

Job Title: Associate Professor/Honorary Consultant in Old Age Psychiatry - Younger People with Dementia (NHFT)

Salary: Clinical Consultant £109,725-£145,478 per annum

Department: College of Life Sciences

Hours/Contract: Full-time (10PA, 40hpw), Permanent

Job Family: Teaching and Research

Reference: 12373

Approval: TRENT-CO-NTH-2025-03301 – Approved 06/11/2025



Role Purpose

As a high calibre clinician/scientist with a significant research profile of well-established national standing in dementia, you will be expected to be a significant research income generator, contribute world-leading outputs and/or impact case studies to the Research Excellence Framework return, and supervise a team of clinical and non-clinical postgraduate and undergraduate researchers.

You will join a multi-disciplinary team of scientists and clinicians in the College of Life Sciences to lead and develop a programme of high-quality research directed at developing new personalised approaches to dementia treatment and management.

This Associate Professor Role will be employed by Northamptonshire Healthcare NHS Foundation Trust (NHFT) and will support the greater collaboration and joint working of research and innovation across NHFT and Leicestershire Partnership NHS Trust. The two organisations established a group operating structure in 2021 adding to this partnership associate university status in 2023. This role will help us develop our partnerships and increase our research presence further.

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
- Supervision: PhD, MD, MSc 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 (20%)

To contribute to research productivity and to develop research by developing and delivering dementia research. 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 that will contribute to the School'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.
- Lead and contribute to 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 your 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 School'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 Northamptonshire Healthcare NHS Foundation Trust, and the University, including the General Data Protection Regulation, patient confidentiality, and the ethical conduct of research.

Teaching (20%)

You will contribute to teaching appropriate to your expertise and the requirements of the University of Leicester MB ChB and undergraduate and postgraduate taught courses. The Leicester Medical School is based in the George Davies Building.





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>.

Clinical staff are 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 year 3 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 such as bedside teaching, seminars or tutorials and other classes as appropriate in support of placement-based Phase 2 students.

Impact and Knowledge Exchange (5%)

- 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, 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 (5%)

- 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 (50%)

The post holder will be offered an honorary consultant contract with Northamptonshire Healthcare NHS Foundation Trust with effect from the date of appointment, for the period of occupancy of the post.

The clinical duties will be based at the Rushden Centre, agreed with the Trust and the overall clinical responsibilities of the post holder are:

- To take clinical responsibility for the assessment and treatment of Younger Persons with Dementia (YPWD) in Northamptonshire
- Meet the agreed contractual/service obligations of the Trust with external agencies
- Provide clinical leadership to the YPWD multidisciplinary team involved in patient care
- The post holder will be encouraged to develop an area of excellence in YPWD care in collaboration with the other consultants
- Participate in the development of clinical governance within the YPWD team.
- To undertake Mental Health Act assessment as Sec 12 approved doctor as well as Deprivation of Liberty safeguards assessments under the Mental Capacity Act
- Work in close liaison with other consultants and other professionals
- Promote and maintain the good working practice and relationship with other allied agencies such as Social Services, voluntary/private sector, the Police, other Mental Health Teams in the Trust including the Crisis Team.
- Forge good links with the General Practitioners in the sector and with general hospital clinical teams

