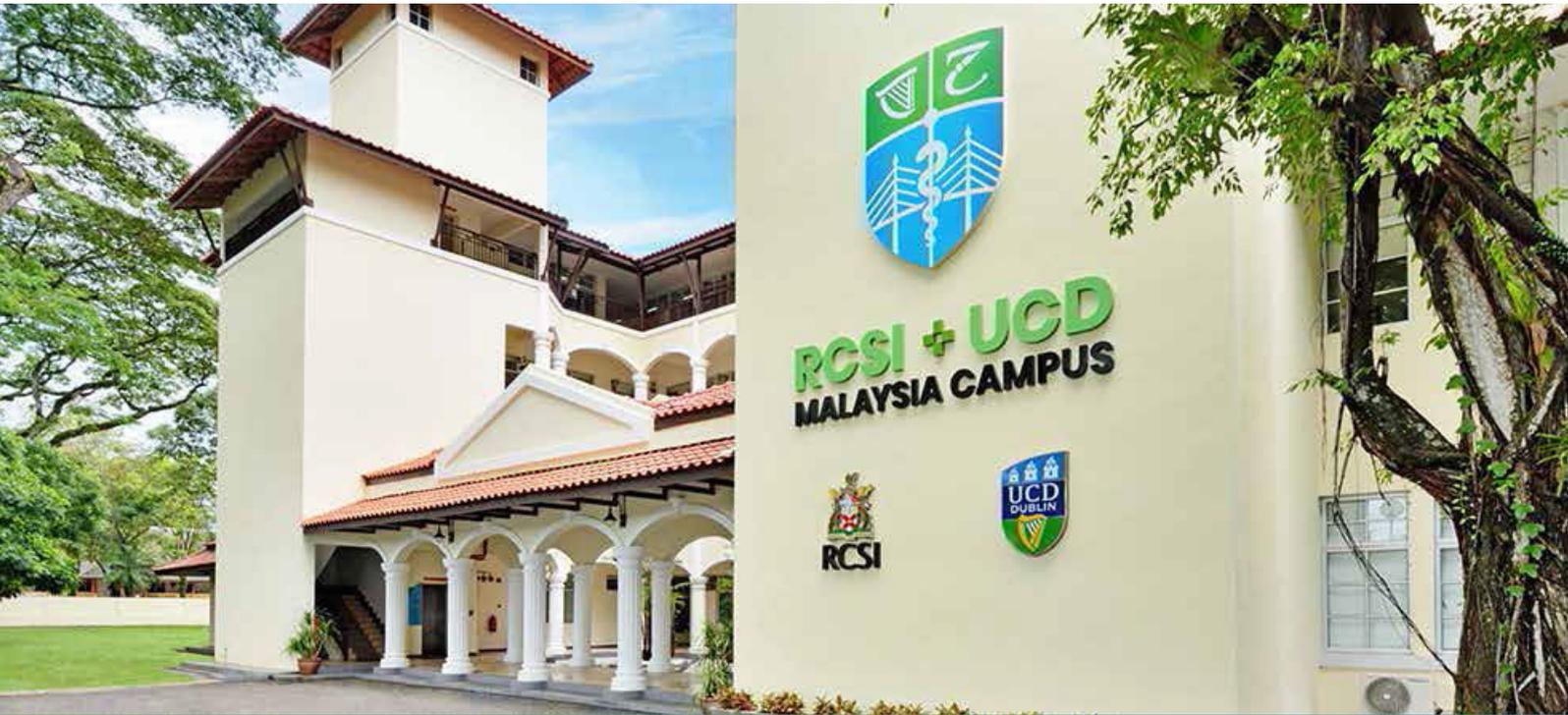




**RCSI + UCD**  
**MALAYSIA CAMPUS**  
(formerly Penang Medical College)



## Appointment of Heads of Departments (Academic) in:

- Medicine
- Family Medicine

November 2021

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## Executive summary

In its 25th year in higher education in Malaysia in 2021, RCSI & UCD Malaysia Campus (RUMC) is building on its' success and is ambitious to continue to grow the quality and breadth of its medical and health sciences education.

RUMC is jointly owned by two of Ireland's foremost institutions, University College Dublin (UCD) and the Royal College of Surgeons in Ireland (RCSI). It was established to deliver international medical education, combining the best of Irish medical education with excellent healthcare facilities in Malaysia.

