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Job Summary

Job Title: Clinical Lecturer in Maternal and fetal medicine and Obstetrics subspeciality training) Locally funded Matched Post) (ST4+)
Salary: Nodal 4 (ST4-ST5) £67,325; Nodal 5 £76,582pa (ST6+)
Contract: Full-time (40 hours per week), fixed term contract for 4 years or until relinquishment of the NTN, whichever is the earlier
Department: College of Life Sciences
Job Family: Teaching and Research
Reference: 14078

Role Purpose

The post offers the opportunity for those with excellent potential as clinical academics to progress Specialist Training in fetal and maternal medicine whilst further developing their academic skills, and undertaking high quality research or developing medical education expertise. The scheme is intended to develop the lecturer into an independent principal investigator or educator who is able to apply competitively for a senior academic position in the future.

Balance of Duties

The CL will be offered entry Into the maternal fetal medicine subspeciality programme based at the University Hospitals of Leicester NHS Trust.

The successful applicant will spend 50% of their time undertaking academic duties at the University of Leicester, in association with University of Leicester academic and research supervisors (research and teaching) and 50% of their time undertaking clinical training/work, primarily at the University Hospitals of Leicester NHS Trust with an NHSE clinical and educational supervisor.

The way that this split is arranged can be managed very flexibly through liaison between the post holder, the academic supervisor and the clinical supervisory team. If required, the research can be undertaken in dedicated blocks where there is no (or minimal) clinical commitment to ensure that the CL has the opportunity to focus on their own academic work, as well as participate in the training opportunities within the Department, College and wider University. There are a significant number of training courses and sessions that the University provides for clinical academic staff, and the trainee will be expected to identify, in consultation with their academic and research supervisors, the courses that are necessary for their on-going professional development as an academic clinician.

Excellent clinical training will be provided for those requiring specialty training through the NHS England East Midlands training scheme. The key principle underlying this phase of training is that the balance of academic and clinical training will be agreed on an *ad personam* basis between the trainee's academic supervisor, the training programme director, and the SAC taking into consideration the level of training of the candidate at appointment.

In line with NIHR guidance, applications for less than full-time (LTFT) training may be considered. However, in accordance with the Gold Guide, it is unlikely that the clinical component of the post could be reduced below 50% FTE.

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Depending on the FTE undertaken, the duration of the post may be extended to a maximum of six years, equivalent to four years of full-time training. The academic component must not fall below 0.33 FTE at any point.

All LTFT arrangements must also comply with GMC guidance relating to academic trainees and ensure that both clinical training and academic objectives can be achieved within the agreed programme.

Main Duties and Responsibilities

Research (see appendix)

The appointee will be required to:

- To contribute in a significant and meaningful manner to the Department and College's profiles by producing academic outputs of the highest standard.
- Ability to establish and develop an excellent and distinctive independent academic portfolio.
- Ability to write up research findings in a timely fashion resulting in publications in high quality peer-reviewed journals.
- Ability to establish successful collaborations within and beyond Leicester to enhance the overall College academic portfolio.
- To secure, in collaboration with colleagues, as appropriate, external research funding relevant to their academic project(s) and future independent research area, which will deliver outputs of excellence
- To attend and present research findings and papers at academic and professional conferences, and to contribute to the external visibility of the department
- To ensure that all research activities undertaken are in compliance with the 'Research Code of Conduct' operated by the University.
- To undertake research student supervision

Teaching

The appointee will contribute to teaching appropriate to their expertise on the MB ChB and other undergraduate and postgraduate courses. The medical curricula are integrated, and the structure and content is the responsibility of a single Medical College Curriculum Committee. They are coordinated by the Leicester Medical School in consultation with academic departments. Staff may contribute to lectures, tutorials or practical work in either the core curricula or student selected Special Study Modules. In the case of the core curricula, staff will be responsible to a relevant Module Leader, who may not necessarily be based in the member of staff's own department, for the content and nature of their teaching.

Clinical Duties

This will be managed and delivered by NHS England (East Midlands), in accordance with the National training curriculum for the clinical specialty.

