CLINICAL PROFESSOR IN 
PAEDIATRIC ONCOLOGY

Children’s Brain Tumour Research Centre, University of Nottingham
THE UNIVERSITY OF NOTTINGHAM
RECRUITMENT ROLE PROFILE FORM

Job Title: Clinical Professor of Paediatric Oncology/ Neuro-Oncology

School/Department: School of Medicine, Division of Child Health, Obstetrics & Gynaecology, Children’s Brain Tumour Research Centre (CBTRC)

Job Family and Level: Clinical Academic, Clinical Professor

Contract Status: Permanent

Hours of work: Full time or part time (minimum 60% FTE)

Location: CBTRC, Queen’s Medical Centre, Nottingham

Reporting to: Head of Division

Purpose of the New Role:

This post is a substantive appointment of a maximal part time (60% FTE) or full-time Paediatric Clinical Academic in Paediatric and Adolescent Oncology / Neuro-Oncology and arises following the retirement of Professor David Walker. Applications are invited from candidates with a strong academic background and appropriate clinical experience and training.

The Children’s Brain Tumour Research Centre (CBTRC) www.cbtrc.org now celebrating its 20th Anniversary, is an internationally recognised centre of excellence for Paediatric Neuro-Oncology Research. The successful candidate’s research interests will likely align with this research focus.

This post would suit a clinical academic with a track-record in research in paediatric neuro-oncology including those with a laboratory based and / or clinical trials related portfolio. We envisage the post holder will provide research leadership to ensure that CBTRC continues to expand and enhance its internationally recognised world-leading translational research programme in paediatric neuro-oncology, and will specifically:

- Attract research funding from Research Councils, NIHR, prestigious charities.
- Expand and enhance CBTRC as an internationally recognised research group.
- Produce research outputs which will be considered to be of international excellence in a future Research Excellence Framework.
- Undertake research which will impact on policy, improving outcomes of childhood cancer.
- Attract postgraduate research students and research capacity building fellowships to the Division.
- Develop multidisciplinary collaborative research collaborations within and out-with the University.
- Deliver high quality teaching to undergraduate medical students and postgraduate students.

The post is primarily based at the Queen’s Medical Centre Campus of the Nottingham University Hospitals NHS Trust with time split between academic and clinical responsibilities. The post holder will be employed by the University of Nottingham.

The successful candidate will also have clinical responsibilities across the region within the East Midlands Children’s and Young Persons Integrated Cancer Service (EMCYPICS). As a centre of excellence The East Midlands Children’s Integrated Cancer Service aims to meet all quality
standards. It is expected that the post holder will play his / her role in ensuring we meet these exacting, but essential standards.

The post has 10 Programmed Activity (PAs) in the job plan. Currently, there is an additional PA funded through the NUH Research & Innovation for clinical research guaranteed until 31.3.2018. The on-call commitment to the Paediatric haemato-oncology service is 1:6.5 nights and weekends with prospective cover. Out of hours and weekend cover will entail all aspects of the management of children and young adults (0-18 years) with cancer.

A full range of paediatric haematology and oncology emergency and elective patients are admitted to Nottingham University Hospital NHS Trust and the appointee will be responsible for the management of those patients admitted under their care. It is expected that the post holder will become a key member of the multidisciplinary clinical and psychosocial teams.

The in-patient and clinical responsibilities will be shared with the other Paediatric Haematologists and Oncologists. This includes the supervision of the Paediatric general anaesthetic (GA) list. The post holder will be expected to maintain and regularly update their practical skills in bone marrow biopsy and the administration of intrathecal cytotoxic chemotherapy as defined by NUH Trust Policy on the Administration of intrathecal chemotherapy.

The department of Haematology and Oncology comprises 3 full time NHS consultants, 2 full time academics (on 50:50 contracts) a part time Haematologist and a full time Speciality Doctor [see additional information] We presently provide ‘Hot-week’ Consultant cover for the management of children with cancer and benign haematological problems admitted under the care of other colleagues within the unit but are fully supported by colleagues for specific clinical issues. The post holder will be expected to provide ‘Hot-week’ cover approximately five times a year. The post holder will also provide ward support to junior staff when on hot week (1 in 10).

Each consultant is expected to take an active role in clinical governance activities including (but not restricted to) clinical audit, incident reporting, review of complaints, risk management, CPD and Evidence-Based Practice. Each directorate has a Consultant Clinical Governance lead.

