

Royal College of Psychiatrists

Candidate Information Pack

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| **Job Title** | **Psychometric Analyst**  |

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| **Job Reference No** | **Professional Standards** |

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**March 2022**

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# About Royal College of Psychiatrists

## Background

The Royal College of Psychiatrists (the College) are the professional medical body responsible for supporting psychiatrists throughout their careers from training through to retirement, and in setting and raising standards of psychiatry in the United Kingdom.

We work to secure the best outcomes for people with mental illness, intellectual disabilities and developmental disorders by promoting excellent mental health services, supporting the prevention of mental illness, training outstanding psychiatrists, promoting quality and research, setting standards and being the voice of psychiatry.

**Our Mission**

The College works to secure the best outcomes for people with mental illness, learning difficulties and developmental disorders by promoting excellent mental health services, supporting the prevention of mental illness, training outstanding psychiatrists, promoting quality and research, setting standards and being the voice of psychiatry.

**What we do**

The Royal College of Psychiatrists is the professional medical body responsible for supporting psychiatrists throughout their careers from training through to retirement, and in setting and raising standards of psychiatry in the United Kingdom.

We work to secure the best outcomes for people with mental illness, intellectual disabilities, and developmental disorders by promoting excellent mental health services, supporting the prevention of mental illness, training outstanding psychiatrists, promoting quality and research, setting standards and being the voice of psychiatry.

We:

* set standards and promote excellence in psychiatry and mental healthcare
* lead, represent and support psychiatrists
* work with patients, carers, and their organisations.

**Our Members**

We deliver impact and value for our members.

Our members are psychiatrists, who deliver outstanding services to patients and carers across the UK, and all over the world, and hundreds of mental health services are signed up to our quality networks.

We value patients and carers and involve them in our work – on the basis of co-production.

**Our Governance**

The **College Council** discuss the affairs of the organisation and make recommendations to the **Board of Trustees** on many of the biggest decisions the College has to make.

It has overall responsibility for education and psychiatric training, policy, professional practice, professional standards, public engagement, quality improvement and research. Led by an elected President, (who leads the College on behalf of its members and associates), Full details of the College’s Council can be found at: <https://www.rcpsych.ac.uk/about-us/our-people-and-how-we-make-decisions/council>

### Our Values and Behaviours

The College has a clear set of values which drive everything we do. They support our leaders and staff to make values-based decisions and they enable the creation and reinforcement of our positive, empowering and enabling culture.

We have worked in collaboration with our members and staff to define six core values that underpin our behaviours and how we operate at every level of the College.

These **C.I.R.C.L.E**. values are:

* **C**ourage
* **I**nnovation
* **R**espect
* **C**ollaboration
* **L**earning
* **E**xcellence

**Equality, Diversity, and Inclusion**

The College is opposed to all forms of prejudice and believes that everyone should be treated fairly, regardless of age, disability, gender reassignment, marriage and civil partnership status, race, religion or belief, sex, or sexual orientation (the protected characteristics).

We are committed to promoting equality, diversity and inclusion for our existing and future members, associates, affiliates, staff, and visitors in all our practices and arrangements. We actively advocate for, and support, equality of access, experience and outcomes for all College staff, all members and for all mental health patients and carers.

The College is committed to building and maintaining an inclusive and supportive culture, a place where we can all be ourselves and succeed on merit. We aim to promote a more inclusive environment, which attracts all candidates and signals our commitment to celebrate and promote diversity - which includes LGBTQ+ and other equality matters.

**Strategic Vision and Values**

On 14 January 2021 we published our new [Equality Action Plan](https://www.rcpsych.ac.uk/docs/default-source/about-us/equality-diversity-and-inclusivity/equality-action-plan---january-2021.pdf?sfvrsn=af74a81a_4), which contains 29 key actions and is central to our [College strategy for 2021-23](https://www.rcpsych.ac.uk/docs/default-source/about-us/corporate-publications/strategic-plan-2021-to-2023.pdf?sfvrsn=dd02f429_2).

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| **INFORMATION PACK****Psychometric Analyst** **(Professional Standards)****£50,976 - £56,023 per annum****35 hours per week** **Permanent contract** |

## APPLICATION PROCEDURES

In order to apply, please submit the following to the Human Resources Department, Royal College of Psychiatrists, by email to HRrecruitment@rcpsych.ac.uk.

