UNIVERSITY OF LEICESTER

Job Summary

Job Title: Academic Clinical Lecturer or Clinical Research Fellow (Honorary Lecturer) in Public Health/Honorary Specialist Registrar (Clinical Trainee ST3+, or Non-Clinical Public Health Trainee) – ST3+
Salary/Grade: Clinical: Nodal 4 £61,825pa
Non-Clinical: as per non-clinical Specialty trainees – currently % of the final point of Agenda for Change 8d
Department: College of Life Sciences
Contract/Hours: Full-time, fixed term, 40 hours per week, for 4 years, or until relinquishment of NTN whichever is the earlier (consideration may be given to a LTFT post at 0.7fte or above)
Reference: 14079

Role Purpose

In conjunction with the East Midlands Training Programme in Public Health, the post will provide academically strong candidates with opportunities for training and development in a variety of public health topics, research skills and methodologies to attain publications, and teaching to underpin a career in academic public health. Training will integrate service and academic perspectives across the range of public health competencies, including exposure to a variety of service contexts via a rotation organised through the Training Programme.
An application will be made to NIHR to obtain recognition as a locally funded lectureship within the integrated clinical academic training scheme, provided the appointee meets the required criteria, including possession of an MD or PhD.
It is expected that those who do not already hold an MD or PhD will undertake research in order to develop an application for a Fellowship to undertake a higher degree. Upon attaining a Fellowship they will apply to NHS Midlands for OOPR.
This post is funded by NHS Midlands. Honorary contracts will be sought from UKHSA & the NHS as required.

Resources Managed

- Supervise junior research staff and research students as required
- Managing a budget for research activities

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Balance of Duties

The successful applicant will spend 50% of their time undertaking academic duties (research and teaching) and 50% of their time undertaking clinical training. The way that this split is arranged can be managed very flexibly through liaison between the post holder and the academic and clinical educational supervisors. If required, the research can be undertaken in dedicated blocks where there is no (or minimal) clinical commitment to ensure that the trainee has the opportunity to focus on their own research, as well as participate in the research 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 through the East Midlands Clinical 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.

Main Duties and Responsibilities

Research **(see appendix)**

An appropriate programme of research will be developed in discussion with the identified lead trainer. A wide range of possible research areas are available in the College.

A summary of some current areas of public health related research are also provided in the Appendix. Depending upon the area of research, supervision will be provided by an honorary consultant, or other senior academic staff member.

The appointee will be required to:

- To contribute in a significant and meaningful manner to the Department and College's research profiles by producing research of the highest standard.
- Ability to establish and develop an excellent and distinctive programme of independent research
- Ability to write up research findings in a timely fashion resulting in publications in high quality peer-reviewed journals and volumes
- Ability to establish successful collaborations within and beyond Leicester to enhance overall research portfolio
- To secure, in collaboration with colleagues, as appropriate, external research funding relevant to their research project 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

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Teaching

Contributing to undergraduate and postgraduate teaching and their administration.

Academic staff are expected to 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 School 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. Specifically, the post-holder will be involved in the teaching of epidemiology and public health in the undergraduate medical programme (theme lead: Dr Bharathy Kumaravel).

Public Health – Local authority, Public Health England and NHS duties and training

- Working towards training objectives within the work of the Department of Health Sciences and the Public Health Network
- Undertaking such tasks within the Public Health Training Location (such as a local authority or NHS Trust) as required by the Educational Supervisor, in order to gain the necessary general experience
- Undertaking such tasks and training as are necessary to complete all the Learning Outcomes prescribed in the Curriculum of the Faculty of Public Health (available on the Faculty website)
- Preparing, taking and successfully completing the Membership examination of the Faculty of Public Health and gaining all the skills required to be eligible for specialist registration. Medical trainees will be able to register with the GMC as specialists whilst other graduate trainees will be able to register with the UK Register for Public Health Specialists. As a result, applicants will be eligible for consultant or equivalent posts.

The College has close links with local public health organisations and the East Midlands School of Public Health. The post-holder will be attached to a recognised Public Health Department within the East Midlands.