Mental Health Services

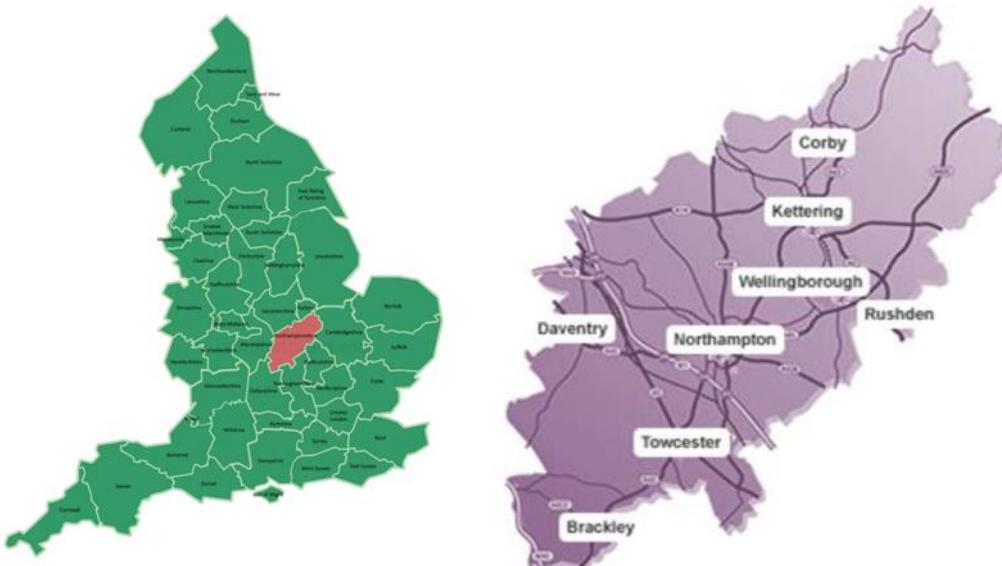
The Mental Health Directorate in the Trust consists of Adult Mental Health, Mental Health Services for Older People, Learning Disabilities, Forensic Mental Health and Psychotherapy. Estimated population of the county is 800,000 with 18-65yr olds estimated at 480,000.





Population and Demand

Northamptonshire is a large urban and rural county with areas of significant deprivation and a diverse growing population:



Population from 2021 Census Data

Area	Main Towns	Total Residents	Change since 2011	Aged 15 & under	Aged 16 to 64	Aged 65 & over	Households deprived in one or more dimension
North Northamptonshire	Corby, Kettering, Wellingborough	359,500	Up 13.5%	19.60%	62.30%	18.20%	51.20%
West Northamptonshire	Brackley, Daventry, Northampton	425,700	Up 13.5%	19.30%	63.60%	17.10%	48.20%

There are several Psychiatric Clinical Tutors, 1 SAS tutor (Dr Lily Read), 1 Deputy Director of Medical Education and they report to the Director for Medical Education for the Trust Dr Sedrhat Momen.

The Younger People with Dementia Team

1.0 wte B8 Nurse/ Operational Manager
0.5 wte Consultant Psychiatrist
CT (1-3) 1.0 WTE – when allocated.



ST 4-6	1.0 WTE – when allocated
0.40wte	B8 Consultant Clinical Psychologist
2.8 wte	Nurses
1.0 wte	Occupational Therapist
1.0 wte	Support Worker

Workload

New referrals to the YPWD service countywide are 30-40 per month. The CPNs including the OT hold between 20 - 25 service users; both long- and short-term care depending on needs. It is estimated the consultant psychiatrist will see 30-40 new cases per year (3-4 new cases per month)

Job Plan

This will be based on the standard 10 programmed activities (PAs) of a consultant contract (with the possibility of up to 2 additional clinical PAs offered by the Trust).

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 audit, revalidation, CPD etc. and the 1.25 academic APAs to support academic CPD, teaching and research including lead investigator roles and GCP. Overall, 1.5 SPAs are allocated to support the requirements of revalidation which include activities such as participating in audit, CPD, providing clinical /educational supervision to trainees and mandatory training. This is a description of the job as presently constituted. It is the practice of the Trust to regularly review employee's job descriptions and to up-date them to ensure they remain relevant to the job role and incorporate proposed changes as agreed.

Direct Clinical Care (DCC)	Clinical (PA)
Memory Clinic DCC	1.0
MDT meeting	1.0
Memory clinic and domiciliary consultations	1.0
Patient related admin	0.75

The nature of clinical PAs will be subject to negotiation with the post-holder.