A formal job plan will be agreed between the appointee, the Head of the NUH Clinical Service Unit (a senior clinician) & the Head of the Academic Division. The Job Plan will then be reviewed annually following the annual Joint Appraisal meeting which is undertaken by each clinical academic.

The following draft Job Plan reflects our best assessment of what the final plan will be, based on 11 PAs. The final timetable shall be agreed in discussion with the successful candidate depending on their competencies and interests. Any consultant who is unable, for personal reasons, to work full-time will be eligible to be considered for the post on a part-time basis; if such a person is appointed, modification of the job content will be discussed on a personal basis with the University in consultation with consultant and NHS colleagues. The proposed job plan is detailed in Appendix 1.

Candidates are encouraged to make arrangements to visit the University and Nottingham Children’s Hospital. A point of initial contact will be provided by Laura Willoughby, PA to Prof Richard Grundy (0115 8230620).
Main Responsibilities

<table>
<thead>
<tr>
<th>% time pro rata</th>
<th>Main Responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>30%</td>
<td>1. Research. Formulate ideas, attract funding &amp; undertake high-quality clinical and laboratory research in conjunction with established research in CBTRC. To conduct peer reviewed clinical and basic research in Cancer of sufficiently high quality to be returned in the university’s evaluation of research quality. To obtain independent external funding to conduct such research.</td>
</tr>
<tr>
<td>5%</td>
<td>2. Provide leadership for research within CBTRC.</td>
</tr>
<tr>
<td>5%</td>
<td>3. Contribute to some of the management systems of the School of Medicine e.g. Divisional and School committees, undergraduate &amp; postgraduate teaching &amp; research leadership, as requested by the Head of School or Head of Division and perform appraisals of School staff.</td>
</tr>
<tr>
<td>10%</td>
<td>4. Personally contribute to teaching in the School of Medicine, particularly teaching of medical students &amp; training of junior medical staff. This important role is split across Academic and clinical responsibilities as part of the SPA allocation.</td>
</tr>
<tr>
<td>50%</td>
<td>5. Clinical. To participate as a clinical academic consultant in paediatric oncology as appropriate. To contribute to teaching &amp; training of junior medical staff. To actively participate in Clinical Governance &amp; audit activities, clinical service development &amp; in promoting multidisciplinary teamwork in clinical practice. To actively participate in continuing medical education (CME), appraisal and the requirements for revalidation. Fulfil the requirements of continuing professional development &amp; annual joint appraisal, as required by the clinical academic contract. Participate in the consultant rota for inpatient and outpatient clinical work within the Paediatric department including out-of-hours duties. These clinical duties will include full participation in the on call rota, currently 1 in 6.5</td>
</tr>
</tbody>
</table>

