



Job Title: Associate Professor (Clinical) in Vascular Surgery/Honorary Consultant
Grade: Clinical Consultant
Salary: £109,725 - £145,478 per annum
Department: Medical Sciences, Division of Cardiovascular Sciences
Contract: Fixed term until 30th September 2030, with extension subject to additional funding
Hours: Full-time (40 hpw – 10PA)
Job Family: Teaching and Research
Reference: 13353

Role Purpose

As a high calibre clinician scientist (Vascular Surgeon) with a research profile of well- established national/international standing, you will be expected to be a significant research income generator and supervise a team of clinical and non-clinical postgraduate and undergraduate researchers.

You will be part of a multi-disciplinary team of scientists and clinicians who have been brought together in in the School of Medical Sciences to develop a programme of high-quality research. The group has a national and international reputation in delivering applied vascular research, especially randomised controlled trials and projects relating to peripheral arterial disease.

As part of the NIHR Biomedical Research Centre Cardiovascular Theme, the holder of this post will develop and enhance cross-cutting research relating specifically to the delivery of randomised controlled trials in vascular surgery and cardiovascular sciences.

Resources Managed

- Resources management - Research and contract income
- The post holder will work alongside existing staff to generate and manage income streams from appropriate funders
- The post holder will support the delivery of ongoing randomised research
- Supervision: PhD, MSc, MD students and PDRAs as required

Main Duties and Responsibilities

The role is expected to contribute to research, teaching, clinical duties and administration, and management.

Research

To contribute to research productivity & to develop research by developing and delivering clinical and translational research programmes in line with the research strategy of the College, School and NIHR BRC. Productivity will be agreed with the Head of School.

The post holder will be expected to maintain and further develop a programme of high quality and competitive research capable of securing substantial external funding. We welcome research that





extends or complements existing areas of research within the University and the NHS.

In summary to:

- Produce research of the highest standard with best outputs internally and externally assessed as world-leading (4-star) outputs that will contribute to the Department's research profile and at a level compatible with inclusion in future REF exercises
- Engage and collaborate with national/international networks and to publish in internationally recognised high-quality peer-reviewed journals.
- Raise your external profile and that of the School by presenting research papers at academic and/or professional conferences, refereeing or reviewing publications or grant, and externally examining postgraduate research students.
- Contribute to and lead the development of larger bids for external funding for research, both on a disciplinary and interdisciplinary basis, in the School and College to support a well-defined research agenda, which will deliver outputs of international excellence.
- Develop an impact agenda and make a meaningful contribution to impact activity within the School and College.
- Manage research projects and contracts within the university, including their financial commitments
- Provide high quality postgraduate supervision, making significant contributions to recruiting and winning funding for research students and early career researchers
- Contribute to the College's postgraduate researchers' developmental activities including participation in probation panel review and as internal examiners of postgraduate degrees

Ensure that all research activities undertaken comply with the 'Research Code of Conduct' operated by the University and work within the principles of Research Governance both within UHL NHS Trust, and the University, including the General Data Protection Regulation, patient confidentiality, and the ethical conduct of research.

Teaching

You will contribute to teaching appropriate to your expertise and the requirements of the MB ChB and other University of Leicester undergraduate & postgraduate taught courses. Our innovative medical curriculum is divided into a predominantly medical school delivered Phase 1, and a clinical Phase 2. Our course was re-designed five years ago with a systems-based structure through phase 1, with structured group work featuring prominently throughout those first two years. It also contains a strong early clinical preparation through our Healthcare certificate programme and Compassionate, Holistic, Diagnostic Detective course. Students then enter the clinical phase, which has long 'apprenticeship' blocks in medicine, surgery and primary care in year 3, followed by specialty blocks in year 4, and our student assistantship blocks in year 5. The latter provides excellent preparation for Foundation year roles. Each Phase is managed by a Director, who reports to the Medical School Executive, and our School Education Committee. More information is available here: <https://le.ac.uk/courses/medicine-mbchb/2022>.

As a clinical member of staff (vascular surgeon) you will be expected to contribute to lectures, tutorials





or practical work in either the core curricula (phase 1 or 2) and/or through student selected Special Study Modules (in year3 and 5). In the case of the core curricula, staff will be responsible to a relevant Unit (phase 1) or Block lead (phase 2) for the content and nature of their teaching.

