



Job Title: NIHR Academic Clinical Lecturer in Cardiology or Medical Microbiology; or Gastroenterology (Medical Education)/Honorary Specialty Registrar (Available to ST3s and above)

Salary: £32,569-£49,086pa (for those who were ST3 or above on 2 August 2016),
£47,132pa (for those who were below ST3 on 3 August 2016)

Hours/Contract: Full-time for 4 years if approved by NIHR, or until relinquish NTN, whichever is earlier; the appointee must commence in post prior to 30 March 2020

Reference: 1159

Role Purpose

The post offers the opportunity for those with excellent potential as clinical academics to progress Specialist Training (Cardiology, Medical Microbiology or Gastroenterology) whilst further developing their academic skills, and undertaking high quality research or developing medical education expertise. The scheme is intended to develop the lecturer into an independent principal investigator or educator who is able to apply competitively for a senior academic position in the future. Cardiology and Medical Microbiology Specialty Registrar candidates will undertake clinical/laboratory based research; candidates in Gastroenterology can only be facilitated to undertake research in patient safety.

Resources Managed

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

Main Duties and Responsibilities	% Time
<p>Research (see appendix)</p> <p>The appointee will be required to:</p> <ul style="list-style-type: none"> • To contribute in a significant and meaningful manner to the Department and College’s profiles by producing academic outputs of the highest standard. • Ability to establish and develop an excellent and distinctive independent academic portfolio. • Ability to write up research findings in a timely fashion resulting in publications in high quality peer-reviewed journals. • Ability to establish successful collaborations within and beyond Leicester to enhance the overall College academic portfolio. • To secure, in collaboration with colleagues, as appropriate, external research funding relevant to their academic project(s) and future independent research area, which will deliver outputs of excellence • To attend and present research findings and papers at academic and professional conferences, and to contribute to the external visibility of the department • To ensure that all research activities undertaken are in compliance with the 'Research Code of Conduct' operated by the University. • To undertake research student supervision 	45
<p>Teaching</p>	5





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

Clinical Duties

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

Details of the clinical training curriculums can be found at:

<https://www.jrcptb.org.uk/specialties>

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

If individuals holding a category 2 contract (ST3 prior to Aug 16) are required to undertake on-call, an on-call availability supplement is payable as a percentage of the equivalent basic salary point on the equivalent ST NHS clinical pay scale. If you are on a University pay point at a rate above the top point of the NHS ST pay scale, your supplement will be based on the top point of the NHS scale.

If individuals hold a category 1 contract (ST3 post Aug 16) this will be managed in line with the new junior doctors contract.

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Balance of Duties

The ACL will be offered entry at their appropriate stage of training into their chosen specialty training programme.

The successful applicant will spend 50% of their time undertaking academic duties (research and teaching) and 50% of their time undertaking clinical training/work. The way that this split is arranged can be managed very flexibly through liaison between the post holder, the academic supervisor and the clinical supervisory team. If required, the research can be undertaken in dedicated blocks where there is no (or minimal) clinical commitment to ensure that the CL has the opportunity to focus on their own academic work, as well as participate in the training opportunities within the Department, College and wider University. There are a significant number of training courses and sessions that the University provides for clinical academic staff, and the trainee will be expected to identify, in consultation with their academic and research supervisors, the courses that are necessary for their on-going professional development as an academic clinician.

Excellent clinical training will be provided for those requiring specialty training through the Health Education East Midlands training scheme. The key principle underlying this phase of training is that the balance 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 the candidate at appointment.





Supervision

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

As part of the NIHR academic training scheme appointees from all specialties 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).

Those in specialty training will also have a clinical supervisor and an educational supervisor. The educational supervisor is appointed by HEE, 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.