Knowledge, Skills, Qualifications & Experience

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Essential</th>
<th>Desirable</th>
</tr>
</thead>
</table>
| Qualifications/Education | • MB BS, or equivalent  
• Membership or Fellowship of a Royal College or equivalent  
• CCT in Paediatrics (Oncology) or equivalent  
• A higher degree (PhD/ MD by research) in relevant subject  
• Full GMC Registration with a licence to practice with entry on the Specialist Register or eligibility for entry within 6 months of the date of the Advisory Appointments Committee  
• Up-to-date GCP accreditation for clinical research governance | |
| Skills/Training | High level analytical capability to facilitate conceptual thinking, innovation and creativity  
In depth knowledge of Children’s cancer to enable the development of new knowledge, innovation and understanding in the field | Skills in pastoral care and motivating students at all levels |
<table>
<thead>
<tr>
<th>Experience, Including Clinical Practice Experience</th>
<th>Management &amp; Administrative Experience</th>
<th>Other Attributes</th>
</tr>
</thead>
</table>
| - Proven ability to lead, motivate, develop and manage the performance of a team.  
  - Demonstrable research skills  
  - Skills in Teaching and Learning  
  - Clinical problem-solving & decision-making skills | - A strong and currently active record of high quality research publications / clinical trials activity  
  - Experience of undergraduate medical student teaching using different formats  
  - Extensive experience in leading the design of research techniques and methods.  
  - Able to communicate effectively and appropriately with patients, their families and other health professionals.  
  - Experience in paediatric oncology and paediatric malignant and non-malignant haematology | - Experience of supervision, mentoring, & assessment of undergraduate & postgraduate students  
  - A track record in obtaining grant funding and managing research grants and contracts  
  - Previous leadership experience. |
<table>
<thead>
<tr>
<th>Experience, Including Clinical Practice Experience</th>
<th>Management &amp; Administrative Experience</th>
<th>Other Attributes</th>
</tr>
</thead>
</table>
| - Experience of supervision, mentoring, & assessment of undergraduate & postgraduate students  
  - A track record in obtaining grant funding and managing research grants and contracts  
  - Previous leadership experience. | - Experience in undergraduate and postgraduate teaching and research  
  - Ability to manage & lead a clinical service at a consultant level  
  - Ability & willingness to work within the Trust & NHS performance management framework & targets  
  - Able to develop, present and operationalise coherent ideas for service development/delivery.  
  - Able to delegate appropriately.  
  - Able to work in a team. | - Enquiring, critical approach to work  
  - Ability to communicate effectively with staff, students, patients, |
<table>
<thead>
<tr>
<th>Personal Attributes</th>
<th></th>
<th></th>
</tr>
</thead>
</table>
| - Experience of supervision, mentoring, & assessment of undergraduate & postgraduate students  
  - A track record in obtaining grant funding and managing research grants and contracts  
  - Previous leadership experience. | - Experience in undergraduate and postgraduate teaching and research  
  - Ability to manage & lead a clinical service at a consultant level  
  - Ability & willingness to work within the Trust & NHS performance management framework & targets  
  - Able to develop, present and operationalise coherent ideas for service development/delivery.  
  - Able to delegate appropriately.  
  - Able to work in a team. | - Enquiring, critical approach to work  
  - Ability to communicate effectively with staff, students, patients, |
<table>
<thead>
<tr>
<th>Personal Attributes</th>
<th>Other Attributes</th>
<th></th>
</tr>
</thead>
</table>
| - Ability to provide high level academic leadership  
  - Ability to provide clinical leadership  
  - Excellent communication skills; a strong team-player with influencing skills  
  - Ability to exercise good judgement, maintain confidentiality & provide motivational support to clinical and academic colleagues as well as to undergraduate & postgraduate students.  
  - Able to work flexibly in a changing health service  
  - Able to use IT support systems | |
relatives, GPs, nurses & other agencies
- Commitment to Continuing Medical Education & the requirements of Clinical Governance & Audit
- Willingness to undertake additional professional responsibilities at local, regional or national levels
- Level 3 Safeguarding Children
- Paediatric Life Support Training (PILS, PLS or APLS)

**Statutory/Legal**
- Satisfactory enhanced disclosure from the Disclosure and Barring Service

**Other**
- Willingness to adopt the Ethos and Principles of the School of Medicine to improve the student experience.

### Additional Information

**The Children’s Brain Tumour Research Centre (CBTRC)** was established to conduct clinical and scientific research directed at increasing our understanding of the biological nature of childhood brain tumours and using this knowledge to optimize the health outcomes for the child and family. CBTRC’s vision is a full, healthy and independent life for every child with a brain tumour. Through research, we will accelerate progress so that more children survive brain tumours with the highest quality of life. We will move towards making our vision a reality by:

- Improving knowledge and understanding of the full range of biological factors driving the development of brain tumours during early human development.
- Identifying key molecular events that predict of clinical behaviour.
- Maximising the efficacy of drug treatments by developing novel targeted drugs, optimising drug delivery and integrated testing within national and international clinical trials’ programmes.
- Playing a leading role in worldwide research and clinical training initiatives that are necessary to tackle the many scientific and clinical challenges aimed at maximising the chances of complete cure for children with brain tumours.

The CBTRC runs a multidisciplinary research programme linking laboratory bench science, through translational research, to personalised medicine. This programme spans all stages of the patient journey, from diagnosis to survivorship. We are currently testing hypotheses concerned with neurodevelopment, tumour biology, the application of novel imaging techniques, and optimisation of drug delivery to the central nervous system. We are developing our clinical trials, and lead initiatives into population awareness and health survivorship.

We presently have four main research themes:

1. **Molecular Neuro-Oncology**
   The CBTRC undertakes a wide range of research in the field of molecular characterisation of brain tumours to establish prognostic markers, and molecular targets for diagnosis and treatments. These will help stratify medicine and lead to the delivery of more refined treatments.

