**The Faculty’s Careers, Recruitment & Workforce Committee (FICMCRW) are looking to recruit 4 New Members**

The Faculty's **Careers, Recruitment & Workforce Committee (FICMCRW)** has 4 vacancies to work with the committee overseeing the Faculty’s focus on:

* Promoting ICM and developing resources for those who are considering a career in the specialty.
* Developing guidance and tools on career development and sustainability for intensivists.
* Working with the National Recruitment Office (ICMNRO) to manage ICM National Recruitment, including person specifications, recruitment materials, recruitment and training of interviewers and the interview days themselves, as well as keeping the recruitment process under review.
* Monitoring recruitment and retention to the specialty, to ensure we recognise and respond to factors that may impact applications for training.
* Developing and delivering the annual FICM census to collect important ICM workforce data and producing reports and analysis from this work.
* Providing oversight to the Advanced Critical Care Practitioner (ACCP), Women in Intensive Care Medicine (WICM), and Pharmacy Sub-Committees (PSC), which all report into this Committee.

**For this recruitment round we are particularly interested in applications from members with interests in leading on ICM workforce issues, or on census data collection and analysis.**

**Term of office**

The term of office is three years. Second terms are at the discretion of the Faculty Board.

**To apply**

Please submit your completed application form to contact@ficm.ac.uk by **9am Tuesday 18 February 2025**.

**Queries**

If you have any questions or would like an informal chat about the role, please contact us.

**APPLICATION FORM**

**The role and you**

 **Eligibility**

Applicants must meet the following essential criteria:

* Be a Member of the Faculty of Intensive Care Medicine in active practice as a consultant or SAS doctor
* Have up to date knowledge of *Good Medical Practice* (GMC)
* Experience in data analysis and presentation
* Up to date knowledge and understanding of the challenges regarding the maintenance of the workforce within Intensive Care Medicine.
* It would also be desirable to have experience in survey design and data analysis.

Applicants who already sit on other UK-wide ICM organisations’ committees where responsibilities overlap can apply but are expected to resign from these other roles if their application is successful.

**Responsibilities**

* Committee Members are expected to attend all meetings. Members may not send delegates to attend in their place.
* Members are expected to take an active part in the work of the committee, including:
* Taking part in committee discussions (in person and by email).
* Taking responsibility for workstreams and projects.
* Attending other events to do with the committee’s work.
* Reading all relevant written and online materials that are sent to members.
* Producing written documents from time-to-time including contribution to the FICM newsletter, *Critical Eye*, and the Faculty website.
* Committee members may also be asked to represent the Faculty on external bodies such as the GMC, partner Colleges, or the Academy of Medical Royal Colleges.
* All Members should disclose to the Chair any relevant conflicting interest of any kind (financial or otherwise) arising in relation to any item on the agenda.

**Meetings**Typically, meetings take place quarterly. There will be a combination of virtual and in-person meetings, which are specified in advance. Travel expenses are reimbursed subject to the expenses policy. Forthcoming meeting dates are:

* 17 June 2025 (Virtual)
* 23 September 2025 (In-person)
* 18 November 2025 (Virtual)

**Support**

It is recommended that potential Committee Members discuss the appointment with hospital colleagues and senior management, to ensure they can dedicate appropriate time to the role.

The Committee operates in a positive and open working environment and both established members and the FICM Secretariat will be on hand to support you as you join and with any subsequent workflow.

**Equity, Diversity & Inclusion**

FICM is dedicated to creating a committee environment that values and promotes equity, diversity, and inclusion. We believe that diverse perspectives, backgrounds, and experiences contribute to the richness of our discussions and enhance the quality of our decision-making processes as we strive to work towards [our Strategic Aims](https://www.ficm.ac.uk/aboutusaboutthefaculty/our-strategic-aims), so it is important to us that this is reflected in our recruitment practices. **We strongly encourage applications from individuals from all ages, races, genders, sexual orientations, ethnicities, and perspectives to ensure we maintain an inclusive culture that encourages, supports and celebrates our differences.**

In alignment with our commitment to EDI, members of this committee are expected to:

1. Foster an inclusive and welcoming atmosphere, respecting and embracing individual differences in race, ethnicity, gender, sexual orientation, socio-economic status, age, ability, professional background and other characteristics.
2. Actively seek and consider a variety of perspectives in discussions and decision-making processes, recognising that diversity of thought leads to innovative and effective solutions.
3. Strive to eliminate any form of discrimination, bias, or exclusion within the committee, and work towards creating an environment where all members feel valued and heard.
4. Promote equal opportunities for participation, engagement, and leadership within the committee, ensuring that all voices have the chance to be heard and contribute.
5. Regularly review and assess our practices to identify and address any barriers to equity, diversity, and inclusion, and actively work towards continuous improvement.



**FACULTY LEADERSHIP:**

FICMCRW Application Form

Name:

Job Title:

GMC Registration Number:

Telephone:

Email:

Please provide a short statement highlighting your relevant experience and interest, and why you would like to apply for this role (max 350 words):

***Data management:*** *We will share your application form securely with the appointment panel only. Your data will be stored securely.*