Our medical students spend their early years in either RCSI or UCD in Dublin before returning to Penang to complete their clinical studies, benefitting from comprehensive science-focused education in an international setting among peers in Dublin followed by clinical training in Malaysia as the region in which many will later practice. Our graduates are awarded a National University of Ireland degree (MB BCh BAO), which is recognised across the world.

The University now seek to appoint Heads of Departments in the following departments: Medicine; Family Medicine.

The Heads of Departments play a significant leadership role in the development, delivery and continuous improvement of the undergraduate and postgraduate teaching programmes, curriculum development and research. Reporting to the Dean, this post will support the development and delivery of RUMC academic operations and strategy and enable the continued growth and development of the campus, positioning RUMC as a leading provider of medical and health related programmes in Malaysia.

The successful candidate will possess leadership ability and proven track record in undergraduate and postgraduate teaching and research.



# RCSI & UCD Malaysia Campus

## Background

Penang Medical College was established in 1996 by the Royal College of Surgeons in Ireland (RCSI) and University College Dublin (UCD), both constituents of the National University of Ireland (NUI), at the request of the then Penang State Government and the medical fraternity in Penang. The objective of this unique partnership was to deliver a quality medical education and international medical qualification for graduates from Malaysia and the surrounding region. Penang Medical College was awarded Foreign University Branch Campus status by the Malaysian Ministry of Higher Education in 2018, becoming the 10th university and only Irish university with this status in Malaysia. Its name was changed to RCSI & UCD Malaysia Campus (RUMC) at this time.

Since its inception, the undergraduate medicine course has been conducted on a joint basis between Dublin and Penang, the earlier basic sciences focused component being delivered at either UCD or RCSI and most of the clinical course being delivered in Penang, in hospitals and health centres in the State of Penang. This arrangement combines the best features of a transnational medical education (the first half in Ireland and the second in Malaysia) in an international degree with clinical education tailored to the Asian context and in a cost-efficient manner.

The first cohort of students started in 1996 and to date just under 2000 doctors have graduated. Until recently, the majority of students have been sponsored by Malaysia's State agencies. Changes in Government funding means RUMC is now diversifying its recruitment approach within Malaysia and across the region. This opportunity to internationalise, diversify, enrich and enhance our student body is aided by the combined recruitment experience and reputations of RUMC's shareholders – RCSI and UCD.

As well as affording graduates an internationally recognised education, possessing skills relevant to Malaysia, RUMC also fulfils roles as a centre for postgraduate and further education, as a significant employer of a large number of professionals in Penang, as a research centre and as a location for internal and external conferences.

Further details: [www.rcsiucd.edu.my](http://www.rcsiucd.edu.my)

# RCSI & UCD Malaysia Campus *continued*



## Vision

RUMC, in association with the Royal College of Surgeons in Ireland and University College Dublin, seeks to be a health & well-being focussed, globally recognised, education & research centre of the highest quality



## Mission

To contribute to patients and society through excellence in education, learning, and research to benefit healthcare in Malaysia and internationally.

RUMC, in association with the Royal College Surgeons in Ireland, University College Dublin and health professionals:

- Provides undergraduate education to the highest international standards in medicine and allied health sciences;
- Produces graduates capable of independent practice and of progressing to postgraduate training;
- Benefits the community and society by contributing effectively to the healthcare system of Penang and Malaysia;
- Conducts and promotes medical research

# RCSI & UCD Malaysia Campus *continued*

## Facilities

RUMC's main campus is in Jalan Sepoy Lines, George Town, Penang. It comprises the Academic Block, the Heritage Bungalow, a student services building and a library. The main four-floor Academic Block houses most of the on-site undergraduate academic facilities including a lecture theatre, seminar rooms, examination hall, IT services, two clinical skills laboratories, academic offices and a multimedia / videoconference room. The Heritage Bungalow, attached to the Academic Block, accommodates administration offices while one of two former Government bungalows has been converted into a RUMC Student Centre.