2. **Advanced Magnetic Resonance Imaging**
In Collaboration with the University’s world leading imaging research centre (The Peter Mansfield Centre), the CBTRC applies translational research imaging techniques, enabling us to transform understanding of how tumours grow and the impact of treatments using non-invasive methods. The CBTRC was one of five national imaging centres awarded a CRUK programme grant between 2008-2015. The programme grant addressed several key hypotheses to evaluate the potential of imaging for diagnosis and tumour detection, for tumour characterisation, and for predicting prognosis and treatment response.

3. **Drug Development and Delivery**

Researchers within the CBTRC are investigating a number of molecular research avenues that could lead to new targets for brain tumour treatments. They are also working to optimise drug delivery to tumour sites within the brain, bypassing the body’s protective membrane – the blood brain barrier. CBTRC researchers are also involved in national and international clinical trials programmes that are testing new and modified treatment approaches.

4. **Avoiding Harm**

The damage to a developing child’s brain caused by brain tumours and their treatment carries an immense burden - two thirds of those cured will be disabled for the rest of their lives. Our ‘Halving the Harm’ theme addresses the need to diagnose tumours earlier, so that treatment will be more effective and side effects less severe. It also covers studies into the effects of different treatments on brain development and disability, with a view to minimising damage and developing interventions that can alleviate the disability burden for survivors.

**Academic Child Health** has a national reputation for teaching, research and innovation in the field of paediatrics and child health. The Academic Division is administered as part of the School of Medicine.

Current research interests are focussed on the perinatal period (including perinatal physiology, neonatal biology, nutrition and neurology, and the relationship of perinatal events to developmental disabilities), respiratory paediatrics, paediatric pharmacology, neuro-oncology and head injury, and community child health. Within the School of Medicine there are related research interests in MRI in pregnancy, perinatal and reproductive science, and oncology and in Clinical Trials. Current research grants are funded by research councils (MRC, BBSRC), AMRC, Department of Health and Regional R&D funds and European Union (EUFp6). Many members of the School are affiliated to the University Research Institutes.

The main academic department is situated next to the children’s wards in the Nottingham Children’s Hospital, comprising offices, state-of-the-art molecular biology laboratories, teaching rooms, and computer room. There are also offices and laboratories adjacent to the Department of Neonatal Medicine and in the Clinical Sciences building at Nottingham City Hospital and a further Department at Derbyshire Children’s Hospital.

The School of Medicine is responsible for the overall organisation of undergraduate teaching in child health and its assessment. It also supervises undergraduate research as part of the B.Med.Sci. degree and contributes to a variety of postgraduate training courses. There are weekly divisional research meetings, open to all NHS and University paediatricians where current research and state-of-the-art research development are discussed. Academic Child Health continues to produce popular textbooks for undergraduates, postgraduates, community paediatricians and children’s nurses and the undergraduate course in child health has high ratings within the Medical School.

**The East Midlands Children’s and Young Person’s Integrated Cancer Service (EMCYPICS)** provides a tertiary service for the treatment of children with cancer within the East Midlands. The integrated service came into being in April 2010.
In recognition of the need to make sure that all cancer services are best placed to provide the highest quality care, the National Institute for Clinical Excellence (NICE) produced a comprehensive range of recommendations and standards which were distilled into the Improving Outcomes Guidance (IOG) for children and young people with cancer. In order to ensure that the service in the East Midlands meets with these standards a model of care was agreed which was centred on the needs of children and their families. This led to the development of EMCYPICS.

- The Co-ordinating Centre at Nottingham Children’s Hospital manages the patient journey, in close consultation with lead clinicians.
- Core, definitive diagnostic investigations and therapeutic surgery is centred at NUH.
- Patients receive highly complex chemotherapy* at Nottingham Children’s Hospital, with complex chemotherapy, including high dose methotrexate, being delivered at both Nottingham Children’s Hospital and Leicester Children’s Hospital.
- The radiotherapy service for the East Midlands is provided at Nottingham City Hospital campus of NUH.
- Clinicians from Nottingham Children’s Hospital and Leicester Children’s Hospital work together as part of the EMCYPICS.
- Patients are transferred back to more local care settings as soon as clinically desirable and in line with patient choice.
- There is a co-ordinated late effects and palliative care service.
- Community paediatric nurses and oncology outreach nurses support patients and families in their home.

*Highly complex chemotherapy includes intensive myelosuppressive, immune-compromising therapy that is likely to render the patient neutropaenic for more than 2 weeks. Currently this includes therapy for Acute Myeloid Leukaemia and High Dose Chemotherapy with autologous stem cell transplant.