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Details of the RCOG MFM subspeciality training curriculums can be found at:

https://www.rcog.org.uk/media/radb142m/mfm-sst-2024-definitive-document.pdf

Clinical training attachments will be fully approved training posts in the East Midlands rotation and mapped to the academic and clinical needs of the trainee.

If appointees are required to undertake out of hours work this will be managed in line with the terms and conditions of the resident doctors' contract.

Resources Managed

- Supervise junior research staff and research students as required
- Manage research income as required

Internal and External Relationships

- Coordination with central University offices as required.
- Delivery of research presentations at national/international conferences and meetings.
- Attendance and contributions to group and departmental meetings
- Liaison with collaborators within and outside the University of Leicester
- Seek guidance from academic, research, clinical and educational supervisors, administrative support staff and other academic colleagues as required

Supervision

Within the University the appointee will be responsible to their academic supervisor and ultimately to their Head of Department.

As part of the NIHR academic training scheme, appointees in all specialties will have a University of Leicester academic supervisor and research supervisor. The Director of the Clinical Academic Programme is responsible for ensuring that these supervisors are appointed and approved by the Clinical Academic Training Committee (CAT).

Those in specialty training will also have a clinical supervisor and an educational supervisor. The educational supervisor is appointed by NHS England, must have undertaken appropriate training and is responsible for specifying the trainee's pathway to Certificate of Completion of Training. In addition, the appointee will be responsible for their clinical duties to the Training Programme Director and Clinical Director/Head of Service.

Where an academic supervisor is also a trained educational supervisor, approved by NHS England, they may undertake a dual role. A research supervisor cannot act as an academic or educational supervisor.

Planning and Organisation

- Shaping the strategic direction of own area of activity, managing own time and leading the long-term planning and delivery of activity with respect to agreed priorities/projects with a view to applying for funding for a senior academic position

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- Participation in the departmental operational planning process
- Supporting the strategic direction of the research group and department.
- Seek guidance from mentors, administrative support staff and other academic colleagues as required.

Person Specification

All candidates in specialty training must satisfy the clinical training person specification available at

https://specialtytraining.hee.nhs.uk/Recruitment/Person-specifications

in addition to the person specification for a clinical lectureship below:

Qualifications, Knowledge and Experience

Essential

- Basic medical degree, MB BS or equivalent*
- Full GMC registration *
- GMC Licence to practice*
- MRCOG or equivalent (this is a requirement for the end of ST5)
- Higher degree (MD, PhD or equivalent) in field related to this post. Candidates who have submitted for their higher degree at the time of application may be considered but must have been fully awarded prior to 31 August 2027*
- Evidence of achievement of Foundation competencies in line with GMC standards/Good Medical Practice Evidence of achievement of ST1 & ST2 competencies in medicine at the time of appointment (ARCP outcome 1 at ST1 and 2)*
- Hold an NTN in Obstetrics and gynaecology and have achieved an outcome 1 at the most recent ARCP, or have been through national recruitment and be regarded as appointable at ST4 or above in the clinical specialty and be able to provide formal evidence of this
- Appointment to this post is conditional upon the successful candidate holding or securing an approved Maternal and Fetal Medicine sub-specialty training number prior to taking up the post.
- Have a minimum of one year's clinical training to complete at the time of commencement in ACL*
- Evidence of good progress in clinical training and that completion of specialty training may be accommodated either during or after the four-year period of the CL award*
- A coherent, high quality and feasible plan of research
- Demonstration of understanding and commitment to academic career*
- Indication of medium and long-term career goals*
- Demonstration of reasons for applying for this Clinical Lectureship Programme*
- Evidence of teaching experience* & the ability to teach undergraduates and postgraduates

- Publications in peer reviewed journals, with ability to meet REF requirements*

Desirable

- Evidence of commitment to specialty
- Intercalated honours degree and/or additional qualifications e.g. MSc etc
- Knowledge of the centre hosting the research and how this is best placed to support the research, education and training needs*
- Prizes or distinctions significant to this post*
- Presentation of work at a national or international meetings*
- Minimum of two 4* REF returnable publications*