Most of the clinical teaching takes place at Penang General Hospital, Taiping General Hospital, Seberang Jaya General Hospital and Bukit Mertajam General Hospital. RUMC has a Clinical Skills Centre at Allied Health Centre of Excellence (AHCeE). Some clinical teaching also takes place in other affiliated hospitals/clinics, such as the Penang Maternity Hospital, Psychiatry Hospital Penang, government clinics, private general practice and community-based facilities.

## Programmes, accreditations and regulatory environment

RUMC's main programme is the undergraduate five-year medical programme – with the first 2.5 years undertaken in Dublin. A small number of students undertake a Foundation Year which is carried out either in Dublin or RUMC.

RUMC also delivers a Foundation in Science programme for SPM/IGCSE entrants. The majority of students from this programme progress onto undergraduate medicine with RUMC.

RUMC is currently establishing one new programme – a BSc in Health Informatics – that is due to commence in 2022.

RUMC also delivers focused postgraduate programmes – an MSc in Health Research Methods and Master of Public Health (International).

RUMC operates within the Malaysian regulatory framework and submits applications for programme approvals and statistical information to a number of regulatory and accreditation bodies. These include the Malaysian Medical Council (MMC), the Malaysian Qualifications Agency (MQA), and the Malaysian Nursing Board (MNB). The RUMC Medical Programme is also evaluated by the Irish Medical Council. RUMC's programmes and examinations are overseen by external examiners appointed by the National University of Ireland, RCSI and UCD.

As part of its contribution to Malaysian healthcare education, RUMC supports postgraduate professional activities by, for example, hosting programmes or activities on its campus. Two of its main activities relate to postgraduate surgical training and training in Family Medicine. The RCSI Surgical Training Office oversees the organisation and delivery of various RCSI examinations and courses such as the MRCSI. Further information about the RCSI Surgical Training Office can be found at [www.rcsi-star.com](http://www.rcsi-star.com). RUMC also hosts the recently established Malaysia Ireland Training Programme for Family Medicine (MInTFM). This is a Family Medicine Residency Training Programme in Malaysia leading to an award of a Certificate of Completion of Specialist Training and a membership award from the Irish College of General Practitioners (MICGP). Sponsored by the Ministry of Health Malaysia, a first cohort of 34 medical doctors commenced this four-year specialist qualification in 2019. This has since grown to an intake of over 100 trainees in 2021. Further information about the Malaysia Ireland Training Programme for Family Medicine can be found at [www.rcsiucd.edu.my/programmes/mintfm/](http://www.rcsiucd.edu.my/programmes/mintfm/)

# RCSI & UCD Malaysia Campus *continued*



RUMC is the coordinating centre for the Malaysian Cochrane Network – with specific expertise in Paediatrics and child health.

Consistent with RUMC's status as an internationally renowned medical school, there is also a strong focus on medical education, identifying factors which inform curriculum development and which improve the quality of education delivery and evaluation.

## Research

As well as delivering on its teaching and clinical commitments, RUMC is active in research, carrying out internationally recognised work in the following areas:

- Diabetes mellitus (as a core health problem in Malaysia);
- Chronic obstructive pulmonary disease (COPD) and other respiratory illnesses;
- Community health, particularly in underprivileged groups;
- Medical education.





# Royal College of Surgeons in Ireland (RCSI) – University of Medicine and Health Sciences

The Royal College of Surgeons in Ireland – University of Medicine and Health Sciences is an internationally-renowned institution with the largest undergraduate medical school in Ireland. It is ranked among the top 250 universities worldwide on the Times Higher Education Index.

Founded in 1784 to train surgeons, the University provides extensive education and training in the healthcare professions at undergraduate and postgraduate level. RCSI is home to Ireland's National Surgical Training Centre and is responsible for maintaining national standards for surgery in Ireland.

RCSI campuses reflect its' truly international character. In Dublin, RCSI educates a substantial cohort of international students, alongside Irish and other EU students. The 4,000-strong student body comprises students from more than 70 countries worldwide. RCSI has international campuses in Bahrain, Dubai and Malaysia. Its qualifications are highly recognised around the world and RCSI graduates are part of a global network of over 19,000 alumni in more than 95 countries.

The RCSI Institute of Research is one of Ireland's foremost research centres in medical and health sciences. Its research theme of Translational Health Research – "from bench to bedside population" - focuses on enhancing human health and wellbeing.