**The Paediatric Oncology service at Nottingham Children’s Hospital** treats all solid tumours, CNS tumours and the initial work up of children with non-malignant diagnoses initially thought to be malignant. Children with Retinoblastoma and primary bone tumours have biopsy, strategic management and definitive surgery at supra-regional units but all chemotherapy and local support for these patients is managed within Nottingham Children’s Hospital. The linked malignant haematology service treats all haematological malignancies but does not undertake allogenic stem cell transplants.

Our aim is to ensure that all eligible patients will enter clinical trials. Our clinical Trials portfolio is managed by a team of research nurses.

E39 is our primary designated Paediatric Oncology ward and has 15 bed spaces. E40 is our Neurosciences ward and has 16 beds. E39 and E40 have recently re-opened following refurbishment. As part of this project our Teenage Cancer Trust unit has opened on E39.

Patients requiring allografts are referred to Sheffield Children’s Hospital. Patients requiring high dose chemotherapy with autologous stem cell transplant currently go Sheffield Children’s Hospital for their stem cell harvests and returns. Children are transferred back to Nottingham for ongoing inpatient care following stem cell return.

At present shared care arrangements exist with Northampton (level 3), Lincoln and Boston (both febrile neutropenia management and supportive care only).

**Haematology and Oncology Team**

**East Midlands Children’s and Young Persons Integrated Cancer Service**

**Consultant staff at Nottingham Children’s**

Dr Emma Astwood- Haematologist
Dr Madhumita Dandapani- Oncologist
Professor Richard Grundy - Oncologist
Dr Jayshree Pandya (Currently as Haematology locum)
Dr Simone Stokley - Haematologist
Professor David Walker (Retiree) Oncologist
Dr Sophie Wilne* Oncologist
Dr Rehana Ahmed – Speciality Doctor
Haematology and Oncology Registrar

Neurosurgeons: Ms Cartmill, Mr D MacArthur, Mr M Vloeberghs, Mr S Howarth
Surgeons: Mr B Davies, Mr D Culliver
Pathologists: Dr J Allotye, Dr D O’Neill, Dr I Scott, Dr S Paine
Clinical Oncologists: Dr D Saunders, Dr C Esler
Radiologists: Dr N Broderick, Dr R Dineen, Dr K Halliday, Dr T Jaspan, Dr J Somers, Dr A Thomas

*Clinical Service Lead

Leicester Children’s Hospital
Dr Kaljit Buhler TYA Haematologist Krishna Kotecha – Oncologist
Dr Mabrook Madi – Haemato-Oncologist Locum post vice Dr Johan Visser
Dr E Ross – Oncologist

Billy’s House
We are now in the very fortunate position to be able to provide a ‘home from home’
environment for children with cancer being treated at the EMCYPICS. Billy’s house in part
mitigates against the inevitable disruption to family life following the diagnosis and treatment
of a life threatening illness. The development of Billy’s house has been a joint venture between
parents led by Laura Greenhall and CLIC Sergeant.

Social Service Support
There is a team of CLIC Sergeant Social Workers based in the Children’s Hospital providing
social support for families.

ADMINISTRATIVE SUPPORT
Office accommodation and administrative support will be provided by the University as will a
PC with e-mail and Internet access
Appendix 1

<table>
<thead>
<tr>
<th>Day</th>
<th>Programmed Activities</th>
<th>Academic</th>
<th>Direct Clinical Care</th>
<th>Supporting Professional Activities / Additional Programmed Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>Ward round and patient review / admin</td>
<td>5.0</td>
<td>On Call 1.0</td>
<td>Core SPA (including CPD, job planning, appraisal, audit, undergraduate and postgraduate teaching and consultants meetings)* 1.25</td>
</tr>
<tr>
<td>Tuesday</td>
<td>Academic</td>
<td>1.0</td>
<td>Ward rounds 1.0</td>
<td>Sub Total 1.25</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Academic except when on hot week 1 in 10 – provide consultant cover for theatre list</td>
<td>3.75</td>
<td>Outpatient activities: - clinics 1.0</td>
<td></td>
</tr>
<tr>
<td>Thursday</td>
<td>Clinic</td>
<td>0.75</td>
<td>Multi-disciplinary meetings</td>
<td></td>
</tr>
<tr>
<td>Friday</td>
<td>Ward round and Neuro-Oncology MDT SPA</td>
<td>1.0</td>
<td>Academic</td>
<td></td>
</tr>
<tr>
<td>Weekend</td>
<td>1:12 weekends on call prospective cover (0.5 DCC)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**JOB PLAN FOR ACADEMIC PAEDIATRIC ONCOLOGIST**