Example timetable

Week	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Memory Clinic 1.0 DCC	MDT meeting Rushden 1.0 DCC	University activity 1.0 PA	University activity 1.0 PA	University activity 1.0 SPA
PM	Local Postgrad seminars NHFT/CPD/Audit - 1.0 SPA	Memory clinic and domiciliary consultations 1.0 DCC	University activity 1.0 PA	University activity 0.75 Acad. PA 0.25 Acad. SPA Supervision of others	0.75 DCC Patient related admin 0.25 clinical SPA Supervision of others

On call requirement:

The post holder will be expected to participate on the Consultant on-call rota of which the commitment in the county is currently 1:20 (low frequency) – Category B providing cover for Adult, Old Age and Learning Disability Services. Consultants provide support to SAS Doctors who work mainly in the community and Trainee Doctors whose duties cover mainly inpatient work. The post holder is expected to have Section 12(2) Approval and AC status.

The area of work includes rural settings. The post holder must be able to meet their on-call commitments, responding to emergencies out of hours and during the working day if the need arises. Ideally the post holder will have their own transport and a full UK driving licence, travel expenses will be reimbursed according to Trust policy. Non-car drivers are responsible for making their own travel arrangements, ensuring they meet their on-call commitments and can respond to emergencies in the sectors.

This job plan is provisional and may alter after discussion with the successful applicant at the start of the job. It is expected that the successful candidate will work with the Trust's 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 and any changes mutually agreed between you, the Trust and the University; a first review after three months may be appropriate. 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 clinical leadership in the development of the School of Psychology and Vision Sciences, College of life sciences 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.
- To contribute to the preparation of reports (e.g. the annual reports and the REF submission).
- 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.
- 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 (eg RBDO, Graduate Office, Registry, Estates). (ad-hoc basis)
- 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 Younger People with Dementia patients and related clinical conditions, planning activity over many months or years.

Participation in the School's operational planning process supporting the strategic direction of the School & wider College.

Accountability and Reporting Arrangements

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





Dean of the College and to the University.

For clinical duties the post holder will be part of the Mental Health Services for Older People, line managed by the Clinical Director for the service (Dr Dolapo Odegbaro), but professionally accountable to the Chief Medical Officer (Dr Itai Matumbike), who acts as the professional link between the post holder and the Trust Board. The Chief Medical Officer is responsible for professional performance as implicit in the Medical (Professional Performance) Act 1995. The post holder will be operationally accountable to the Chief Executive.

Infection Control

The prevention and control of healthcare associated infections in service users, staff and visitors is taken seriously by the Trust. All staff employed by Northamptonshire Healthcare NHS Foundation Trust are required to adhere to the Trust infection control policies and procedures.

Employees must be aware of the importance of protecting themselves, service users and visitors and of maintaining a clean safe environment. Any breach in infection control practice, which places service users, other staff, or visitors at risk, may result in disciplinary actions. Each member of staff is responsible for ensuring they identify together with their manager, their infection control training needs in their PDD.

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 *
- Fully Accredited for Higher Specialist Training, or will be eligible for inclusion on the Specialist Register for Old Age Psychiatry 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
- MRC Psych or equivalent*
- Approved AC status - *Mental Health Act Section 12 (2)* *
- Relevant higher degree (MD/PhD) *
- Specialist interest in Dementia research*
- 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*
- Experience in the supervision of post-graduate students*

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 Old Age Psychiatry *
- Specialist knowledge in the management of Younger people with Dementia *
- 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 and skills*
- Effective oral communication; clear, fluent and articulate in verbal presentation and spoken English skills
- Commitment to personal and professional development*
- Experience in and commitment to medical and research audit and application to clinical and research practice
- Commitment to and competence in teaching undergraduate and postgraduates

Desirable

- Willingness to develop new approaches to teaching
- Ability to project the interests and achievements of the School's research theme





- Awareness of service and academic development issues and their impact on the School's 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 an open-ended contract.

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

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.

An Honorary Consultant contract will be sought from the Northamptonshire Healthcare NHS Foundation Trust. You will be a member of the School of Psychology and Vision Sciences, College of Life Sciences and your clinical duties will be based at Northamptonshire Healthcare NHS Foundation 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 appointee must be able to travel independently to other bases in the Trust across Northamptonshire.

