



The Royal College of **Pathologists**

Pathology: the science behind the cure

May 2024

Dear Applicant,

Re: Psychometrician (0.4fte, 14 hours pw)

Thank you for your interest in working for the Royal College of Pathologists.

Pathology is at the heart of modern healthcare. Pathologists work to prevent, diagnose, treat and monitor diseases and are involved in the diagnosis of disorders affecting every organ of the body, from before birth to after death. The majority of tests requested by doctors will be performed and interpreted by a clinical scientist or medically qualified pathologist.

This is a fantastic opportunity to join a royal medical college whose members are at the forefront of tackling the COVID-19 pandemic and furthering high standards of patient care and safety.

About you

The Royal College of Pathologists is seeking a Psychometrician two days per week to lead the psychometric analyses and interpret examination results of the Royal College of Pathologists.

The College is responsible for the delivery of pathology examinations for doctors, scientists, oral pathologists (dentists) and veterinary pathologists in 17 specialties – the Fellowship examinations of the Royal College of Pathologists (FRCPath). The FRCPath Part 1 is held online and is a test of knowledge while FRCPath Part 2 is held in person around the UK as well as in the Republic of Ireland and, for histopathology, in international centres such as Dubai and Egypt. The College is regulated by the General Medical Council for the medical examinations and the General Dental Council for the Oral and Maxillofacial Pathology examinations, but the examinations are open to all appropriately qualified candidates.



The FRCPATH examinations are held twice a year in Spring and Autumn and attracts approximately 1200 candidates per session across the specialties. While some examinations attract up to 200 candidates, some examinations consistently attract very small numbers of candidates, with a number of examination cohorts sitting somewhere in between. The Psychometrician will advise on the appropriate data collection methods for the examinations and undertake psychometric analyses of appropriate examination data for each examination session and will, in time, be asked to provide analysis of longitudinal data.

As the College continues to develop its examinations, the Psychometrician will possess sufficient expertise to provide advice on the appropriate psychometric tests to undertake for the specialty examinations as different formats or methods of delivery are considered.

The examinations are delivered by an examinations team in the College which sits within the Learning Directorate. Each specialty examination is supported by an appropriately qualified panel, led by a Panel Chair, all of whom are overseen by the Clinical Director of Examinations (a pathologist). The Psychometrician will be expected to communicate with a wide range of individuals regarding the College examinations, with varying levels of knowledge about psychometrics, and will provide training for examiners and staff on a regular basis.

Interviews are currently Scheduled for 18 June 2024.

To apply, please send a CV and completed supporting information form to recruitment@rcpath.org by **9am Monday 3 June 2024**.

If you apply for the post, I would be grateful if you would complete an optional anonymous diversity monitoring questionnaire to enable the College to monitor the diversity of applicants: [RCPATH Diversity Monitoring Questionnaire](#)

If you would like to speak to someone about the role, please contact HR in the first instance on 020 7451 6700, or via recruitment@rcpath.org.



I look forward to receiving your application.

Yours sincerely,

Joanne Brinklow

Director of Learning



Psychometrician (Examinations) Job description

Responsible to: Head of Examinations

Working hours: Part-time, 2 days/14 hours per week, Monday to Friday

Location: The Royal College of Pathologists, 6 Alie Street, London, E1 8QT or any of the place(s) of business of the College as determined from time to time

Grade: 5

Examinations Team

The Psychometrician is a member of the Learning Directorate which provides the College with support for the following activities and functions:

- Assessment
- Examinations
- International
- Training

The Examinations Department administers all aspects of the College's Fellowship (FRCPath), Diploma, Certificate, and BMS examinations and Fellowship by Published Works for 17 medical and non-medical specialties. The Department's responsibilities fall under the following main headings:

- Question setting, examination delivery and issue of results
- Quality assurance and control
- Candidate and examiner relations
- Examiner management
- Regulatory and governance requirements

Main Purpose

- To lead the psychometric analyses and interpret examination results of the Royal College of Pathologists, with awareness of regulatory requirements.
- To be the College expert with regard to the psychometric analyses of session and longitudinal examination performance data, and other trainee progression data (e.g. workplace-based assessments and ARCP).
- To develop and maintain analysis and reporting capabilities within the Learning Directorate. To ensure appropriate data collection and storage systems are in place.



- To provide advice to the Clinical Director of Examinations, the Examinations Committee and examiner panels on the appropriate psychometric tests to undertake for the examinations, appreciating the context and complexity of RCPATH examinations and associated data, and the curricula underlying them.

Key Duties

Psychometrics

- To complete psychometric analysis of examination performance to include reliability calculations according to a variety of formats.
- To work with the examiner panels to determine the best approach and next steps to psychometrics within each specialty in line with the specific exam formats and size of specialty.
- To present and prepare psychometric analysis to specialty panels of examiners for each examination session. This will enable informed decisions about each examination passing standard which will be approved by the Examinations Committee and then ratified by Council.
- To provide expert advice to the examiner panels and Examinations Committee on factors (item/question performance) that influence examination performance and outcomes on an on-going basis.

Analysis

- To analyse current and historical examination data to identify trends with regard to the performance of the examinations and make recommendations for areas of improvement to support maintenance of standards of the College examinations in line with regulatory requirements.
- To undertake similar analysis with regard to wider training and assessment data (e.g. workplace-based assessments and ARCP outcomes) for specialties overseen by the College.
- To create reports and provide advice, and data, for the examinations team and other stakeholders in high-stakes examinations.
- To provide reports to the Director of Learning, the Clinical Director of Examinations, Examinations Committee, College Council, examinations team and other stakeholders as required.