Skills, Abilities and Competencies

Essential

- High level of proficiency in English, sufficient to undertake research, teaching and administrative activities utilising English Language materials and to communicate effectively with staff and students
- Area of research compatible with the interests of the College for which University of Leicester supervisors are able to provide academic and research supervision*
- Publications in national or international peer reviewed Journals*
- Evidence of presentations to learned societies*
- Demonstration of the potential for scientific independence and the ability to lead a research team
- Demonstration of personal reasons for applying for this Clinical Lectureship Programme
- Evidence of potential to become a leader in chosen field
- Evidence of ability to work effectively & co-operatively as a member of a multi-disciplinary team
- Commitment to personal and professional development
- A high degree of motivation and personal self-discipline
- Organisational ability
- Capacity to prioritise own workload
- Able to initiate/innovate
- Effective written communication skills*
- Effective oral communication & spoken English skills

Criteria to be used in shortlisting candidates for interview

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Other Requirements

Essential

- Satisfactory enhanced DBS disclosure
- Satisfactory occupational health clearance
- Meets professional health requirements (in line with GMC standards/Good Medical Practice)
- Medical defence cover
- Eligibility to work in the UK

Contract Information

Candidates must have a higher degree (MD/PhD, or equivalent) at the time of application or have submitted at the time of application. The degree must be awarded prior to commencement.

Appointees will hold an NTN (a).

This post is a fixed-term post & is part of the integrated clinical/academic training programme. Funding is provided for a maximum period of 4 years (full time), or until the post holder relinquishes their NTN whichever is the earlier.

In line with NIHR guidance LTFT applications may be considered. Dependent upon the fte undertaken posts may be extended for a maximum of 6 years (equivalent to four years full time) and the academic component of the post must not fall below 0.33fte. Posts must also comply with guidance issued by the GMC with respect to LTFT academic trainees.

Should you not complete training to CCT during the period of this appointment the post will be reviewed to determine if the appointee is to transfer to an NHS StR post to complete their training, or if the academic post can be extended using local funding.

An honorary clinical StR contract will be sought from the University Hospitals of Leicester NHS Trust (http://www.leicestershospitals.nhs.uk/aboutus), or the hospital in which they are based on the training scheme, as appropriate.

Professional Requirements

You must be registered with the GMC, hold a licence to practice, abide by the codes of professional practice and have appropriate cover from a medical defence organisation for the duration of your appointment. Lapsing may render you subject to disciplinary action and you cannot be lawfully employed should registration lapse. You are required by the GMC to revalidate every five years. You must therefore advise the University of your revalidation dates and provide written evidence of your

satisfactory revalidation where these fall within your period of employment with the University. You are also required to abide by the codes of professional practice as detailed by the professional body GMC.

Where the duties of a post involve work with NHS patients, identifiable patient data and/or patient material/tissues, or NHS staff or their data for the purposes of research it is necessary to ensure that the performance of the duties attached to the post is covered by NHS research governance arrangements and the appointee must comply with all such arrangements.

It is a fundamental condition of employment for those in training that you hold and retain an honorary clinical specialty registrar contract with a recognised NHS Trust acceptable to the University for the duration of your employment. You must not commence work prior to this contract being awarded. The appointment with the University will automatically terminate should an honorary NHS contract be withdrawn or otherwise come to an end.

Appointees will be expected to engage in appropriate continuing professional development.

You will be required to comply with all NHS employment checks and satisfactorily meet these requirements prior to commencement in post. You are required to comply with the appropriate occupational health procedures for the post which you are to undertake. Where the post requires that you undertake Exposure Prone Invasive Procedures any offer of employment is subject to satisfactory clearance from the Trust Occupational Health department and you cannot commence in post until satisfactory clearance has been received. Where the post does not require Exposure Prone Invasive Procedures you must provide evidence of attendance at a Trust occupational health interview within the first 3 days of commencing in post.