Residence is required within 10 miles or 30 minutes travelling by road from the town of Northampton. Commuting from adjacent Counties is likely to be acceptable as long as on call commitments can be met.

Health and Wellbeing, your health matters too

Our Occupational Health and Wellbeing team support our staff through many different channels whether it be physical or emotional support. The Trust also offers psychological support for NHFT employees who have been involved in a distressing or traumatising incident during the course of their work provided by consultant clinical psychologists. The wellbeing of staff at NHFT has been made a priority and there are opportunities which include an annual Trust Wide Wellbeing Event and there are a range of activities and wellbeing support groups and champions network within the trust. Discounted access to physical activity venues is also available.

The wellbeing of staff at NHFT has been made a priority and there are opportunities which include an annual Trust Wide Wellbeing Event.



Our Learning and Development team provide effective and impactful learning solutions for our staff. Our experienced team of facilitators offer a wide range of opportunities from corporate induction, mandatory and role specific training, personal development and leadership training.

Three consultants away days are made available on an annual basis. The Trust supports up to 2 weeks study leave per year along with appropriate funding with a £1000 budget per annum.

Pension Entitlement- Details on the benefits of the NHS Pension Scheme can be found here:
<https://www.nhsbsa.nhs.uk/nhs-pensions>

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 Northamptonshire Healthcare NHS Foundation Trust 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.

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.



Athena
Swan
Silver Award



disability
confident
LEADER

LGBT+
Inclusion Award
2020 - 2021
AWARDEE
ORGANISATION



Northamptonshire Healthcare NHS Foundation 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 Itai Matumbike, Chief Medical Officer.

The Trust has a large number of trained appraisers, and there is an Deputy Medical Director for Professional standards (Dr Farida Jan).

CPD, Study Leave and Mentoring

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. Full time NHS consultants have three consultants away days made available on an annual basis. The Trust supports up to 2 weeks study leave per year along with appropriate funding with a £1000 budget per annum, which may be applied on a 50% pro rata basis to clinical academic Honorary consultants.

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 Northamptonshire Healthcare NHS Foundation 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.

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



APPENDIX

[College of Life Sciences | University of Leicester](#)

The College comprises four Schools:

- School of Medical Sciences
- School of Healthcare
- School of Biological & Biomedical Sciences
- School of Psychology & Vision Sciences

The Leicester Biomedical Research Centre [Home - NIHR Leicester Biomedical Research Centre](#) includes an existing programme of research which aims to evaluate haemodynamic mechanisms in cognitive disorders and the validation of cognitive assessment tools.

Dementia Research Opportunities

There are opportunities for collaboration with major research themes in the College of Life Sciences, including the areas of Genetic Epidemiology & Biostatistics, Complex Chronic Conditions and Health Services Research, and with other research in the fields of Medicine, Biochemistry and Clinical Genetics.

Leicester provides a unique opportunity to undertake dementia research in the context of a diverse population, where more than 50% of people are from ethnic minority backgrounds. Currently, we have several multi- and inter-disciplinary collaborations across Old Age Psychiatry, Geriatric Medicine, Psychology, Neurology and Neuroradiology on local, national and international levels spanning clinical and translational research. These programmes aim to improve the detection, diagnosis, and management of dementia, particularly in people from ethnic minority groups. A magnetic resonance imagining scanner at the Leicester Royal Infirmary has available facilities for the quantitative examination of MRI scans.

There are excellent working collaborations between old age psychiatrists and clinical researchers in Stroke and Geriatric Medicine, and Vascular Surgery, and researchers in Psychology, Vision Sciences, Balance, and Health and Wellbeing (Ageing). The successful candidate will have the opportunity to work within and across these established collaborations and research groups.

