



Job title	Veterinary Quality Improvement Development Lead (KTP Associate) Fixed Term	Job family and level	Off scale – KTP Associate Salary - £44,000 - £48,000
School/ Department	Faculty of Medicine and Health Sciences	Location	RCVS Knowledge, 1 Hardwick Street, London, EC1R 4RB

Purpose of role

Using an evidence-based approach, you will develop and trial a bespoke veterinary Quality Improvement (QI) model. This is an exciting opportunity for someone at the cutting edge of veterinary QI development, working with representatives from the industry to maximise the value of QI for the veterinary profession. This project is the result of a collaborative [Knowledge Transfer Partnership \(KTP\)](#) between [RCVS Knowledge](#) and the University of Nottingham.

You will be a conscientious self-starter who relishes autonomy within a supportive environment. You will be organised and practical in your approach, have excellent people and communication skills, be methodical, intellectually curious, and be eager to get stuck-in.

Your role will be to:

- Carefully adapt and test improvement models for the veterinary sector.
- Refine the model for application across all veterinary settings, for different areas of focus, to find an approach that is accepted, effective and a sound return on investment for veterinary practice.
- Create and deliver a training package to help facilitate the use and application of the model.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time
1	Internal project coordination and management, taking a leading role in bringing together UoN, RCVS Knowledge, and broader stakeholders.	20%
2	Desk-based research activity, including study design, literature review, analysis and producing relevant outputs.	35%
3	Conduct fieldwork, including the collection of qualitative and quantitative data and lead on dissemination and training initiatives.	35%
4	Personal and professional training and development.	10%

Person specification

	Essential	Desirable
Personal skills	<ul style="list-style-type: none"> ▪ Excellent interpersonal, written, and spoken communication skills. ▪ Strong prioritisation, organisation, and time management skills. ▪ Able to work well in mixed teams, build strong alliances, and engage effectively with colleagues and stakeholders. ▪ Ability to take full ownership of the project, to work independently and manage own workload to meet deadlines and to prioritise tasks. ▪ Enthusiastic and motivated to embed new knowledge. Ability to understand, interpret and communicate complex information. 	<ul style="list-style-type: none"> ▪ Able to explain technical concepts clearly to a range of people from different professional backgrounds. ▪ Ability to influence others through a coaching style.
Knowledge and experience	<ul style="list-style-type: none"> ▪ Relevant experience in a research environment: familiar with the fundamental methods of scientific research, including literature review, hypothesis testing, and scientific communication. 	<ul style="list-style-type: none"> ▪ Experience of coordinating a range of different stakeholders. ▪ Knowledge and understanding of the pressures of working within the veterinary industry. An understanding of the commercial drivers of the veterinary industry. ▪ Skills and experience of teaching and the development of teaching courses ▪ Experience of writing reports and conducting effective bibliographic research. There will be opportunities to co-author peer reviewed journal papers from the work of the KTP. ▪ Experience of undertaking cost benefit analysis.
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ A minimum of a master's degree with a research component in veterinary medicine/science, veterinary nursing, Quality Improvement, behaviour change, or a related discipline. 	<ul style="list-style-type: none"> ▪ A PhD (or close to completion) in veterinary medicine/science, veterinary nursing, Quality Improvement, behaviour change, or a related discipline. ▪ Experience of working in an applied clinical veterinary or agricultural setting. ▪ Project management qualification.

Other	<ul style="list-style-type: none"> ▪ Willingness to travel across the UK to undertake and deliver training and meet deliverables as required in the KTP. ▪ Willingness to train and upskill staff within RCVS Knowledge. ▪ Willingness to engage and facilitate the commercial activities resulting from the project's outputs and outcomes to stakeholders. 	
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The University of Nottingham is focused on embedding equality, diversity and inclusion in all that we do. As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those with protected characteristics under the Equality Act 2010.

Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

Valuing people	Is friendly, engaging and receptive, putting others at ease. Actively listens to others and goes out of way to ensure people feel valued, developed and supported.
Taking ownership	Is clear on what needs to be done encouraging others to take ownership. Takes action when required, being mindful of important aspects such as Health & Safety, Equality, Diversity & Inclusion, and other considerations.
Forward thinking	Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.
Professional pride	Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others and effective working practices.
Always inclusive	Builds effective working relationships, recognising and including the contribution of others; promotes inclusion and inclusive practices within own work area.

Key relationships with others