This post is exempt from the Rehabilitation of Offenders Act 1974 because the appointee will have substantial access to young people and/or vulnerable adults. Therefore, an appointment to this post will be subject to checking through the Disclosure and Barring Service (DBS)). The successful applicant for this post will, therefore, be required to give consent for the University to check with the DBS for the existence and content of any criminal record in the form of an Enhanced Barred Disclosure. Information received from the DBS and the police will be kept in strict confidence and will be destroyed once the University is satisfied in this regard.

Management of the academic programme

The academic programme is managed by the Clinical Academic Training (CAT) Operational Group & comprises members from the University, NHS Midlands and partner NHS Trusts. It is led by the Director of CAT, currently Dr Anvesha Singh.

Teaching Qualification

CLs with less than 3 years' experience of teaching in higher education are expected to complete the Postgraduate Certificate in Academic and Professional Practice within a reasonable timeframe of starting their employment with the University. CLs with more than 3 years' teaching experience, who do not already hold an Academic Teaching Qualification as defined by HESA such as teaching qualification (UK or International), or Fellowship of the Higher Education Academy, are expected to achieve the latter within a reasonable timeframe of starting their employment with the University. Fellowship of the Higher Education Academy can be achieved through the Experiential Route of the University's Professional Educational Excellence Recognition Scheme (PEERS).

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Assessment and Appraisal

At the commencement of the lectureship the academic trainee must meet with their academic supervisor to ensure that an integrated and jointly agreed training programme/job plan is agreed, & at a minimum of six-monthly intervals thereafter, preferably more frequently, to review progress. The trainee will also have an induction meeting with the Director/Deputy Director of the Clinical Academic Training Programme and the Administrative Manager for the programme. In addition, the appointee should meet regularly (at least bi-monthly) with their research supervisor.

The appointee will be required to attend an annual academic review & provide the required information to the review panel. These normally take place in May each year. The academic supervisor must ensure that a report on academic progress is submitted to the Director of Clinical Academic Training (CAT) at least 2 weeks prior to the review. Following the review, the Director of CAT will provide a letter of progression to inform the ARCP of academic progress (Renal). Documentation from the academic review & the Director's report will inform University probation. All appointees are required to comply with the University's PDD processes.

Sub specialty trainees must also meet with their clinical & educational supervisors monthly

The ARCP will jointly assess academic and clinical progress and the outcome of the process will be recorded. Annual reviews of subspecility training will be undertaken by the RCOG.

In the event that at the second year review it is evidenced that the appointee has been unsuccessful in developing an academic career a recommendation will be made for specialty trainees to join the standard clinical training programme.

Criminal Declaration and Disclosure and Barring Service (DBS)

If you become an employee, you must inform your manager immediately, in writing, if you are the subject of any current or future police investigations/legal proceedings, which could result in a criminal offence, conviction, caution, bind-over or charges, or warnings.

This post is exempt from the Rehabilitation of Offenders Act 1974 because the appointee will have substantial access to young people and/or vulnerable adults. Therefore, an appointment to this post will be subject to checking through the Disclosure and Barring Service (DBS). The successful applicant for this post will, therefore, be required to give consent for the University to check and obtain appropriate clearance with the DBS for the existence and content of any criminal record in the form of an Enhanced Barred with Adult & Child Workforce Check.

Information received from the DBS and the police will be kept in strict confidence and will be destroyed once the University is satisfied in this regard.

NHS Research Governance Requirements

Where it is determined that the duties of this post for the purposes of research involve work with the NHS, it is necessary to ensure that the performance of the duties attached to the post are covered by NHS indemnity arrangements and the appointee must comply with all such arrangements, including occupational health clearance.

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Supporting University Activities

As a University of Leicester citizen, you are expected to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We expect all staff as citizens to work flexibly across the University if required.

University Values

Inclusive - We are diverse in our makeup and united in ambition. Our diversity is our strength and makes our community stronger.