Examinations

- To contribute to the development of the College's examination delivery systems and work with external stakeholders to ensure their systems are fit for purpose.
- To work with the Examinations Policy & Quality Officer and examiners panels to lead on providing psychometric advice and examination data analysis for the ongoing development, pilot and evaluation of examination formats in line with statutory regulatory requirements.
- To lead on the psychometric aspects of the GMC submissions for curriculum and examination changes.
- To lead on presenting appropriate psychometric methodology at examiner training sessions; both as part of the generic training delivered to all specialties and specialty specific training, including ad-hoc examiner meetings.
- To deliver training and updates to members of the Learning Directorate and other relevant stakeholders, to ensure an understanding of the general principles of psychometrics.

General Duties

- To maintain confidentiality and security of the examinations and candidate data at all times.
- To communicate with relevant College departments and committees and external organisations as required.
- To keep up to date with changes in training, standards and assessment and relate them to the College examination framework.
- To undertake any other such duties appropriate to the post and grade as and when required and within reasonable limits.
- To keep abreast of relevant research and developments within own professional field.

Additional Information

- This role will include working occasional extended hours during examination sessions and will have periods where annual leave may not be taken or may be limited.
- This role will require a sustained level of mental demand and concentration, maintaining accuracy and attention to detail in an environment subject to competing and sometimes unexpected demands.



Psychometrician Person specification

Requirements	E	D
Experience / Knowledge		
Educated to at least Masters level in an area involving quantitative analysis	ü	
Proven experience in planning psychometric evaluation, undertaking planned statistical tests to evaluate health professionals' assessment, and apply the results to the context of the exam and assessment strategy.	ü	
Experience in factor analysis and similar tools in order to understand how populations behave differently in exams, and how this might result in differential attainment	ü	
Knowledge and experience of undergraduate and postgraduate medical training and examinations and the related regulatory standards	ü	
Experience of working for a professional body, in a medical education environment or healthcare sector	ü	
Skills / Abilities		
An expert Excel user with appropriate skills in statistical methodologies (e.g. SQL, R, Stata, SPSS)	ü	
Able to explain statistical findings in a clear way verbally to colleagues with varied statistical experience	ü	
Able to approach meetings in a collaborative and balanced manner	ü	
Able to work constructively with College staff and examiners as well as external stakeholders	ü	
Able to demonstrate logical analytic capability in high stakes processes	ü	
Demonstrates a commitment to fair, equitable transparent exam processes with excellent EDI and bias considerations	ü	
Qualities		
Able to prioritise work patterns and competing priorities in order to deliver according to agreed timelines	ü	
Methodical and logical approach to tasks	ü	
A readiness to take responsibility for achieving outcomes.	ü	
Commitment to high quality outputs	ü	
Tact and diplomacy	ü	
Confidentiality	ü	
Commitment to equality and diversity and understanding of how this would apply to own role and responsibilities	ü	



Working for the Royal College of Pathologists

Competitive salary	The salary for this Grade 5 role is £21,012.00 per annum for 14hours (£52,530 fte) This also has opportunities for competence-based pay progression.
Hours	Standard working hours are 14 hours per week for this role.
Annual leave	25 days per annum (pro-rotta), plus bank holidays, increasing with length of service.
College closure days	The Trustee Board every July decides whether it will close the College between Christmas and New Year.
Employee discount scheme	The College has an employee discount scheme operated through Reward Gateway. This scheme offers employees discounts and cashback with major retailers.
Pensions	Employees will join the College pension scheme.
Interest-free season ticket loan	You may apply to the College for an interest-free loan to purchase an annual season ticket.
Cycle to work scheme	The College offers an interest free loan as part of our cycle to work scheme.
Employee assistance programme	Through this programme employees have access to a confidential counselling service, health advice, emotional support as well as a comprehensive occupational health service.
Learning and development	The College offers learning and development opportunities for all members of staff.
Maternity pay	Enhanced maternity pay, with up to 8 weeks at full pay, and 18 weeks at half pay.
Paternity pay	2 weeks full pay.
Flexible working	Flexible working is supported.

Note: This is an example of current benefits provided, subject to eligibility requirements, and it is not contractual.



The College's values and behaviours set out the kind of organisation we are, what is important to us collectively, and how we work to achieve success. They apply to staff members, honorary officers and volunteers. We also share our values and behaviours with contractors and others working within the College.



Teamwork

We achieve excellence by working together.

- We collaborate, share knowledge and communicate plans.
- We involve the right people at the right time.
- We work cohesively towards common goals.
- We value diversity and the contribution and expertise of others.
- We provide, seek and act on constructive feedback.
- We approach tasks with energy and focus on positives.



Service

We support members to deliver the best patient care.

- We provide a welcoming, consistent and professional service.
- We listen to our members to understand and respond to their needs.
- We deliver impartial and accurate information and advice.
- We seek opportunities to improve the value of benefits for all membership categories.
- We are positive, open and transparent.
- We are reliable, delivering within agreed timescales.



Ambition

We aspire to provide the best quality services and lead innovation for pathology.

- We strive to be the best we can be.
- We are resilient and determined.
- We take managed risks and learn from our mistakes.
- We take a proactive and solutions-focused approach to our work.
- We use innovation and creativity to improve the quality and efficiency of our work.
- We are committed to continuous learning and development.