Internal and External Relationships

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

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

- Basic medical degree, MB BS or equivalent*
- Full GMC registration *
- GMC Licence to practice*
- MRCP or equivalent





- Higher degree (MD, PhD or equivalent) in field related to this post. Candidates who have submitted for their higher degree at the time of application may be considered but must have been fully awarded before 30 March 2020
- Evidence of achievement of Foundation competencies in line with GMC standards/Good Medical Practice Evidence of achievement of ST1 & ST2 competencies in medicine at the time of appointment (ARCP outcome 1 in ST1 and 2)*
- Hold an NTN in the required clinical specialty 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 the clinical specialty 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*
- A coherent, high quality and feasible plan of research
- Demonstration of understanding and commitment to academic career*
- Indication of medium and long-term career goals*
- Demonstration of reasons for applying for this Clinical Lectureship Programme*
- Evidence of teaching experience* & the ability to teach undergraduates and postgraduates
- Publications in peer reviewed journals, with ability to meet REF requirements*

Desirable

- Evidence of commitment to specialty
- Intercalated honours degree and/or additional qualifications e.g. MSc etc
- Knowledge of the centre hosting the research and how this is best placed to support the research, education and training needs*
- Prizes or distinctions significant to this post*
- Presentation of work at a national or international meetings*
- Minimum of two 3* REF returnable publications*

Skills, Abilities and Competencies

Essential

- High level of proficiency in English, sufficient to undertake research, teaching and administrative activities utilising English Language materials and to communicate effectively with staff and students
- Area of research compatible with the interests of the College/Department*
- Publications in national or international peer reviewed Journals*
- Evidence of presentations to learned societies*
- Demonstration of the potential for scientific independence and the ability to lead a research team
- Demonstration of personal reasons for applying for this Clinical Lectureship Programme
- Evidence of leadership potential & potential to become a leader in chosen field
- Evidence of ability to work effectively & co-operatively as





a member of a multi-disciplinary team

- Commitment to personal and professional development
- A high degree of motivation and personal self-discipline
- Organisational ability
- Capacity to prioritise own workload
- Able to initiate/innovate
- Effective written communication skills*
- Effective oral communication & spoken English skills

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

Other Requirements

Essential

- Satisfactory enhanced DBS disclosure
- Satisfactory occupational health clearance
- Meets professional health requirements (in line with GMC standards/Good Medical Practice)
- Medical defence cover
- Eligibility to work in the UK
- Able to commence in post no later than 30 March 2020

Additional Information

Candidates will have a higher degree (MD/PhD, or equivalent), or have submitted a higher degree at the time of application with it being awarded prior to commencement before 30 March 2020.

This post is a fixed-term post available for 4 years or for specialty trainees until the post holder relinquishes their NTN whichever is the earlier, and is part of the integrated clinical/academic training programme. Specialty trainees will hold an NTN (a). Should the appointee attain CCT during the 4 year period permission may be sought from NIHR to continue in post beyond CCT to enable the individual to make the transition to research independence. The duration of the CL extension would be dependent on the time remaining in the 4 year (1.0 WTE) post, with the extension phase being no more than 1 year (1.0 WTE) and within the existing funding period. Except in exceptional circumstances, post-CCT/CCST CLs must reduce their clinical commitments to 2 clinical sessions per week, which should be sufficient to maintain clinical skills and remain appointable as a NHS consultant. Those employed in the craft specialties may undertake up to 4 clinical sessions per week, with the extension request accompanied by an explanation for this requirement.

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

Management of the academic programme

The academic programme is managed by the Clinical Academic Training (CAT) Operational Group comprising members from the University, Deanery and Trust, and chaired by the Director of CAT and the Head of the Postgraduate Academic School. The CAT is responsible for ensuring the academic progression of the trainee.





Assessment and Appraisal

At the commencement of the academic placement the academic trainee must meet with their academic supervisors to ensure that an integrated and jointly agreed training programme/job plan is agreed, & at six monthly intervals thereafter to review progress. Specialty trainees must also meet with their educational supervisors. The trainee will also have an induction meeting with the Director of the Clinical Academic Training Programme and the College Assistant Registrar who administers the programme. In addition the appointee should meet regularly (at least bi-monthly) with their academic supervisor and research supervisor.

The appointee will be required to attend an annual academic review, and produce the appropriate documentation, at least one month before the annual ARCP. 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. The documentation from the review will be submitted to the ARCP panel, together with written feedback from the Director of CAT and the academic review panel.

The ARCP will jointly assess academic and clinical progress and the outcome of the process will be recorded. The appointee, University & Postgraduate Dean will be advised of the overall outcome.

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

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

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

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

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





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

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

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

Further information about the Disclosure and Barring Service is available at <http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/>

Criminal Declaration

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.

VITAL

The University encourages all staff to live our [VITAL values](#) which are:
Valuing People, Innovators, Together, Accountable, Leaders.

Equality and Diversity

We believe that equality, 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.