Areas of interest across the College include:



- Ethnicity in dementia assessment and the detection of dementia using novel, development and validation culture-fair tools, and the impact of ethnicity on dementia detection, referrals, and outcomes from memory services in Leicester and Leicestershire.
- Service delivery and development: using mixed methods approaches to improve patient access and integration of physical and mental health care.
- Translational research: examining the vascular mechanisms of disease linking falls, Parkinson's disease, stroke, dementia, delirium, and depression using non-invasive, bedside imaging modalities; clinical use of peripheral dementia biomarkers and novel neuroradiological advances, i.e. Cerebrospinal Fluid and blood biomarkers, 7Tesla MRI.
- Cardiovascular disease in dementia and mental health: characterising the level of frailty, multimorbidity and cardiovascular morbidity and mortality in people living with dementia and adverse mental health both locally and nationally to develop tailored assessment and interventions.
- Establishing Midlands dementia register: for use in both clinical and research settings.
- Post-stroke cognitive impairment: improving the detection and management of post- stroke dementia in multi-ethnic settings.

Professor Elizabeta Mukaetova-Ladinska (Honorary Consultant in Old Age Psychiatry) has extensive experience of both pre-clinical and clinical dementia research. She leads the Dementia Research Theme for the Midlands Mental Health and Neurosciences PhD Programme for Healthcare Professionals (<http://midlandsmhndtp.ac.uk/our-research-themes-and-supervisors>).

Together with her Psychiatry colleagues - Professor James Lindesay (Emeritus Professor) & Dr Hari Subramaniam (Honorary Senior Lecturer) & other MHSOP consultants they have interests in:

- Development and validation of culture fair cognitive tools;
- Multi-comorbidities among older people with dementia;
- Older people use of psychotropics and metabolic syndrome;
- Cognitive impairment post-COVID-19;
- Cognitive profile of HIV encephalopathy.
- Peripheral biomarkers for dementia;
- Diagnosis and management of early onset dementias;
- Successful ageing and resilience;
- Art therapy for dementia;
- Dementia Service development.



The Cerebral Haemodynamics in Ageing and

Stroke

Medicine & the Leicester Vascular Institute have extensive experience in translational and clinical trials, a very strong record of attracting grant funding (NIHR, MRC, BHF, Stroke Association, EPSRC, Dunhill Medical Trust, George Davies Vascular Surgery Fund), high impact publications (NEJM, Lancet, BMJ, Neurology, Stroke, JCBFM) and strong links with other national and international research groups.

[Cerebral Haemodynamics in Ageing and Stroke Medicine | Department of Cardiovascular Sciences | University of Leicester](#)

[University of Leicester](#) collaborates both nationally and internationally with leading experts in cerebral haemodynamics and cognitive disorders. It undertakes a breadth of inter-disciplinary projects spanning translational and applied clinical research into Older People and Stroke Medicine, Old Age Psychiatry and Community and Primary Care. The team have an excellent track record in world-leading research into cerebral haemodynamics in disorders of stroke and ageing & has extensive experience using bedside, non-invasive imaging modalities, and is a world-leading centre in the clinical application of these techniques to disorders of ageing, stroke, and dementia, with international collaborations through the Cerebrovascular Research Network.

The group includes:

- **Professor Tom Robinson** (NIHR Senior Investigator & Pro Vice-Chancellor & Head of the College of Life Sciences)
- Dr Minhas (Stroke Association Senior Clinical Lecturer and UKRI Future Leaders Fellow)
- Dr Beishon (current NIHR ACL in Geriatric Medicine and NIHR Advanced Fellow from May 2026)

Dr Minhas & Dr Beishon sit on the Cerebral Autoregulation Research Network (CARNet) committee and coordinate multi-centre, international projects and grant applications, with two recent high impact publications:

- <https://www.ahajournals.org/doi/10.1161/STROKES.123.045700>
- <https://journals.sagepub.com/doi/10.1177/0271678X241270452?cid=int.sj-full-text.citing-articles.4>.

In addition, Dr Beishon conducts mixed methods, applied health services research which aims to improve access to physical healthcare for older people in mental health settings. Dr Beishon also sits on the NIHR Health and Social Care Delivery panel and Department for Health and Social Care Healthy Ageing Research Alliance which seeks to coordinate European research initiatives to tackle inequality in healthy ageing across the UK and internationally.

