



JOB TITLE: CURRICULUM THEME LEAD (PROFESSIONALISM)

JOB REFERENCE: MED 004/2023

CLOSING DATE: OPEN UNTIL FILLED

STARTING DATE: AS SOON AS POSSIBLE

About Western Balkans University

Western Balkans University (WBU) is a higher education institution in Tirana/ (Albania), with a special focus on Medicine, Medical Sciences, Technology, Economy and Innovation. WBU is organized and operates as a private university, of academic and scientific character, offering first, second and third cycle study programs.

The university runs under a special framework of cooperation with “American Hospitals Group” and “International Hospital (formerly known as Hygeia Hospital -Tirana)”. The close partnership with these hospitals is a strong indicator of the scale of ambition of the institution. The WBU aims to be among the leading universities in Southeast Europe and to attract the best students by offering high-quality education that prepares students for the modern international labour market.



Vision

To have a transformative impact on society through continual innovation in research, education, creativity, and entrepreneurship.



Mission

To create a transformative educational experience for students focused on deep disciplinary knowledge; problem solving; leadership, communication, and interpersonal skills; and personal health and well-being.

Background

WBU is creating an innovative modern medical programme, the first of its kind in the area, in consultation with the Cambridge University Medical Education Group (CUMEG), UK. WBU aims to recruit motivated students, produce exceptional graduates, and create a self-sustaining ecosystem of medical practitioners and educators. The medical course will be highly integrated, centred around inquiry-based learning, and composed of ten integrated longitudinal curricular themes (e.g., Professionalism; Biosciences; Clinical Skills and Practice) as well as system-based and clinical specialty-based learning modules. WBU medical students will train primarily within the “American Hospitals Group” and “Tirana Hygeia Hospital” across several sites and will have clinical exposure throughout the course, beginning in Year 1.

Purpose of the role

The post holder will work closely with the Dean, Phase Leads and Theme Leads to develop the Professionalism theme content for the new medical programme at WBU. The Professionalism theme includes the disciplines of: Legislation and ethics, Professional behaviour, Reflective practice, Patient safety and safeguarding, Teamworking, Leadership and management, Business management, Teaching skills, and Wellbeing and resilience to provide the development of students as a professional. The post holder will provide effective leadership of the Professionalism curricular theme across the six years of the WBU medical course. This will include the development, delivery and assessment of curricular content, ensuring alignment to the intended learning outcomes of the medical course, and the provision of a modern spiralled and integrated curriculum. The post holder will lead, manage and mentor a team of subject specialist educators (academic and clinical) assisting with the development and delivery of theme content.

The post holder will conduct and/or contribute to relevant scholarly activity and may be required to carry out other activities to support and enhance delivery of medical course, as agreed with their line manager.

The main duties will include:

Teaching and Learning:

1. Lead the development and delivery of a modern integrated curriculum, and modern teaching, learning and assessment opportunities, within an outcomes-based medical curriculum.
2. Utilize contemporary evidence-based medical educational practices to ensure the provision of an optimum teaching and learning environment, which generates interest, understanding and enthusiasm amongst learners and promotes effective learning within the Professionalism theme.
3. Provide academic leadership and management within the Professionalism theme – to include the management and leadership of individuals (academic and clinical) contributing to the Professionalism theme.
4. Assist with, and participate in, faculty development programs for effective teaching related to the Professionalism theme.
5. Disseminate (via training and mentoring) best-practice techniques in teaching and learning to the academics and clinicians.
6. Coordinate and deliver a curriculum which promotes the enhancement of inclusive practice.
7. Communicate complex and/or conceptual ideas to those with limited knowledge and understanding as well as to peers using high-level skills and a range of media/resources.
8. Challenge thinking, promote debate and develop the ability of learners to engage in knowledge application, critical discourse and rational thinking.
9. Reflect on student engagement and performance and respond accordingly.
10. Work with the Assessment Lead to develop and mark assessment items and provide timely feedback to learners.
11. Develop and support educational opportunities through collaboration with relevant University and community partners, including the Education Practice Integrated Curriculum (EPIC) Program Directory.
12. Provide an annual report on curriculum activities regarding the Professionalism theme.
13. Provide reports as needed for accreditation in relevant curriculum areas.

Research and Scholarship

1. Engage in relevant subject, professional, pedagogic or practitioner research and other scholarly activities, either individually or collaboratively.
2. As appropriate, share, present and publish scholarly findings related to the design, implementation, assessment, and evaluation of the Medicine Program curriculum regarding the Professionalism theme.
3. Apply knowledge acquired from scholarship and/or research to teaching and learning at local, national, or international levels, and to the development of evidence-based educational resources.
4. Contribute to the development of departmental and subject teaching and learning strategies.
5. Identify and lead/contribute to cross-curriculum projects.
6. Identify sources of funding for scholarly activities.
7. Develop and supervise medical student research projects.