Specific duties will be agreed with the lead trainer in the light of previous experience and future training requirements and will be reviewed on an annual basis. In keeping with other posts on the training programme the post-holder will be subject to the usual requirements for progression in training as reviewed on behalf of the Postgraduate Dean through the ARCP process.

In addition to having a lead trainer within the academic department, the post-holder will be allocated an Educational Supervisor within the Public Health Training Network. There will be opportunities to work with a range of consultants in public health. It is anticipated that the post holder will spend four sessions a week on work within the training network, and that any academic projects performed will be relevant to public health. Both university and training network activities will be tailored to meet the training needs of the post-holder.

On call arrangements:

It is expected that the post-holder will participate in the public health network's on-call rota for health protection once they have achieved sufficient competency. This attracts an out of hours supplement in line with national contract arrangements. On call work will be subject to a separate honorary contract with UKHSA.

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The postholder will be required to identify their personal training needs on an annual basis.

Training will be provided on research methodologies and other skills relevant to the post, through both formal and informal learning methods. For example, the post-holder may be able to attend modules of relevant Masters courses within the region. The training programme will be tailored to the training needs of the post-holder and by negotiation with the post-holder and lead trainers/Head of School in the Department and the Public Health Network and NHS Midlands.

Proposed Work Plan

University Commitments	Number of half day sessions
Public health and health services research and training	4
Teaching and administration	1
Public Health Training Network Commitments	
Formal training network attachments	5

There will be an out of hours commitment to the UKHSA on call rota for health protection.

Internal and External Relationships

- Delivery of research presentations at national/international conferences and meetings.
- Peer review of research outputs for national/international journals.
- External representation on public health and/or scientific committees as appropriate.
- Attendance and contributions to group and departmental meetings.
- Coordination with central University offices & with teaching module leader(s) as required.
- 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 the Head of Department.

As part of the clinical academic training scheme appointees will have an academic supervisor and a 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).

The appointee will also have a clinical supervisor and an educational supervisor. The educational supervisor is appointed by the Deanery, 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 the Deanery, they may undertake a dual role. A research supervisor cannot act as an academic or educational supervisor.

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Planning and Organising

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

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

- Clear demonstration of academic excellence
- Successfully passed the Assessment Centre for entry to the formal PH training scheme*
- Completion of DFPH examination within a formal public health training programme*
- Evidence of knowledge of a range of research methodologies
- Understanding of epidemiology and its applications to public health
- Experience of working within the NHS or experience of working in other Public Health Training Network locations demonstrating evidence of working with NHS partners and of understanding the NHS*
- A coherent, high quality and feasible plan of research*
- Good understanding of statistics
- Current up to date knowledge and practice to enable safe working
- Demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following:
- a) that applicants have undertaken undergraduate training in English; or
- b) have the following scores in the academic International English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7
- If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence
- Experience of mentoring, training and coaching staff
- Relevant higher degree – MPH, MSc, MD or PhD completed or in progress with evidence of academic excellence*

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- Hold an NTN in Public Health and have achieved an outcome 1 at the most recent ARCP, or have been through national recruitment and be regarded as appointable at ST3 or above in Public Health and be able to provide formal evidence of this
- Evidence of good progress in clinical training and that completion of specialty training may be accommodated either during or after the 4 year period of the CL award*

Desirable

- Higher degree (MD, PhD) in field related to Public Health in addition to MPH or MSc
- Successful completion of Phase 1 of training of the public health specialty new curriculum*
- Peer reviewed publications*
- Previous research experience including planning and managing research projects, undertaking quantitative analyses and disseminating research findings
- Experience of submitting applications for ethical and research governance approval
- Awareness of public health research practice
- IT qualification*
- Knowledge and experience of using statistical software such as R, STATA or SPSS and a willingness to learn new approaches.
- Experience of teaching undergraduates or postgraduates*
- Experience of assessing or examining student progress*
- Basic management training/experience*
- Experience of supervising research students
- Experience of developing and leading teams
- Experience of financial management of projects and delivering results within budget

Medical Candidates

Essential

- MB BS or equivalent*
- Full GMC registration *
- Licence to practice*
- Evidence of achievement of Foundation competencies in line with GMC standards/Good Medical Practice
- Hold an NTN in Public Health and have achieved an outcome 1 at the most recent ARCP, or have been through national recruitment and be regarded as appointable at ST3 or above in Public Health and be able to provide formal evidence of this
- Evidence of good progress in clinical training and that completion of specialty training may be accommodated either during or after the 4 year period of the CL award*