1. **Covering letter**, briefly stating how your skills and experience are relevant to each of the role that you apply for.
2. **Full curriculum vitae** (only one is necessary if you apply for multiple roles);
3. **Application form** (only one is necessary if you apply for multiple roles but put down the names of all the roles that you are applying for on the form).
4. **Diversity Monitoring form** (it will not be used at any stage of the selection process).

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| **The closing date for applications is: Monday 23 May 2022 @10am****Please note that applications received after this date and time will not be considered.** |

**Acknowledgement of receipt of applications will not be sent out.**

**Please be advised that due to large volume of applications received, only shortlisted candidates will be contacted in writing.**

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| **Interview date: 30th and 31st May 2022** |

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| Information Pack |

At the College, we ensure that our recruitment process is objective and focussed on your ability to do the job. We want high quality, talented individuals to join our organisation and we assess this through your Application Form, CV and your covering letter. This is also carried out through the testing and the interview process.

The main purpose of your application is to move you to the testing and interview stage of the process where we get to meet you face to face. This **Information Pack** is designed to help give you the best opportunity to submit a successful application.

###  Job Description and Person Specification

The **Job Description** describes the key responsibilities, duties and scope of the position. The **Person Specification** outlines the key skills, experience and qualifications that is required to carry out this role. The Application Form and your covering letter should demonstrate how your ability and experience will enable you to deliver what is required to do the job.

**College Values**

We have strong values, and we promote a consistent culture that is positive, empowering and enabling, in a way that promotes excellent member and staff experience, patient and carer experience, and excellence in psychiatry and wider mental health services, for the benefit of patients. Our culture is under-pinned by our C.I.R.C.L.E. values. All individuals must demonstrate how they meet our values through the selection process.

**Your Application**

We believe that past performance is the best indicator of future success and our recruitment process is designed to provide you with the opportunity to tell us about your achievements, the things of which you are most proud and to show us how these experiences make you the best person for the job.

You will need to apply using our standard Application Form, CV and attaching a covering letter.

These are a few important points that you should remember:

* **Read** the job description and person specification carefully – be clear about what the role is and about what we are looking for
* Keep your Application Form and covering letter **relevant** to the job that you are applying for
* Be **clear** and **concise**
* **Sell** your skills
* Highlight your **achievements** – tell us what you have done

**How to Apply**

You can only apply to the College for this position via the **Application Form attaching your CV with a covering letter.**

**Submitting an Application Form**

Our Application Form is designed to help you provide all the information that we need to help us to shortlist applicants for interview alongside your attached CV and covering letter.

You must ensure that all the sections of the Application Form are completed. Make sure your Application Form and covering letter is relevant to the role that you are applying for.

Read the job description and specification carefully and demonstrate to us that you are able to meet the needs of the role. If you need to, provide additional information on a separate sheet.

**Reasonable Adjustment**

As a values-based organisation, that puts our values at the front of everything that we do, we pride ourselves on ensuring reasonable adjustments are made, where possible for candidates who may have a disability. Our recruitment team are happy to work alongside candidates who meets these criteria.

**What happens next?**

#### Short listing

After the closing date we will shortlist all Application Forms, CVs and covering letters. The short-listing process will assess your Application Form, CV and covering letter against the contents of the **Person Specification**. We aim to complete this exercise and inform successful candidates as soon as possible after the closing date.

If successful, use your time effectively to prepare for the next part of the process:

* Learn as much as you can about College; visit our website ([www.rcpsych.ac.uk](http://www.rcpsych.ac.uk)).
* Research the position, and list the skills and experience sought matching these to your own experiences.
* Consider questions we are likely to ask and prepare your responses – think of examples to demonstrate your experience and ability.
* Prepare a list of questions you would like to ask.

#### Assessments

To assist in the selection process, candidates short listed for interview will also be required to undergo an assessment as part of the interview process. This will usually take place on the same day as the interview but in some cases a separate assessment day may be necessary.

The type of assessment depends on the role and the skills that we want to test. We use a variety of methods including case scenarios, presentations, numerical and verbal reasoning etc.

* **The Interview**

The interview process is an opportunity for you to highlight your skills and experiences and to demonstrate how you meet the requirements of the job.

Interview panels will usually consist of two or three people that have a direct interest in the role, for example the line manager of the position, another senior member and a member of the HR department.

All candidates are asked the same core questions designed to test whether you have the experience, skills, and attitude to deliver the requirements of the job and be an asset to College. Often supplementary questions will be asked to ensure that we get all the information we need to make the right decision.

