

## MSK Champion: Role profile

### The role: Versus Arthritis MSK Champion

Start date: 23 May 2019

#### The programme:

**Duration:** 18 months

- 5 x residential development sessions at Ashridge Executive Education (see key dates section)
- 4 x Action Learning Sets (facilitated online sessions with your fellow champions to discuss and share ideas)
- In addition to the fixed sessions, Champions will also be expected to complete self-directed learning, and allocate time to meet with their mentor as agreed/required.
- Champions will be expected to deliver a service or systemic improvement project throughout the duration of the programme. They will be expected to continually reflect on their performance, and feedback on the impact of the project.

#### Remuneration:

This is a voluntary role but all travel and subsistence expenses (in line with Versus Arthritis' expenses policy) will be reimbursed.

In order to support accessibility and inclusion to the programme, additional financial support in the form of a bursary may be considered and assessed on a case by case basis.

Please contact us at [champions@versusarthritis.org](mailto:champions@versusarthritis.org) to discuss in more detail if you think you may need additional support to ensure this programme is accessible.

#### Accessibility:

We are committed to creating an inclusive learning environment, and as such will work to enable individuals who may require adjustments and/or additional support, to participate fully.

#### Our vision for Versus Arthritis MSK Champions:

There are approximately 17.8 million people living with the pain and disability of musculoskeletal (MSK) conditions in the UK. For a large proportion of this population, their health and care needs are not met by the current health system, so we are investing in a programme of activity that drives improvement in the delivery of care.

We seek to do this by building and upskilling an active MSK professional community; investing in the development and spread of new treatments, services and interventions; and building relationships with decision makers in order to influence improvement in local health systems.

Our **vision** is to cultivate a national community of multi-disciplinary learners, leaders and influencers of improvement in MSK health services, with the ultimate aim of improving the quality of lives for people affected by MSK conditions.

Together with **Ashridge Executive Education** we have created a bespoke leadership development programme, which will support you to become a Versus Arthritis Champion of musculoskeletal care and drive improvements within your local health system and/or at a national level.

**VERSUS  
ARTHRITIS**

We believe that transformation of MSK care is only possible with a multidisciplinary approach, so we are looking for individuals from a range of professional backgrounds and specialties.

You need to be involved in the design, commissioning and/or delivery of musculoskeletal care and could be a:

- Clinician (including but not exclusively an AHP, Nurse, GP, Pharmacist, Rheumatologist)
- Public health practitioner
- Commissioner or Service manager.

Instead of hierarchical position we'll be focussing on your potential to lead, your self-awareness, willingness to reflect and learn, adapt to change and deliver impact.

## Being an MSK Champion

**Being an MSK Champion involves:**

Being able to reflect on your leadership style	Reflecting on personal experiences and be open to identifying your leadership style and addressing areas to develop.
Being a Versus Arthritis ambassador	Raising the profile of Versus Arthritis and the charity's vision and goals at appropriate opportunities such as speaking at events, writing blogs and media work.
Being part of an improvement community	Being connected to others committed to championing change and delivering tangible impact for people with MSK conditions.
Being able to lead and deliver improvement	Lead by example, model good practice and work with Versus Arthritis to achieve tangible impact for people with MSK Conditions.
Being innovative	Being able to identify issues and identify new ways of working and implement innovative solutions.
Learning and sharing with peers	Connect with other champions and their networks to share good practice and support each other's projects through an online forum and facilitated group action learning sets.
Being able to demonstrate impact	Measure tangible outcomes from your project, ensuring it has a positive impact on the lives of people with MSK conditions.
Creating effective partnership working relationships	Partner with key stakeholders both internally and externally to drive forward positive changes in your locality.

**Benefits of being an MSK Champion:**

- Being involved in a unique and innovative programme
- World-class personal development opportunity, including leadership, influencing and quality improvement training
- Access experts in research, policy and MSK, further supporting your future career success
- Direct access to Patient Insight Partners at Versus Arthritis to help develop your service improvement programme
- Support and guidance from Versus Arthritis
- Being part of a multidisciplinary community of peers to share experiences and learning

**VERSUS  
ARTHRITIS**

## Essential MSK Champion criteria (what we are looking for)

<b>You have the capacity for reflective learning</b>	Great leaders need to be able to reflect on their personal experiences, think carefully about their own leadership style and be open to addressing weaknesses to hone their skills in leading change and influencing others.
<b>You are committed to improving care for people with musculoskeletal conditions</b>	We expect you to be passionate about building, applying and sharing knowledge to create change for people with MSK conditions and demonstrate a willingness to challenge the status quo in order to achieve this.
<b>You have expertise in MSK health and understand your local health care system</b>	You must be involved in the design, commissioning and/or delivery of musculoskeletal care. This includes front line clinicians, public health practitioners, commissioners and service managers. You will need to use that experience and knowledge to ensure positive improvements in care services/systems. This will include having a good understanding of models of care at a national and local level.
<b>You have ideas for improvement</b>	You will have an idea(s) for a work-based musculoskeletal service improvement project. Throughout the course of the programme we will support you to develop the skills and capabilities you need to not only deliver this project but also to establish yourself as a leader of improvement within your area.
<b>You have potential to lead and influence change</b>	You do not necessarily need to be in a senior position but do need to have influence within your local health system.
<b>You're willing and open to learning from multidisciplinary peers</b>	You will be expected to work with fellow Champions as part of a multidisciplinary community. This requires you to be receptive to others' situations and perspectives, and open to giving and receiving feedback.
<b>You can challenge current thinking and identify innovative solutions</b>	You possess the ability to challenge the status quo, have a sense of curiosity and ability to explore future possibilities.
<b>You can commit to the time and demands of the programme</b>	You will be expected to attend all mandatory aspects of the programme including 5 residential sessions at Ashridge Business School (see key dates section) and 4 online action learning sets over the 18 months. You will also be expected to commit to your project, undertake self-directed learning, evaluate your project and communicate the impact.
<b>You need to have a permanent/fixed-term post for the duration of the programme</b>	The learning on this programme will take place within the context of your local health system. It is therefore essential that you have a permanent role that will enable you to have influence.
<b>You have support from a senior executive (e.g. director, chief executive or chair)</b>	On your application form you must name a senior executive from your employing organisation who will support your application and if you're successful provide a statement of endorsement for you to undertake the role.

We will also take the following into account when recruiting:

**VERSUS  
ARTHRITIS**

- The diversity of the group, ensuring there is representation from different professions and areas of the UK.
- Service improvement project ideas that demonstrate your commitment to improving MSK care and knowledge of needs of your local healthcare system and people with musculoskeletal conditions.

## Key Dates

### Recruitment

Stage	Date
Applications open	Monday 14 January 2019
Closing date	Monday 4 March 2019 at 4pm (please note the deadline has been extended)
Interview dates (at the Versus Arthritis office - London)	29 March, 4 April, 5 April, 9 April, 12 April

### Programme dates:

Stage	Date
Virtual Induction	23 May 2019
Module 1	26-28 June 2019
Module 2	25-27 September 2019
Module 3	22-24 January 2020
Module 4	13-15 May 2020
Module 5	23-25 September 2020

### How do I apply?

Apply via grant tracker- <https://gt.versusarthritis.org/Login>

You need to register an account and the application form (titled "MSK Champions application form") will be live from the 14<sup>th</sup> January 2019.

If you have any questions or queries or would like further information email: [Champions@versusarthritis.org](mailto:Champions@versusarthritis.org)

**MSK CHAMPIONS**  
**VERSUS**  
**ARTHRITIS**

**VERSUS**  
**ARTHRITIS**