Duties also include:

- Supervision of project work by medical undergraduates on Student Selected components, or postgraduate students' MSc projects.
- Academic duties (e.g. setting written examination questions and written marking) required to sustain the delivery of high quality teaching.
- Regular contribution to clinical assessment (OSCEs)
- Contribute lectures or to support group work for relevant Phase 1 unit(s)
- Contribution to the University admissions interview processes (multi-mini-interviews)

Staff are required to support and comply with the University and School's teaching quality assurance standards and procedures, including the provision of such information as may be required by the School or the University.

As part of your clinical PAs, in line with other Trust consultants, you would be expected to provide clinical teaching in UHL such as bedside teaching, seminars or tutorials and other classes as appropriate in support of placement-based Phase 2 students.

Impact and Knowledge Exchange

- Pursue, develop and lead innovation and impact resulting in national and international recognition
- Make a major contribution to external knowledge transfer, enterprise and engagement activities which increase the external profile of the discipline in the School and College and have a beneficial impact outside the University
- Be recognised as an authority in the field, developing and maintaining an external profile as appropriate to the discipline
- Maintain scholarly activity and keep up to date with developments in the field

Leadership and Citizenship

- Represent the University through membership of significant external committees, groups and bodies, including those relating to policy and matters of importance in the wider Higher Education community
- Actively participate in the management, administration and committee structures of the School, College or University
- Involvement in peer review, the recruitment, management and development of staff and act as a mentor and coach to colleagues
- Provide major input to the development, communication and achievement of School, College or University strategies

Clinical Duties





The post holder will be offered an honorary consultant contract with the University Hospitals of Leicester NHS Trust (based at Glenfield Hospital, the region's ([Leicestershire and Rutland] main cardiovascular centre) with effect from the date of appointment, for the period of occupancy of the post. A full description of the Trust is provided in Annex B. The clinical duties will be agreed with the Trust and will include any areas of specialist interest. Duties will include participation in all clinical activities of the vascular department at Glenfield Hospital, including multidisciplinary team meetings, cover of on-call commitments and weekly clinics and operating lists. This includes independent endovascular operating and regular cover of the department's vascular limb salvage clinic. Endovascular operating skills are essential.

The Trust supports the requirements for continuing professional development (CPD) as laid down by the GMC and surgical colleges and is committed to providing time and financial support for these activities. Further, the Trust has the required arrangements in place to ensure that all surgeons have an annual appraisal with a trained appraiser and supports surgeons going through the revalidation process. You will have access to secretarial support and an adequate office space with relevant IT infrastructure with a computer and telephone, to undertake relevant confidential patient administration and confidential meetings. Clinical mentorship will be provided by the existing consultants in the unit, with dedicated support for endovascular operating. Academic and clinical mentorship will be provided by Professors Saratzis and Bown. The Trust is committed to the principles of equity, and will ensure that individual job plans of team members and the newly-appointed consultant will be equitable, in line with the requirement for effective and constructive teamworking outlined in Good Surgical Practice.

Job Plan

This will be based on the standard 10 programmed activities (PAs) of a consultant contract.

The exact nature of the clinical PAs to be undertaken will be agreed with the Trust within the job plan.

The job plan will include 5 clinical PAs and 5 academic PAs. The SPA will be allocated within this PA allowance as follows: 1.25 SPAs will be included within the clinical time and 1.25 SPAs within the academic time. The 1.25 NHS SPAs will be to support revalidation, CPD, personal clinical development, supervision of trainees (clinical supervisor, as necessary), travel, etc. The 1.25 academic SPA will consist of 0.25 SPA for audit, academic development, academic CPD, etc. and the remaining 1.0 University SPA will contribute to academic activity to support academic CPD, teaching and research including lead investigator roles and GCP. Overall, therefore 1.5 SPAs are allocated in order to support the requirements of revalidation which include activities such as participating in clinical audit and quality improvement, CPD and mandatory training.

The nature of clinical PAs will be subject to negotiation with the post-holder. The job plan will contain the full range of duties expected of a vascular surgeon.