We want you to give the best interview you can so if you require special facilities (e.g. a signer) you should inform us prior to the interview.

* **Contact and Feedback**

We aim to let all candidates know the result of their interview as quickly as reasonably possible.

Remember that your Application Form, CV and covering letter are the only things that we will use to short list applicants for interview so **take your time** in preparing, **proof-read** your Application Form and covering letter before you submit it and **sell yourself** to us.

We look forward to receiving your application.

**THE ROYAL COLLEGE OF PSYCHIATRISTS**

# **JOB DESCRIPTION**

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| **JOB TITLE:** | Psychometric Analyst |
| **DEPARTMENT:** | Professional Standards |
| **SECTION:** | Examinations |
| **RESPONSIBLE TO:** | Head of Examinations |
| **RESPONSIBLE FOR:** | N/A |
| **PAY BAND:** | 5 |

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| **JOB PURPOSE:** |
| 1. To contribute to the College’s assessment strategy to improve learning outcomes, reduce differential attainment and ensure our examinations are fair, reliable and valid.

 1. To conduct in-depth psychometric analysis to support the design, delivery, quality assurance and development of MRCPsych examinations, in collaboration with the external psychometrician.

 1. To conduct routine analysis of and report on the performance of College examinations, including individual questions and scenarios.

 1. To perform the data analysis necessary to produce pass marks for all College examinations.

1. To provide expert advice to the College on psychometric issues within examinations.

 1. To lead on the standard setting process for written and clinical examinations.

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| **KEY RESPONSIBILITIES:** |
| 1. Set and calculate pass marks for examinations, based on agreed and specified formulae.

 1. Contribute to the review of the College’s assessment strategy, with particular focus on syllabus and blueprint development.

 1. Analyse and monitor pass marks, pass rates, performance trends by candidate groups, and key examination statistics for all examinations.

 1. Perform analysis of examinations to highlight anomalous occurrences or poorly performing items.

 1. Work alongside the Head of Examinations, Chief Examiner, Director of Professional Standards, and the College’s External Psychometrician to develop the College Examinations, so that they are recognised as being fit for purpose.

1. Support the Written Examinations Manager in identifying appropriate Anchor questions set in each component of the examination for analysis.

 1. Collaborate with colleagues in the Examinations team during the examination development, approval, and post-diet stages, having an overview, providing advice, and assisting the relevant panel in selecting cases and questions.

 1. Oversee the organisation and management of the Examinations Standard Setting Panel,in collaboration with the Written Examinations Manager. This includes training panel members in the standard setting methods applied. Training may also include stakeholder groups such as trainees and educators.

 1. Analyse and provide individual feedback to candidates on their performance.

 1. Analyse, report on and monitor examiner performance, including the provision of individual examiner feedback.

 1. Provide appropriate guidance and training for new and existing examiners, question writers, educators, trainees and Standard Setting and Examination Panel members.

 1. Produce annual examination reviews and other ad hoc reports on a variety of aspects of the examinations for College examination boards, and other College committees where required.

 1. To lead on research work related to MRCPsych examinations, to include constructing and sending out questionnaires, inputting data and analysing findings.

 1. Provide data and analysis to the GMC and other external stakeholders in accordance to agreed protocols.

 1. Keep all College Examination files up to date and fit for purpose.

 1. Collaborate with other Royal Colleges and attend and represent RCPsych at relevant academic conferences.

 1. In association with staff within the department, assist in other MRCPsych examination duties as required, e.g., invigilation of examinations; checking examination results; etc.

 1. Provide support in appeal processes.

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| **THE COLLEGE VALUES:** |
| 1. Living out, and being a role model for, the College values and behaviours.

 1. Seeking out ways of working collaboratively, where possible.

 1. Upholding a positive, empowering and enabling environment for all staff.
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| **ADDITIONAL INFORMATION:** |
| Budget Holder: | No |
| DBS check required? | Yes |

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| **GENERAL** |
| 1. Undertake any other duties related to the job purpose and which may be necessary in the College’s work.  2. To carry out all duties in a safe and proper manner in accordance with the College’s Health and Safety Policy.  3. To undertake all duties in line with the College’s values, policies, procedures, and regulations ensuring that the work undertaken actively promotes equality and diversity.  This job description is not exhaustive and is subject to change in accordance with the business need of the College.   |