Inspiring - We are passionate about inspiring individuals to succeed and realise their ambitions. We challenge our community to think differently, to get involved, and to constantly embrace new ideas.

Impactful - As Citizens of Change we will generate new ideas which deliver impact and empower our community

Freedom of Speech

The University is committed to upholding freedom of speech and academic freedom within the law throughout our recruitment processes. We ensure that all candidates are considered based on merit and suitability for the role, without regard to their lawful viewpoints or the expression of challenging or controversial ideas. Our recruitment policies and practices are designed to protect applicants from discrimination or adverse treatment on the basis of their opinions, and to foster an environment where open debate and diverse perspectives are valued as essential to our academic mission.

Equity and Diversity

We believe that equity, diversity and inclusion is integral to a successful modern workplace. By developing and implementing policies and systems that challenge stereotypes across all aspects of our work, we have a culture that recognises and values the diverse contributions of our staff which benefits everyone. Our strong values of inclusivity and equality support our efforts to attract a diverse range of high-quality staff and students, and identify our University as a progressive and innovative workplace that mainstreams equity, diversity and inclusion.

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Appendix: University of Leicester – Research Opportunities in Fetal and Maternal Medicine

The University of Leicester and University Hospitals of Leicester provide a strong environment in which to develop an academic career in Fetal and Maternal Medicine, with opportunities spanning **clinical and translational research, perinatal epidemiology, population health and health inequalities**.

The diverse population served by Leicester and the wider East Midlands provides particular opportunities to examine how clinical, demographic and socioeconomic factors interact to influence pregnancy outcomes and access to specialist care.

The postholder will have opportunities to collaborate with multidisciplinary researchers across the University of Leicester and University Hospitals of Leicester, drawing on expertise in **Fetal and Maternal Medicine, perinatal epidemiology, population health, neonatology, clinical trials, statistics and data science**.

The successful applicant will be encouraged to develop an individual programme of research aligned with their previous academic experience, clinical interests and longer-term plans for research independence.

Potential areas of research include:

- **Fetal medicine and prenatal diagnosis** – fetal anomalies, prenatal imaging, fetal growth and placental dysfunction, prenatal genetic diagnosis and outcomes following the diagnosis of fetal abnormalities.
- **Maternal medicine** – medical disorders in pregnancy, including diabetes, obesity, cardiovascular disease and other complex maternal conditions, and interventions to improve maternal and perinatal outcomes.
- **Placental disease and adverse pregnancy outcomes** – including fetal growth restriction, hypertensive disorders of pregnancy, stillbirth and preterm birth.
- **Perinatal epidemiology and population health** – using regional and national datasets to investigate maternal, fetal and neonatal outcomes and variation in care.
- **Maternal and perinatal morbidity and mortality** – including opportunities to contribute to research associated with national surveillance and confidential enquiry programmes such as MBRRACE-UK.
- **Health inequalities in maternity care** – investigating the contribution of ethnicity, socioeconomic circumstances and other determinants of health to access, experience and maternal and perinatal outcomes.
- **Preterm labour, pregnancy loss and fetal anomaly** – including parental experience, counselling, decision-making and the development and evaluation of models of multidisciplinary care.
- **Long-term maternal and childhood outcomes** – exploring the relationship between pregnancy complications, maternal health and subsequent maternal, neonatal and childhood outcomes.

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- **Data science and innovation** – applying routinely collected healthcare data, digital technologies and novel analytical approaches to improve prediction, diagnosis and personalised maternity care.

The successful applicant will be supported to establish a coherent programme of research, develop national and international collaborations, publish in high-quality peer-reviewed journals and present their work at national and international meetings. They will be encouraged to develop competitive applications for external research funding and progress towards research independence.

The precise research programme and supervisory team will be developed with the successful candidate according to their academic background, research interests and career aspirations.

Maternal Fetal Medicine Subspecialty Training in Leicester

University Hospitals of Leicester (UHL) has an established **RCOG-recognised subspecialty training programme in Maternal Fetal Medicine (MFM)**. The programme provides comprehensive training across fetal medicine, maternal medicine and complex obstetric care, leading to subspecialty accreditation in Maternal Fetal Medicine, subject to satisfactory progression.