The UHL vascular unit operates on a 9-week rota cycle. Due to changes in staffing that have led to the creation of this post the overall clinical rota will remain as a 9-week cycle with this post conforming





to the exemplar timetable below:

Week	Session	Mon	Tue	Wed	Thur	Fri	Sat	Sun
1	AM				Hybrid theatre			
	PM				Hybrid theatre	Meetings*		
2	AM				Urgent theatre	On-call	On-call	On-call
	PM				Urgent theatre	On-call	On-call	On-call
3	AM	Theatre						
	PM	Theatre		Clinic		Meetings*		
4	AM		Hot clinic	On-call		Hot clinic		
	PM		Clinic	On-call		Meetings*		
5	AM		Hybrid theatre		On-call			
	PM		Hybrid theatre		On-call	Meetings*		
6	AM		Hot clinic	Urgent theatre				
	PM			Urgent theatre		Meetings*		
7	AM	On-call						
	PM	On-call				Meetings*		
8	AM	Urgent theatre						
	PM	Urgent theatre		Clinic		Meetings*		
9	AM		On-call					
	PM		On-call			Meetings*		

*Meetings: MDT, M&M

Planned DCC: The above timetable consists of the following scheduled DCC activities over each nine-week cycle. These activities are not prospectively covered and total 23.5 PA per nine-week cycle or **2.61 PA** per week.

6 all-day theatre lists (2.25 PA per list, total 13.5 PA over 9 weeks, 1.5 PA per week). 0.25 PA per list for pre- and post-operative ward reviews.

6 clinic sessions (1 PA per clinic, total 6 PA over 9 weeks, 0.67 PA per week)

8 scheduled M&M/MDT sessions (0.5 PA per session, total 4 PA over 9 weeks, 0.44 PA per week)

On-call: On-call duties are prospectively covered and based on an annualized job plan consisting of 42 weeks of activity per year. Based on a 1:9 rota, prospectively covered, this equates to **1.21 PA** per week for on-call, based on 1.25 PA activity per day, 40.5 days on-call





per year (365/9), annualized to 42 weeks (0.97 days on-call per week). On-call PA calculations include allowance for administrative duties as the on-call consultant does not cover emergency operating when on-call. There is therefore usually adequate time following the completion of the daily ward round for this activity.

SPA: As above, a total of **2.5 SPA** per week.

Academic PAs: **3.68 PA** per week.

Total: 2.61 DCC scheduled activity + 1.21 DCC on-call + 2.5 SPA + 3.68 academic = 10 PA

Travel: In the event one has to travel between sites to support endovascular or specialist activities (which occurs infrequently), relevant time is taken into account in the clinical time allocated to these activities (DCC). All activities for this post with the exception of on-call emergency work is expected to be undertaken at the Glenfield Hospital.

This job plan is provisional and may alter after discussion with the successful applicant at the start of the job and as part of the annual job planning process. It is expected that the successful candidate will work with the UHL management team to ensure that services are delivered efficiently and reflect best practice with processes and governance to match - this may require new and flexible ways of working in the future.

The job plan will be reviewed annually (as a minimum) and any changes mutually agreed between you, the UHL and the University; a first review after three months will take place. The importance of study leave is recognised and supported. Funding for study leave will be based on the Trust policy at the time of the request for study leave.

Management and Administration

- To provide leadership in the development of the School by maximising the opportunity for staff to deliver teaching and conduct research of high quality
- To attend School meetings and to participate in other committees and working groups within the School, the College and the University to which appointed or elected
- To contribute to the preparation of reports
- To engage in continuous professional development, for example through participation in relevant staff development programmes
- To undertake, subject to agreement of the Head of School and the University as appropriate, external commitments which reflect well upon and enhance the reputation of the University
- To ensure compliance with health and safety requirements in all aspects of work
- To be responsible for the day-to-day running of your research group and the associated laboratories and facilities
- To be responsible for administration related to your clinical duties
- To contribute to the preparation of reports (e.g., the annual reports and the REF submission)

From time to time, you will also undertake additional administrative tasks for the School as allocated by the Head of School





Internal and External Relationships

- Research Colleagues: Discussion of research and related issues. Helping colleagues with grant applications (ad-hoc basis)
- Personal Tutors: Providing advice on ways of helping students succeed within their research field and the degree programme they are enrolled upon (weekly)
- Head of School: Discussions concerning students and other administrative and strategic issues (monthly)
- Coordination with central University offices (e.g. RBDO, Graduate Office, Registry, Estates) as required.
- External representation on national/international scientific bodies/committees.
- Delivery of research presentations at national/international conferences and meetings.
- Peer review of research outputs for national/international journals.
- NHS patients
- NHS staff

Planning and Organising

Shaping the strategic direction of the management of patients with stroke and related clinical conditions, planning activity over many months or years.