RCSI's main campus is located on St. Stephen's Green in the heart of Dublin's vibrant city centre. With an impressive 200-year-old building at its' centre, today's campus has a range of modern facilities including state-of-the-art research laboratories, libraries, student accommodation and recreational facilities. RCSI's Dublin campus houses a multi-award-winning simulation education facility – probably the best such facility in Europe. Further information about can be found at [www.rcsi.ie](http://www.rcsi.ie).



# University College Dublin

University College Dublin (UCD) is one of Europe's leading research-intensive universities, where undergraduate education, Masters and PhD training, research, innovation and community engagement form a dynamic spectrum of activity.

UCD is Ireland's largest university with over 30,000 students, from approximately 124 countries. UCD welcomes over 5,000 international students to its' Dublin base and delivers to a further 5,000 on overseas campuses. UCD is currently ranked within the top one percent of institutions worldwide. Located on a beautiful leafy 133-hectare campus close to Dublin's city centre, UCD provides a mix of academic facilities, research institutes, student villages, and sports and recreational facilities.

Founded in 1855, the UCD School of Medicine & Medical Science is one of Ireland's leading medical schools, offering medical education delivered by specialist staff across an extensive network of academic and clinical locations.

Internationally recognised, the UCD School of Medicine & Medical Science has long-established partnerships, links and affiliations in Malaysia, the United States, Canada and China.

International students from 50 countries now account for one-third of undergraduate numbers at the UCD School of Medicine & Medical Sciences. This diversity is one of the defining features of life at UCD, enriching the student experience by delivering a truly international campus.



## About Penang

Penang is a State in Malaysia located on the northwest coast of Peninsular Malaysia, by the Strait of Malacca. Bordered by Kedah in the north and east, and Perak in the south, Penang is composed of two parts – Penang Island, the location of the seat of government, and Seberang Perai (formerly Province Wellesley in English) on the Malay Peninsula.

Highly urbanised and industrialised, Penang is one of the most developed and economically important states in the country, as well as a thriving tourist destination. Penang has the third highest Human Development Index in Malaysia, after the state of Selangor and the federal territory of Kuala Lumpur. Its' heterogeneous population is highly diverse in ethnicity, culture, language and religion.

The capital of Penang, George Town, was named after King George III of England. George Town was awarded city status by royal charter on January 1st 1957. Located in the heart of the city is one of South East Asia's largest collection of pre-war buildings. Significant investment by the state government and private investors has helped to preserve the beauty of these unique structures. As a reward for this preservation effort, Penang was formally inscribed as a UNESCO World Heritage Site on July 7th 1980.

The greater metropolitan area of Penang consists of highly urbanised Penang Island, Seberang Prai and the surrounding areas. With a population of over two million, it is the second largest metropolitan area in Malaysia after the conurbation of Kuala Lumpur. George Town has been ranked as the most liveable city in Malaysia and eighth most liveable city in Asia. It is accessible from a wide range of international airports.

Penang enjoys an equatorial climate. In general, temperatures range between 29°C - 35°C during the day and 26°C - 29°C during the night, with the months June to August being the hottest. Penang experiences sunshine throughout most of the days, but with rainfall in the evenings especially during periods of monsoon winds.



# Appointment of Heads of Departments (Academic)

The Heads of Departments drives ongoing innovation and delivery of the undergraduate and postgraduate teaching programmes and curriculum development, and provides leadership for excellence in research. They will lead the delivery and standards of the Departments as a whole and ensure it is fully resourced and functioning. The successful candidates will lead on the strategy implementation for the Departments and its ongoing efficient administration.

## Roles and responsibilities

1. Undertake the teaching of related subjects to students of RCSI & UCD Malaysia Campus (RUMC), at undergraduate and postgraduate level in areas allocated by the Dean and reviewed from time to time.
2. Supervise the running of existing and future programs for undergraduate, postgraduate and research at RUMC under the general direction of the Dean.
3. Teach, examine, conduct research and perform administrative and clinical duties at Penang General Hospital or any other hospitals as determined by RUMC, as and when required.
4. Manage the academic and administrative staff within the department, including work supervision, performance evaluation and professional development.
5. Supervise or assist with supervision of students in all academic matters and provide pastoral care and support to students.
6. Contribute to the development, planning and implementation of a high quality curriculum.
7. Supervise the development of learning materials, preparing schemes of work and maintaining records to monitor student progress, achievement and attendance.