Dr Minhas's research endeavours to bridge the gap between technical studies in cerebrovascular physiology (particularly acute intracerebral haemorrhage), and delivery of clinical stroke care and research. He strongly believes this niche is vital for delivering technically excellent and innovative translational programmes of research with the potential to deliver significant improvements in stroke care, in reasonable time frames. From a guideline impact perspective, Dr Minhas has first author work examining resuscitation decisions which has been cited in local and international stroke guidelines



(2022 American Heart Association/American Association ICH Guideline 7.2 on “Decisions to Limit Life-Sustaining Treatment”), minimising the risk of therapeutic nihilism that patients in this high mortality state can suffer.

Stroke

Leicester Vascular Institute

The group includes the following:

- Professor Matt Bown, BHF Professor/Honorary Consultant
- Professor Rob Sayers, George Davies Professor/Honorary Consultant
- Professor Athanasios Saratzis Professor/Honorary Consultant
- Dr John Houghton NIHR ACL/Specialty Registrar
- Dr Dimitrios Vlastos NIHR ACL/Specialty Registrar

The PICO Study is currently being undertaken which aims to demonstrate how precision medicine and integrated dementia care can improve clinical outcomes for a high-risk vascular population, laying the foundation for a future full-scale trial.

Population(P):

Patients with chronic limb-threatening ischaemia (CLTI) undergoing vascular intervention or surgery in the NHS, with a focus on those who are frail, focussing on those with cognitive impairment or dementia, and at elevated cardiovascular risk.

Intervention(I):

A precision medicine approach using bedside assessment tools to evaluate frailty, cognitive status, and cardiovascular risk. This enables:

- Targeted antithrombotic therapy and tailored cardiovascular medical optimisation (e.g., lipid-lowering, antihypertensives, diabetes management)
- Integrated dementia care interventions, including delirium prevention, medication review, cognitive-friendly care plans, and appropriate multidisciplinary input

Comparator(C):

Current standard NHS care, which may involve non-standardised or suboptimal management of cardiovascular risk, frailty, and cognitive impairment.

Outcome (O):

- Improved prescribing and adherence to evidence-based antithrombotic and cardiovascular medications
- Reduction in major adverse cardiovascular and limb events (MACE, MALE)
- Improved frailty and cognitive function outcomes
- Reduced perioperative complications including delirium
- Feasibility and acceptability of precision medicine strategies in patients with frailty and/or dementia



The Renal Medicine group

Research is being undertaken by Professor James Burton (Honorary Consultant Nephrologist) and his group into dementia and cognitive impairment.

Chronic kidney disease-associated cognitive impairment is an underserved area and there is a lack of understanding regarding the ***kidney-brain axis***, its implications for health and clinical care. Individuals living with kidney disease have a higher risk of developing dementia (both Alzheimer's and vascular types) and it has been demonstrated that cognitive function is impaired by chronic kidney disease stage, with the prevalence and experience of cognitive impairment worsening as the kidney function declines. The dialysis population are particularly vulnerable to cerebrovascular insult; up to 70% of those \geq 55 years and 10% aged 21 to 39 years on chronic haemodialysis have moderate-to-severe cognitive impairment. This is likely to exacerbate the burden to the individual, their family, the healthcare service and society as a whole, yet this impact has not been quantified.

The pathophysiology of cognitive impairment in the kidney disease and dialysis population is thought to be multifactorial and includes, but not limited to: traditional cardiovascular risk factors, impact of declining kidney function (e.g., uraemic toxins, chronic inflammation, disrupted metabolic pathways, anaemia), and the impact of dialysis therapies, both haemodialysis and peritoneal dialysis. Chronic-kidney disease-associated cognitive impairment appears to be more common in the haemodialysis population, with haemodialysis induced haemodynamic stress and microvascular ischaemia, and alterations to cerebral autoregulation key perpetrators of damage. Chronic glucose exposure and the accumulation of advanced glycation end-products in peritoneal dialysis are thought to contribute to the cognitive impairment in this population. Overall, the pathophysiology of cognitive impairment and dementia in the kidney disease population is poorly understood, and the impact to both the individual and society has not been characterised. This limits patient autonomy (particularly individual ability to plan for the future and making fully informed choices regarding treatment modalities), inhibits the development of chronic kidney disease specific diagnostics and therapies, and impacts healthcare service planning.