A large tertiary maternity service

Leicester provides care for a large and diverse maternity population, offering extensive exposure to both common and highly complex maternal and fetal conditions.

Subspecialty trainees gain experience across the breadth of Maternal Fetal Medicine, including:

- **Fetal medicine and advanced ultrasound**, including diagnosis and management of fetal structural abnormalities, fetal growth disorders and complex pregnancies.
- **Prenatal diagnosis**, including invasive diagnostic procedures, prenatal genetics and counselling following the diagnosis of fetal abnormality.
- **Maternal medicine**, including pre-pregnancy and antenatal management of women with complex medical and surgical disorders.
- **Placental disease and high-risk pregnancy**, including fetal growth restriction and other complex obstetric conditions, Leicester is the regional unit for placenta accreta service
- **Complex intrapartum care**, providing experience in planning and managing delivery for women with significant maternal or fetal complications.
- **Counselling and bereavement care**, including multidisciplinary counselling following fetal diagnosis, pregnancy complications and pregnancy loss.

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Training is delivered through supervised clinical experience alongside structured teaching, fetal and maternal medicine seminars, multidisciplinary meetings, journal clubs, guideline development, clinical governance and risk-management activity.

Multidisciplinary working

A major strength of the Leicester programme is the breadth of multidisciplinary working.

The MFM service has established links with cardiology, respiratory disease, haematology, endocrinology, renal medicine, anaesthesia, neurology, rheumatology interventional radiology and intensive care, alongside close working relationships with clinical genetics, neonatology, paediatric cardiology and paediatric surgery.

This provides trainees with experience in multidisciplinary assessment, counselling and management of pregnancies complicated by significant maternal disease and complex fetal abnormalities.

Fetal medicine and prenatal diagnosis

The fetal medicine service provides training in detailed fetal assessment, advanced ultrasound and prenatal diagnosis, including invasive procedures. Diagnostic and interventional procedures are available for a wide range of fetal conditions, supported by close links with clinical genetics, neonatal and paediatric specialist services.

The **East Midlands Congenital Heart Centre** is based at Leicester Royal Infirmary and provides antenatal screening, specialist diagnosis and counselling for congenital heart disease, with integration between fetal medicine, fetal cardiology, neonatology and paediatric cardiac services.

Maternal medicine

Resident doctors gain extensive experience in the assessment and management of women with complex medical and surgical disorders before, during and after pregnancy.

Leicester is the Maternal Medicine Hub for the East Midland**s**, providing specialist advice and care for women with complex medical conditions across the region. The service works closely with the wider East Midlands Maternal Medicine Network, with regular regional network meetings supporting multidisciplinary discussion, shared learning and development of consistent pathways of care.

There are well-established relationships between maternity services and adult medical specialties, including cardiology, haematology, endocrinology, renal medicine, anaesthesia and intensive care. These provide resident doctors with valuable experience of multidisciplinary decision-making and the management of complex pregnancy, balancing maternal health, fetal wellbeing and timing and place of birth.

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Resident doctors are exposed to both local and regional referrals and develop the knowledge, clinical judgement and collaborative working skills required to manage women with significant medical complexity throughout the pregnancy pathway.

Neonatal and specialist support

Level 3 neonatal care is provided at Leicester Royal Infirmary, facilitating joint antenatal counselling, planning of delivery and continuity between fetal diagnosis and neonatal management.

The co-location and close working relationships between fetal medicine, clinical genetics, neonatal and specialist paediatric services provide an excellent environment for training in complex prenatal diagnosis and perinatal care.

Developing the future MFM subspecialist

The programme aims to develop clinicians with the breadth of knowledge, technical expertise and professional skills required to practise independently as consultant subspecialists in Maternal Fetal Medicine.

Alongside advanced clinical skills, trainees develop experience in multidisciplinary working, counselling, leadership, teaching, clinical governance, research, audit and service development.

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