Participation in the School's operational planning process supporting its strategic direction

Accountability and Reporting Arrangements

You will be responsible for all academic activities to the Head of School & accountable to the PVC & Dean of the College and to the University

For clinical duties the post holder will be responsible through the Head of Service to the Clinical Director. All consultants are professionally accountable to UHL's Medical Director

Qualifications, Knowledge and Experience

Essential

- MB BS or equivalent*
- Full GMC Registration/ Eligible for Full GMC Registration *
- Current licence to practice/eligible for licence to practice *
- FRCS or equivalent*
- Fully Accredited for Higher Specialist Training, or will be eligible for inclusion on the





Specialist Register for Vascular Surgery within 6 months of the interview date* via one of the following:

- Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview)
- Certificate of Eligibility for Specialist Registration (CESR) European Community Rights
- Specialist interest in randomised controlled trials*
- Specialist interest in peripheral arterial disease research
- Relevant higher degree (MD/PhD) *
- Strong plans for research which fits into and complements those of the School*
- A substantial **national reputation** in their field of clinically relevant research and be able to demonstrate a clear record of impact shown by substantial and sustained research outcomes which are evidenced by leading (4-star) publications in peer reviewed journals and evidence of ability to secure independent research funding*
- Evidence of effective collaborative relationships
- Awareness of the requirements of, and commitment to, effective clinical governance, with particular reference to the specialty
- A record of training and mentoring research students and/or fellows
- Record of presentations of work at a national or international meetings*
- Academic teaching qualification as defined by HESA, or commitment to gain the appropriate category of HEA Fellowship within a reasonable time frame*
- Track record of randomised controlled trials publication(s)
- Experience in the supervision of post-graduate students
- Familiarity with delivering NIHR-funded research nationally

Desirable

- Evidence of representation and leadership at a regional and national level (e.g. NIHR roles)
- Intercalated BSc honours degree and/or additional qualifications e.g. MSc/MRes etc.

**Criteria to be used in shortlisting candidates for interview*

Skills, Abilities and Competencies

Essential

- Consultant level ability in Vascular Surgery*
- Willingness to work as a member of the academic and clinical team and share administrative responsibilities
- Ability to influence others
- Be able to lead, manage and supervise a research team
- Ability to support the day-to-day management of the overall research programme and the management of research collaborations both within and outside the University.
- Ability to write up research findings, assessing outcomes and options.
- Ability to contribute, as a senior partner, to the authorship of research papers and grant





proposals. Clear, fluent written presentation & skills*

- Effective oral communication; clear, fluent and articulate in verbal presentation & spoken English skills
- Commitment to personal and professional development*
- Experience in and commitment to medical and research audit & application to clinical and research practice
- Commitment to & competence in teaching undergraduate and postgraduates

Desirable

- Willingness to develop new approaches to teaching
- Ability to project the interests and achievements of the School/research theme
- Awareness of service and academic development issues and their impact on the School and institution as a whole
- Evidence of participating in management issues
- Knowledge or interest in or commitment to Information Technology

Additional 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

Contract

This is a fixed term contract until 30th September 2030, with extension subject to further funding being obtained.

Indeterminate hours will be based on a consultant integrated job plan, including a minimum of 10PAs (40hrs).

The appointee will be provided with excellent research facilities, appropriate office accommodation, and clerical support for academic duties, and appropriate office accommodation and clerical/secretarial support for NHS duties where appropriate. A total four research nurses provide daily support for recruiting in randomised trials (currently the Department of Vascular Surgery is open for randomization in ALL ongoing NIHR and British Heart Foundation funded randomised trials open for recruitment in the NHS). Professors Bown and Saratzis support clinical trial delivery daily. The Trust is a national leader in delivering randomised research across all vascular pathologies.

An Honorary Consultant contract will be sought from the University Hospitals of Leicester NHS Trust. You will be a member of the School of Medical Sciences and your clinical duties will be based





at University Hospitals of Leicester NHS Trust. You will be provided with research facilities and appropriate office accommodation, clerical support and computer access for both your academic and NHS duties.

