

Job description

Function: **RET Surgeon**

Reporting to: Regional Education Committee Chair

Purpose

The RET Surgeon is a member of the Regional Education Team (RET) which consists of an educator and 1–2 surgeon faculty. These teams are responsible for the faculty education program (FEP) within the regions. They are selected by the regions, trained and certified centrally.

Responsibilities:

- Plan, conduct, and adjust the regional faculty education program (FEP) in accordance with AO education framework/guidelines and regional needs
- Deliver as part of the regional education team FEP education activities, resources, and coaching/mentorship (courses, online events, one-one)
- Monitor and assess, as part of the regional education team, faculty performance and plan and conduct quality improvement training when necessary
- Provide overall assessment of the region's FEP to the Regional Education Committee and recommend program improvements as appropriate
- Organize each FEP to best meet the local requirements and needs
- Provide feedback to the Regional Education Committee and Clinical Division Education Manager on program improvements and adjustments that contribute to quality improvement of the FEP.

Requirements

- Respected expert as both surgeon and AO faculty
- Demonstrated success as an AO course chairperson
- Recommended by their Regional Education Committee
- Completed both the FEP and ELP (former CEP)
- Completed the Regional Education Team Training (RETT)

Personal profile

The following characteristics are essential to be able to fulfill the role of the RET surgeon:

Interpersonal:

- Exceptional and effective communication skills including active listening
- Ability to effectively interact with faculty and course participants
- Respect for all members of the multidisciplinary team
- Sensitivity to others
- Awareness of cultural differences
- Self-awareness as educator and surgeon and confidence in both roles
- Integrity
- Fluent language skills of the official course language

Educational:

- Ability to apply AO's 7 principles of education
- Interest in learners, the learning process, and the AO course curriculum
- Appreciation of clinical and educational ethics
- Proven teaching skills within AO and commitment to learning
- Quality driven and open-minded regarding their own teaching practice
- Ability to assess/evaluate the following teaching formats:
 - o Lectures
 - o Discussion groups (small and big)
 - o Practicals
 - o Moderation
- Ability to give structured and balanced feedback to:
 - o Lecturers
 - o Discussion group leaders
 - o Practical leaders and table instructors
 - o Moderators
 - o Course chairpersons

Clinical:

- Established surgeon and actively involved in appropriate specialty
- Ability to link clinical expertise with educational good practice
- Critical thinking
- Commitment to best clinical practice and evidence
- Experience of relevant contexts of practice including local clinical context
- Quality driven and open-minded regarding their own clinical practice
- Sensitivity to clinical barriers

Scope: regional, international

Remuneration: per diem as per separate Clinical Division guidelines

Term of office: *number of terms/years to be decided*