



AO Spine Europe & Southern Africa Diversity and Inclusion Officer Job description

AO Spine seeks: *A highly motivated individual of regional repute and good scientific and clinical recognition. The successful applicant will contribute to an increased awareness and attitude towards diversity and inclusion and actively stimulate the formation of communities and activities into AOSESA. It is of paramount importance that the new officer works collaboratively with the entire ESA board and that her activities are aimed at advancing the AO's mission and the goals set by the ESA board. The applicant needs to be able to work in a multicultural environment with no travel restrictions and is expected to have a vision regarding active steps towards increased diversity and inclusion in the ESA region.*

Position AO Spine ESA Inclusion & Diversity officer

Territory Regional

Reporting to AO Spine Regional Board Chair

Term Three years

Start date July 2024

End date June 2027

Requirements

General

- Active Spine membership for at least 5 years with demonstrable AO teaching experience or demonstrable active contributions to the functions of AO / AOSpine
- Female AO Spine member
- Interpersonal skills, leader, inclusive, communicator/listener, motivator, team builder
- Committed to diversity and inclusion with a balanced, constructive, collaborative and realistic approach to the matter
- Open to travel and dedicate min 1 days per month
- Good command of English

Other desirable characteristics

- Current /previous member of a country council or country representative
- 45 years or younger
- High reputation, regional / international experience
- Track record in active involvement in innovative initiatives
- AO Faculty Education Program / Chairpersons Education Program

Responsibilities

- Participate to the ESA board activities
- Contribute to increase the awareness and attitude towards increased diversity and inclusion
- Provide vision regarding active steps towards increased diversity and inclusion
- Actively stimulating the formation of communities and activities into AOSESA to increase diversity and inclusion
- Three pillars of action:
 - Assist and stimulate the board
 - Observe the world and bring into the board what's on
 - Interact with the community and stimulate things to happen:
 - Female surgeons
 - Young surgeons
 - Less represented countries
 - Diverse members and environments