The post is compliant with the recommendations set out in the latest version of the Vascular Society's Provision of Vascular Services (POVS).

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.

It is a fundamental condition of employment that you hold and retain an honorary consultant 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. It is the responsibility of an individual member of the clinical academic staff to advise the University immediately if his/her honorary contract is terminated or withdrawn or if s/he is at any time subject to disciplinary action under the honorary contract.

During the term of appointment to the post, you may undertake private practice for personal remuneration only within the conditions laid down in the University's scheme for such practice.

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.

All clinical academics must maintain appropriate records such that the General Medical Council will grant successful revalidation of fitness to practice at the appropriate time. All clinical academics are expected to participate in annual appraisal. Appraisal will meet Royal College, GMC and University guidelines and follows a nationally agreed process with annual appraisals involving an appropriate Trust representative and University Head of School or their nominee. This carries an expectation of active involvement in audit, continuing professional development in line with best practice in clinical governance.



University Hospitals of Leicester NHS Trust will be the designated body for the appointee and their responsible officer will make revalidation recommendations to the General Medical Council. The responsible officer for making revalidation recommendations to the General Medical Council is Dr Dan Barnes.

Appraisal and Revalidation

All clinical academics must maintain appropriate records such that the General Medical Council will grant successful revalidation of fitness to practice at the appropriate time. All clinical academics are expected to participate in annual appraisal. Appraisal will meet Royal College, GMC and University guidelines and follows a nationally agreed process with annual appraisals involving an appropriate Trust representative and University Head of School or their nominee. This carries an expectation of active involvement in audit, continuing professional development in line with best practice in clinical governance. University Hospitals of Leicester NHS Trust will be the designated body for the appointee and their responsible officer will make revalidation recommendations to the General Medical Council.

CPD & Study Leave

CPD

The trust has a range of mandatory training and competence initiatives, which are reviewed on a regular basis. Appointees are required to register and participate in these programmes (mainly via e-learning and assessment). The Trust recognises that priority must be given to the continued training and development of all staff if the changing needs and demands of providing quality healthcare are to be met. The Trust's philosophy is underlined by the clear intention to develop and invest in the people we employ.

The Trust is committed to continued training and development of all staff and to providing opportunities for continuous medical education and professional development for medical staff. Educational and Professional leave should be planned through a personal learning process supported by joint appraisal and a jointly agreed personal development plan

Study Leave

The importance of study leave is recognised and supported. Funding for study leave will be based on the Trust policy at the time of the request for study leave.

The post holder will hold an integrated clinical and academic job plan and consideration must therefore be given to this when applying for study leave. The Trust facilitates access to study leave for clinical time. Where study leave is sought during academic time individuals must comply with the University's academic study leave policy obtainable at <http://www2.le.ac.uk/offices/hr/docs/policies/ac-st-lve-policy.pdf>. A clinical academic may claim study leave for the academic portion of his/her duties, but continue to do their clinical duties.



Alternatively, where an extended block of study leave would impact on both clinical and academic time approval must be given by both the University and the Trust.

Mentoring

There is a mentorship scheme for all new consultant staff, designed to help and assist new appointees to settle into working at University Hospitals of Leicester NHS Trust as easily as possible and allows individuals in a personal way to familiarise them with the Trust and how things work in practice.

In addition, as a new consultant, the appointee will be offered mentorship in order to offer support during the early part of their consultancy career. The purpose of the Mentoring Programme is to give newly appointed consultants, the “mentees”, a confidential source of knowledge, advice and support to help them find their way in the Trust and become effective in their job as quickly as possible.

Mentees can expect confidential support and advice on problems or difficulties that they are experiencing in their work together with guidance in their personal and professional development. They normally set the agenda for meetings directly with their mentor. Confidentiality is essential to the success of mentoring and it is understood to be the same as that between doctor and patient. Mentoring is completely separate from any other system such as appraisal or supervision and is voluntary.

Infection Control

The UHL Infection control policy has achieved remarkable improvements with impressive reductions in hospital-acquired infection. You will be expected to be familiar with the policy/practice but also to show leadership to other colleagues especially juniors.

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

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 Check with Barred List

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.

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





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Job Summary

high quality staff and students, and identify our University as a progressive and innovative workplace that mainstreams equality, diversity and inclusion.