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| **Date**: | May 2022 |

**THE ROYAL COLLEGE OF PSYCHIATRISTS**

**JOB TITLE: Psychometric Analyst**

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| **PERSON SPECIFICATION**  |
| **CRITERIA**  | **APPLICATION FORM, CV & COVER LETTER** | **TEST**  | **INTERVIEW**  |
| **ESSENTIAL** |   |   |   |
| An understanding of the use of research methodology and psychometric analysis in order to manipulate and analyse data and produce meaningful reports and detailed statistical analysis. | **ü** |   | **ü** |
| Demonstrable ability to devise changes or developments in procedures. | **ü** |   | **ü** |
| Experience of using SPSS to capture and analyse data. | **ü** | **ü** | **ü** |
| Experience of handling a challenging role with confidence & initiative.  | **ü** |   | **ü** |
| Ability to use a range of ICT including MS Office, with accurate word processing skills and ability to learn new systems quickly. | **ü** | **ü** | **ü** |
| Excellent interpersonal skills. | **ü** |   | **ü** |
| Excellent presentation skills. | **ü** |   | **ü** |
| Excellent organisation skills. | **ü** |   | **ü** |
| Excellent numeracy skills. | **ü** | **ü** | **ü** |
| Ability to work as part of a team. | **ü** |   | **ü** |
| Ability to deal with individuals and stakeholders at all levels of an organisation. | **ü** |   | **ü** |
| A flexible approach to tasks, travel, and hours of work. | **ü** |   | **ü** |
| Knowledge of GDPR legislation and how this applies to the role. | **ü** |   | **ü** |
| **DESIRABLE** |   |   |   |
| An honours degree in Statistics or a discipline with a heavy element of statistics (e.g., Psychology) or equivalent qualification or experience | **ü** |   | **ü** |
| A higher degree with research methodology content or equivalent qualification or experience | **ü** |   | **ü** |
| Relevant research experience including being able to identify, review, analyse and summarise complex paper and electronic sources of data. | **ü** |   | **ü** |
| Experience in the administration of examinations. | **ü** |   | **ü** |
| Experience of working in medical education and knowledge of higher medical examinations. | **ü** |   | **ü** |
| Experience in presenting to board members/committees and addressing queries they may have. | **ü** |   | **ü** |
| Experience or understanding of the workings of a Royal Medical College. | **ü** |   | **ü** |

Candidates are reminded that the shortlisting process is based on the evidence provided on the application form, cover letter and CV.

**CURRENT PROVISIONS**

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| **Contract** | Permanent |
| **Salary**  | £50,976 - £56,023 per annum |
| **Hours**  | 35 hours per week  |
| **Probationary period** |  6 months |
| **Holiday** | 28 days annual leave (includes 8 Public & Bank Holidays). In addition to this the College has a few College closure days. |
| **Working Pattern** | Hybrid/RemoteWe operate a hybrid model of working on site and remote (from home). |
| **Notice period** | 12 weeks  |
| **Pension** | Auto-enrolment |
| **References**  | All College appointments are subject to receipt of satisfactory references |
| **Location** | 21 Prescot Street, London E1 8BB or another College addressNearest underground stations are Tower Hill, Aldgate and Aldgate East. The College is a non-smoking environment *or input other remote offices information.* |
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THE Royal College of Psychiatrists

TOTAL REWARD STATEMENT

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| **EMPLOYEE BENEFITS PER ANNUM**