Psychiatry at the University of Leicester

The groups leading on research interests within the field of Psychiatry are as follows:

Social & Epidemiological Psychiatry

- Professor Traolach "Terry" Brugha
- Dr Samuel Tromans (Associate Professor)
- Dr Nandini Chakraborty (Hon Professor)
- Dr Asit Biswas (Hon Professor)
- Dr Mohammed Abbas (Hon Associate Professor)
- Dr Latha Velayudhan (Hon Associate Professor)
- Dr Reza Kiani (Hon Associate Professor)
- Alison Drewett (Hon Fellow)
- Andrew Leaver (Research Collaborator)



Interests:

- Epidemiology and psychopathology of psychosis, eating disorders, adult autism spectrum disorder, ADHD and common mental disorders
- Aetiology and prevention of common and peri-natal mental disorders
- Policy information and interpretation of large survey datasets
- Validity and reliability of measures of outcome and of determinants including WHO SCAN
- Neuropsychiatric outcome of Covid-19
- Self-harm and suicide
- Smell identification function in Alzheimer's disease (biomarkers)Language and communication in autism
- Huntingdon's disease

The group has received recent substantial contract research funding through the Department of Health and Social Care and arm's length NHS agencies in partnership with NatCen Social research and further grant funding to participated in two NIHR clinical trials.

International Mental Health

- Professor Vostanis (Emeritus Professor)
- Professor Dogra (Emeritus Professor)
- Dr K Karim (Associate Professor)
- Dr Michelle O'Reilly (Associate Professor of Communication in Mental Health)

Interests:

- Programmes in interventions for and prevention of child psychiatric disorders
- Development of evaluations of child mental health services
- Multi-agency training in child mental health in primary care settings
- Development and evaluation of the psychiatric components of undergraduate medical education

Psychiatry for the Elderly

- Professor Elizabetha Mukaetova-Ladinska
- Professor James Lindesay (Emeritus Professor)
- Dr Hari Subramaniam (Honorary Senior Lecturer)
- MHSOP consultants and clinical trainees

Interests:

- Development and validation of culture fair cognitive tools;
- Multi-comorbidities among older people with dementia;
- Older people use of psychotropics and metabolic syndrome;
- Cognitive impairment post-COVID-19;
- Cognitive profile of HIV encephalopathy.





- Peripheral biomarkers for dementia;
- Diagnosis and management of early onset dementias;
- Successful ageing and resilience;
- Art therapy for dementia;
- Dementia Service development.

Schizophrenia

- Professor Mohammed Al-Uzri (Honorary Professor)
- Professor Reveley (Emeritus Professor)

Interests:

- Neuropsychology, psychophysiology, and treatment of the psychoses and other neuropsychiatric disorders cognition;
- Eye movements in psychosis and neuropsychiatric disorders in collaboration with Ophthalmology and Psychology.

The Stoneygate Centre for Excellence in Empathic Healthcare

Training Development Lead:

Dr Rachel Winter (Associate Professor and Honorary Consultant in Old Age Psychiatry)

The Stoneygate Trust and University of Leicester have combined to create a pioneering new Stoneygate Centre for Excellence in Empathic Healthcare.

This unique £10m Centre, co-funded by the University and a philanthropic gift from The Stoneygate Trust, will ensure that medical students and healthcare professionals across the UK are taught about the vital importance of empathy as an integral part of all aspects of their medical training. As part of its work, the new Centre will develop and deliver empathy-focused training for undergraduate and postgraduate healthcare students and professionals in Leicester, with the aim of making this available nationally. The Centre will focus on empathy at all stages in medical training including for example, developing and refining recruitment selection criteria to proactively assess students' aptitude for empathy when they apply for healthcare degree programmes. It will also further develop complementary outreach programmes to continue to widen access for underrepresented groups to all areas of health and social care education.