Administration and Other Activities

1. Attend relevant team and departmental meetings and participate (where required) in other committees and working groups within the medical school and University.
2. Provide leadership to those working within relevant areas.
3. Contribute to the efficient management and administration of the medical school, by performing allocated administrative duties and by taking on appropriate Departmental responsibilities.
4. Develop individuals and teams through the appraisal system (e.g., as line manager) and by provision of advice on personal development.
5. Act as a mentor to peers and colleagues.
6. Ensure compliance with health and safety regulations in all aspects of work.
7. Assist the Dean of Students in supporting students and resolving student issues.
8. Work collaboratively with the administrative office staff to ensure timely communication with faculty and other staff members associated with the Medicine Program and delivery of the medical course.

The duties and responsibilities listed here are not exhaustive but provide guidance on the main aspects of the job. The post holder will be required to be flexible in their duties.

Role details

Salary	As decided
Hours/contract	At least 16 hours (two working days)/week
Grade	At least PhD or medical degree (MD) holder with specialization in a relevant discipline
Academic Program	Medicine

Requirements

	Essential	Desirable
PhD in a relevant discipline or equivalent experience (e.g., clinical qualification).	x	
Qualification in teaching and learning in medical/higher education (e.g., degree, postgraduate certificate, or recognition against a professional standards framework).		x
Ability to lead and develop teaching and learning within a medical course.	x	
Evidence of success in leading education (e.g., institutional, national or international review or award).	x	
In-depth knowledge of teaching and learning within the Professionalism theme area to enable its development and delivery within a modern medical course.	x	
Ability to use and apply a range of evidence-based educational strategies and techniques to engage learners and promote learning.	x	
Ability to develop innovative teaching and learning opportunities that utilise modern technologies.		x
Experience of supporting assessment development and delivery.		x

Evidence of relevant continuous professional development.	x	
Track record of relevant scholarly activity.	x	
Experience working in a complex and changing environment.	x	
Working collaboratively with external stakeholders.		x
Aware of regional policies in higher education and/or healthcare relevant to ensuring university/medical school compliance.		x
Understanding of equal opportunity and diversity-related issues, their impact in education and strategies for mitigation.		x

Information about the Program

The Medicine Study Program at WBU will provide students with an intellectual, professional and versatile training, while presenting a variety of concepts and perspectives in the field of medicine.

The mission of the study program is to offer students a curriculum in accordance with the highest professional standards. The program will provide students with modern concepts of medical care and health via high quality education and research, and will prepare and train students to identify and answer fundamental questions in the mechanisms of disease prevention and treatment, medical sciences and health care delivery. Medical doctors graduating from the course will possess a blend of professional knowledge, skills, values and behaviors that enable them to provide holistic patient-centered care.

Terms of Appointment

The successful candidate will be joining a new and developing academic program and team which incorporates research and teaching responsibilities. The position provides opportunity to work with a diverse and friendly community within excellent facilities, and opportunity to collaborate with health care providers (e.g., hospitals, primary care).

The position is offered by Western Balkans University (address Tirana- Durres highway, Km.7, Tirana, Albania), which is an equal opportunity institution that promotes and supports professional growth and development also in the framework of scientific research that is internationally excellent and leads to high-impact publications.

The weekly working hours are estimated to be 16 hours/week. Working hours and schedule as decided in between parties can be considered.

How to Apply

The candidate must submit electronically or in hard copy version the following documents:

For the application phase

1. Application through Western Balkans University website
2. Letter of motivation
3. Details about two referees

Before the interview if the candidate is notified the following documents should be submitted via email at hr@wbu.edu.al

1. Photocopies of diplomas and lists of grades of university/specialization studies of all cycles of the candidate (If the candidate has completed studies abroad, the relevant degree recognition document in the Republic of Albania will be required prior to start working)
2. Photocopy of the identity card/passport
3. Photocopies of evidence/diplomas/attestations of the academic grades/titles
4. Photocopies of conference certificates (if any)
5. Photocopies of publication`s cover page (if any)

If the candidate is qualified to start the position the following documents are needed to be submitted:

- Notarized copies of all the documentation that is required for the interview phase
- Medical report on work ability
- Evidence/self-declaration of judicial status
- Two reference letters
- Any other document that supports the fulfillment of the criteria
- One 4 x 6 photo

APPLICATION PROCEDURE

- The application can be done through the website <https://wbu.edu.al/en/vacancy>
- The documents shall be submitted during application or electronically to the *e-mail address: hr@wbu.edu.al* within the determined deadline.
- The selection of the qualified candidates is conducted based on two stages: personal documentation file review and the interview if the candidates is notified.

- Notification of the decision of the recruitment commission to the candidates shall be done through the official e-mail of the university to the candidate's e-mail address (as declared in the application phase).