## Appointment of Heads of Department *continued*

8. Participate in the development, administration and marking of examinations and other assessments.
9. Participate in the administration of the department's programmes of study and other activities as requested.
10. Carry out research and produce publications, or other research outputs and participate in departmental and faculty seminars aimed at sharing research outcomes and building interdisciplinary collaboration within and outside the department.
11. Serve at any time on any RUMC body or committee and/or as a representative of RUMC on other bodies as and when required.
12. Liaise with RCSI/UCD/NUI, and any other external bodies, in relation to academic matters of the Department, with the Dean kept informed.
13. Hold and maintain a registrable medical qualification with a Medical Council which is recognized by the Malaysian Medical Council in order to carry out the scope of services.
14. Discharge any other duties, responsibilities and assignments for the benefit of RUMC from time to time not specifically mentioned here as directed by the Management.

The post holders may be required to perform other duties as appropriate to the post subject to the evolving requirements of the Departments and to contribute to the development of the posts while in office.





## Appointment of Heads of Department *continued*

### Person Specification

- Possess an MBBS or medical qualification recognised by the Malaysian Medical Council and a Postgraduate qualification in the respective discipline or equivalent.
- Proven track record in undergraduate and postgraduate teaching with strong teaching interest and skill sets.
- Competitive research record, ideally on an international level, as evidenced by peer-reviewed publications in journals of high quality/impact and grant support.
- A strong interest and active record in developing innovative teaching solutions and an innovative research agenda and collaborations.
- Ability to develop strategy and plans, engage with others collaboratively and bring others through required change.
- The successful applicant will be appointed at the level of Associate Professor or Professor commensurate with his/her postgraduate qualifications and experience.
- Applicants must be currently registered with their country's Medical Council when applying for clinical teaching positions.

## Appointment of Heads of Department *continued*



### Key Competencies

The Heads of Departments will possess the following key competencies:

#### Leadership, team and people management

- The vision, drive, energy and initiatives to promote and lead change in a progressive and dynamic environment;
- Highly developed leadership capabilities;
- The ability to work on one's own initiative as well as in a team environment
- Strong commitment to continuous personal develop-

#### Results Focus

- A record of career achievement and experience of strong delivery
- Excellent decision-making capability with the capacity to prioritise
- Ability to make decisions and meet deadlines

### Strategic Management

- In-depth understanding of the strategic dimensions and factors relating to (Medical) Education
- Experience of academic quality processes is desirable, e.g. programmatic review, accreditation
- Excellent analytical and critical thinking ability to make decisions and meet deadlines

### Communications & Influencing

- Very strong verbal and non-verbal communication skills
- Excellent interpersonal skills with the ability to engage and inspire others in a common vision
- Strong influencing and negotiation skills.





# Terms and conditions of appointment

The posts are replacement posts for the Heads of Departments in Medicine and Family Medicine.

## **Term of appointment**

The appointment will be offered on a three-year fixed term basis (subject to a satisfactory probationary period). By agreement of the RUMC Academic Council, the Heads of Departments may opt to renew for a further term subject to satisfactory performance and agreement of RUMC Academic Council.

## **Location**

Positions available are based in Penang, Malaysia.

## **Salary and benefits**

The remuneration package will be commensurate with the background and experience of the candidate.

The salary package will include accommodation and travel allowances.



## The appointment process and how to apply

For informal enquiries about the role please contact Salmah Aspari ([salmah\\_a@rcsiucd.edu.my](mailto:salmah_a@rcsiucd.edu.my)) who will arrange informal discussion with the appropriate person from RCSI, UCD or RUMC.

Interviews will take place in January 2022.  
The appointment will be made subject to satisfactory references. Successful candidates will be expected to take up their positions in the first half of 2022.

To apply for the role, please email your formal CV with complete contact details, current and expected salary and contact details of three (3) referees to [hr@rcsiucd.edu.my](mailto:hr@rcsiucd.edu.my)

Deadline for applications: **6th February 2022.**



**RCSI + UCD**  
**MALAYSIA CAMPUS**  
(formerly Penang Medical College)

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