulation Fellowship.
* Submit your application to Professor Dara Byrne, National Clinical Lead for Simulation using the following link:

<https://hse-ie.libwizard.com/f/HSCPFellowshipNSO>

* Informal inquiries via email to Ms. Stephanie Ryng at the NSO [stephanie.ryng1@hse.ie](mailto:stephanie.ryng1@hse.ie) or Ms. Fiona Melia, Office of Health and Social Care Professionals [fiona.melia@hse.ie](mailto:fiona.melia@hse.ie)

Please include

* Evidence of experience in delivering education or simulation activities
* Any evidence of experience with promoting education and/or simulation
* Formal qualification/courses related to the role  (simulation based education, clinical education, quality improvement, innovation).

# The Selection Process

The HSE will consider the applications submitted and shortlist the applications.

* Consideration will include
  + Contribution to education and/or simulation programmes.
  + Collaboration with stakeholders in the health service, including clinical colleagues and health professionals’ teams.
  + The candidate’s possession of the following knowledge, skills and attributes:
    - Professional Knowledge and Experience
    - Planning, Organising and Delivery of Results
    - Communication and Interpersonal Skills
    - Leadership and Teamwork
    - Commitment to a Quality Service
* Shortlisted applicants will be invited to attend for interview with a panel formed by the HSE.

*Failure to include information regarding these requirements may result in you not being called to the next stage of the selection process.*

The National Simulation Office will make arrangements with the employer of the successful candidate to support the organisation in enabling the individual to undertake the fellowship for the period of one-year. Upon completion of the one-year fellowship, the HSCP can reapply for a second term, however, two years is the maximum length of time that a HSCP can undertake the fellowship.