Desirable

- Broad based postgraduate clinical experience*

Non-Medical candidates

Essential

- Good relevant first degree (at least 2.1) or health professional qualification*
- Substantial postgraduate work experience in an area relevant to public health practice, having reached NHS Band 6 or above

Appointment as Academic Clinical Lecturer

Essential

- Higher degree (MD, PhD) in field related to Public Health, in addition to MPH or MSc for appointment as Academic Clinical Lecturer*

(If candidates do not meet this essential criteria, but are able to meet all other identified criteria consideration may be given to appointment as a Clinical Research Fellow)

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
- Excellent IT skills including Word, Excel, database use and reference manager software
- Ability to plan, prioritise and work on own initiative
- Excellent fluent written communication skills*
- Excellent, fluent oral communication skills
- Commitment to teaching
- Leadership qualities
- Ability to work as part of a team and alone
- Ability to manage change
- Networking and facilitating skills
- Commitment to Public Health
- High level of confidence and ability to take initiative
- Attention to detail and adaptability
- Excellent organisational skills
- Self-reliance

- Self-motivation
- Desire to learn
- Ability to set and meet own objectives and prioritise and plan own work load
- Ability to provide complete details of postgraduate employment history showing satisfactory career progression. This should include evidence of achievement in different career choices where appropriate
- Evidence that present achievement and performance is commensurate with totality of period of training (where applicable)

Desirable

- Commitment to continuing medical education

Criteria to be used in shortlisting candidates for interview

Reason for Fixed Term Contract

The reason for the fixed term contract is stated in section 1.9 in the summary of contractual terms in your contract of employment.

Contract Information

The Postgraduate Dean confirms that this post has the required educational and Dean's approval for training in public health, and are recognised by the Faculty of Public Health and the GMC for training towards the award of a Certificate of Completion of Training (CCT), or Certificate of Eligibility for Specialist Registration (CESR) as appropriate. Appointees will hold an NTN (a) and employment is dependent on continuing to hold a National Training Number.

Where an individual is appointed who meets the NIHR criteria, including holding an MD or PhD, approval will be sought from NIHR to recognise this as a locally funded post with the integrated clinical/academic training programme

This post is fixed-term post available for 4 years or until the post holder relinquishes their NTN whichever is the earlier, and is part of the integrated clinical/academic training programme. Should the post holder be required by the Public Health Training Programme to hold their NTN for a longer period the post may be considered for an extension, or the post holder will be advised that they must rotate to the NHS to complete their training.

LTFT applications may be considered at 0.7fte and above. Dependent upon the fte undertaken posts may be appointed for a longer period equivalent to four years full time. The clinical component of the post must not fall below 0.5fte. Posts must comply with guidance issued by the GMC with respect to LTFT academic trainees.

Individuals holding an MD/PhD will be appointed to the University as a Lecturer (Clinical). Those who do not hold an MD or PhD will be appointed as Clinical Research Fellows and be awarded the title of Honorary Lecturer. All appointees will be mentored within the Clinical Academic Training programme.

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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. 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.

Teaching Qualification

ACLs 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. ACLs 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).

Professional Requirements

Medical appointees must be registered with the GMC hold a licence to practice. 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.

Appointees must abide by their codes of professional practice and have appropriate cover from a medical/professional 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.

It is a fundamental condition of employment that you hold and retain where required honorary contracts with a recognised NHS Trust/UKHSA/local authority. The appointment with the University will automatically terminate should a required honorary 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 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 does not require Exposure Prone

Invasive Procedures you must provide evidence of attendance at an occupational health interview within the first 3 days of commencing in post.

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 – Adult & Child Barred.

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

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 research governance arrangements and the appointee must comply with all such arrangements, which may include occupational health clearance and DBS clearance.

Supporting University Activities

As a University of Leicester citizen, you are encouraged to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We encourage all staff as citizens to work flexibly across the University if required. If supporting these activities is likely to affect your workload, please speak to your line manager in the first instance

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 equality, diversity and inclusion.