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| 1 | **BASED ON AN EXAMPLE ANNUAL INCOME OF:**  | **£15,000**  | **£20,000** | **£25,000** |
|  | Auto enrolment into Pension (10%/5% employer**Contribution if a member)** | £1,500/ £750  | £2,000/ £1,000 | £2,500/ £1,250 |
| 2 | Interest free**Season ticket loan** **(If borrowed £1,200** **at commercial rates)** | Interest free is only applicable up to £9999£230 £230 £230 |
| 3 | Life Assurance (if member**of pension scheme)** | 4/2 times annual salary on death in service. Underwriting and restrictions may be applicable. |
| 4 | **Group Income Protection****(if on a permanent contract)** | % of salary due to sickness absence. Approval based on decision of insurance company. |
| 5 | **Retirement Support Service** | Punter Southall Aspire support staff in planning their retirement.  |
| 6 | **Medicash benefits scheme** | Offers staff an extensive package of health benefits including dental treatments, optical, various therapies, and prescriptions. |
| 7 | **Enhanced Employee** **Assistance Programme**  | Free confidential telephone helpline available 24 hours, 365 days per year and up to 8 free face-to-face counselling sessions and mental health support. |
| 8 | **Medical, Dental, Hospital****Appointments** | Staff are given two hours credit towards these types of appointments, if appointments are made early or late in day |
| 9 | **Glasses for Computer use** | Annual eye tests will be paid forvouchers and where applicable a contribution (vouchers) towards the cost of glasses. |
| 10 | **Holidays** | 20, 22.5 or 25 days paid per annum, dependent on service (pro rata).  |
| 11 | **Bank Holidays** | 10 days paid per annum (includes 8 public holidays plus 2 discretionary College days) (pro rata). |
| 12 | **Christmas Closure** | Variable number of days usually paid in addition to above. |
| 13 | **Flexi Scheme** | Staff members have access to the College’s flexi scheme. This scheme allows staff members to take up to 5 days of flexi within any one month. |
| 14 | **TOIL Scheme** | Staff who are eligible for the flexi scheme or who works at the weekends have access to the College’s TOIL scheme. This scheme allows staff members to take up to 5 days of TOIL within any one month. |
| 15 | **Sick Pay** | Ranging from 1 month’s full pay/2 months’ half pay to 6 months’ full pay/6 months’ half pay dependent on years of service (pro rata). |
| 16 | **Paternity Leave** | 10 days paid. |
| 17 | **Maternity Leave/Pay** | Enhanced maternity leave and pay  |
| 18 | **Compassionate Leave** | 5 days paid leave and in certainCircumstances additional days canbe approved |
| 19 | **Cycle to work scheme** | Staff are eligible to apply for the cycle to work scheme. |
| 21 | **TOTTEM Totum** | Staff are eligible to purchase a TOTUM PRO card (previously called NUS Extra), which provides discounts for various online stores and shops/restaurants. |
| 22 | **Gym membership** | College staff have exclusive membership rates at the Grange Tower Bridge Heath Club |
| 23 | **Non-financial rewards** | Staff are given the opportunity to apply or be nominated for Recognition awards.  |
| 24 | **Coffee, tea, filtered water** | Free |
| 25 | **Staff Forums**  | Staff can join the following staff forums of their choice.* Sexuality and Gender Equality and Inclusion Forum (SGEI)
* African Caribbean Forum (ACF)
* Wellbeing at Work forum
* Peer Network
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| 26 | **Staff Support** | Staff Representative Council (SRC) |

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# Royal College of Psychiatrists

**About the College**

**What we do:**

The Royal College of Psychiatrists is the professional and educational body for psychiatrists in the United Kingdom and the Republic of Ireland. We aim to:

**Set standards and promote excellence in psychiatry and mental healthcare**

The Royal College of Psychiatrists is committed to improving the understanding of psychiatry and mental health. We want there to be a greater understanding of the interaction between mental and physical health and the social and cultural context in which people live. We are at the forefront in setting and achieving the highest standards through education, training and research. We lead the way in developing excellence and promoting best practice in mental health services. We promote research and publish the results in our world-class psychiatric journals.

**Lead, represent and support psychiatrists**The College actively promotes psychiatry as a career. College structures are robust and provide dedicated support to our members and associates. Nationally and internationally, the College has a vital role in representing the expertise of the psychiatric profession to governments and other agencies. This is key to promoting best practice in mental health.

**Work with patients, carers, and their organisations**We collaborate with key players in the mental health field and are champions for improvements in the quality of mental healthcare throughout all sectors of society. Public education is at the heart of our activities and is an essential component of our website.

As well as running its membership examination (MRCPsych), and visiting and approving hospitals for training purposes, the College organises scientific and clinical conferences and lectures and continuing professional development activities. The College publishes books, reports and educational material for professionals and the general public. It also publishes the [British Journal of Psychiatry](http://bjp.rcpsych.org/), [BJPsych Bulletin](http://pb.rcpsych.org/), BJPsych [Advances,](http://apt.rcpsych.org/)  BJPsych [International](http://www.rcpsych.ac.uk/publications/journals/ipinfo1.aspx) and BJPsych Open, all of which are now available on-line.

The Royal College of Psychiatrists has been in existence in some form since 1841. First as the "Association of Medical Officers of Asylums and Hospitals for the Insane" (later changed to the Medico Psychological Association) then, in 1926 receiving its Royal Charter to become the "Royal Medico Psychological Association, and finally, in 1971 receiving a Supplemental Charter to become the "Royal College of Psychiatrists" we know today.