The Centre will undertake pioneering research into the impact of empathic care on both patients and practitioners, and campaign for empathy to be placed at the heart of the healthcare system.

NORTHAMPTONSHIRE HEALTHCARE NHS FOUNDATION TRUST

As a **health and wellbeing organisation** here at **team NHFT** we are dedicated to continually **innovate** and **strive to make a difference** to our community and those working for our Trust, we aim to serve the people of Northamptonshire and surrounding areas with **safe, quality care**. We deliver this from



needs,

Our mission, making a difference for you, with you was chosen by our staff and stakeholders. It means in everything we do and through every service we provide, we want to make a **positive difference in people's lives** – for **those we care for, those we work with** and **those who work with us**. **Everyone is part of our team.**

Our core strategy is to be an **employer of choice, a great place to work** and be known for a **diverse and inclusive culture** whose staff feel **valued**. We provide a range of NHS services including physical, mental health and specialty services provided in hospital settings and out in the community within schools, GP clinics and patients own homes.

Here at NHFT we pride ourselves on our 54321 roadmap, pictured here which encompasses our **PRIDE values, leadership behaviours, teams, enablers** and **our mission** all of which are driven by **our vision of 'being a leading provider of outstanding, compassionate care'**. We are extremely proud to say this has also been recognised by the Care Quality Commission (CQC) and our CQC rating of **Outstanding for team NHFT**.

The NHFT Team

Chief Medical Officer: Dr Itai Matumbike

- Professional Lead for Medical Staff
- Responsible Officer for Appraisal and Revalidation
- Consultant Forensic Psychiatrist

Deputy Medical Directors

Dr Farida Jan - Corporate Services

Deputy Responsible Officer for Appraisal and Revalidation

Dr Bharath Lakkappa - Mental Health Services

Adult and Older Adult Mental Health, Forensics
Learning Disabilities
Psychotherapy

Dr Sachin Sankar-Specialty Services

Adult Services
Children's Services
Ambulatory Services

Key working relationships and lines of responsibility

Line Manager:

Dr Dolapo Odegbaro, Clinical Director, Older Peoples' Mental Health Services/ Learning Disabilities

Head of Service: Dawn Rosen, Head of Older Peoples Mental Health





Responsible Officer:

Dr Itai Matumbike

Deputy Medical Director:

Dr Bharath Lakkappa

Director Mental Health:

Adam Smith

The Younger People with Dementia Team

The Mental Health Directorate in the Trust consists of Adult Mental Health, Mental Health Services for Older People, Learning Disabilities, Forensic Mental Health, and Psychotherapy.

The Younger Persons with Dementia Service aim to deliver an integrated care pathway by working closely together in partnership with service users and carers. The Service is needs led and comprehensive and is aligned with the Older Persons Mental Health Services. The appointed Consultant would be a member of the Older People Mental Health Directorate, Consultants Committee, and the Trust Medical Staff Committee.

This is a new consultant post in Younger People with Dementia (YPWD Team), part of Old Age Psychiatry department, Northamptonshire healthcare NHS Foundation Trust. The clinical role is based at YPWD Team, Rushden Resource Centre, Newton Road, Rushden, NN10 0PT. This post is created as part of increasing collaborative working between NHFT and LPT.

The Old Age Psychiatric Service

The county is divided into north and south catchment areas. Each catchment area is subsequently divided into 2 community sectors and in-patients areas. There are 3 whole-time equivalent (WTE) Old Age consultants in the south of the County and similarly 3 WTE consultants in the north. Each of the community sectors is clinically led by one community-based consultant responsible for the multidisciplinary Community Mental Health Team and Memory Assessment Service MAS of the sector.

Northamptonshire Healthcare NHS Foundation Trust
Berrywood Hospital
Berrywood Drive
Duston
Northampton
NN5 6UD