**PROGRAMMED ACTIVITIES:**

**Academic:**

<table>
<thead>
<tr>
<th>Academic</th>
<th>5.0</th>
</tr>
</thead>
</table>

**Direct Clinical Care:**

<table>
<thead>
<tr>
<th>On Call</th>
<th>1.0</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ward rounds</td>
<td>1.0</td>
</tr>
</tbody>
</table>

**Supporting Professional Activities / Additional Programmed Activities:**

<table>
<thead>
<tr>
<th>Core SPA (including CPD, job planning, appraisal, audit, undergraduate and postgraduate teaching and consultants meetings)*</th>
<th>1.25</th>
</tr>
</thead>
</table>

**Sub Total 1.25**

**TOTAL PAs 10***

**ON-CALL SUPPLEMENT:**

<table>
<thead>
<tr>
<th>Rota Frequency:</th>
<th>1 in 6.5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category:</td>
<td>A</td>
</tr>
<tr>
<td>On-call Supplement:</td>
<td>5 %</td>
</tr>
</tbody>
</table>
The University of Nottingham strongly endorses Athena SWAN principles, with commitment from all levels of the organisation in furthering women’s careers. It is our mission to ensure equal opportunity, best working practices and fair policies for all.

The School of Medicine holds a Silver Athena SWAN in recognition of our achievements in promoting and advancing the representation of women in science, technology, engineering, medicine and mathematics (STEMM). Please see http://www.nottingham.ac.uk/medicine/about/athena-swan.aspx

Appendix 2
The University of Nottingham

The University of Nottingham is a global-leading, research-intensive university with campuses in the UK, Malaysia and China. Our reputation for world-class research has yielded major scientific breakthroughs such as Nobel-winning MRI techniques, drug discovery, food technologies and engineering solutions for future economic, social and cultural progress.

Already ranked among the UK’s elite universities and global polls for research excellence, our reputation for world-class research has been further enhanced with the 2014 results of the Research Excellence Framework (REF). In addition to scoring highly in quality rankings covering major disciplines in science, engineering, the social sciences, medicine, business and the arts, it is Nottingham’s research power rankings which demonstrate the impressive volume of excellent research which is carried out. We are now ranked 8th in the UK on a measure of ‘research power’ which takes into account both the quality of research and the number of research-active staff who made REF returns, confirming Nottingham’s place in the top tier of the world’s elite higher education institutions.

The main University campus is set beside a lake, in an extensive belt of woodland, parks and playing fields. The 330 acre University Park Campus is the focus of life for more than 32,000 students and houses the majority of the University’s academic schools and many of the central Services. The Jubilee campus is situated 2 miles away from the University Park, and provides extra capacity. The University Medical School is situated next to the University Park. Together with the University Hospital, it forms the Queen’s Medical Centre (QMC).

University of Nottingham Medical School

Nottingham has a strong reputation for both clinical medicine and teaching. As one of the most popular medical schools in the country, it is able to select excellent students and produce and attract good junior doctors.

The School of Medicine was formed following Faculty reconfiguration on August 1st 2013. The new School of Medicine comprises the Divisions of Cancer and Stem Cell Sciences, Child Health, Obstetrics and Gynaecology; Clinical Neuroscience; Epidemiology and Public Health; Primary Care; Psychiatry and Applied Psychology; Rehabilitation and Ageing; Medical Sciences and Graduate Entry Medicine; Respiratory Medicine; Rheumatology, Orthopaedics and Dermatology and the Nottingham Digestive Diseases Centre. The School also hosts the Medical Education Centre, the Centre for Inter professional Education and Learning, the Clinical Research Facility, the Clinical Skills Centre, NIHR design Service East Midlands, Nottingham Clinical Trials Unit, PRIMIS and Medical Imaging Unit.

The new School of Medicine brings together in one School staff undertaking research for the benefit of the health of patients. It includes all primary care and hospital-based medical and surgical disciplines, principally in the Queen’s Medical Centre and City Hospital Nottingham Campuses, Royal Derby Hospitals NHS Foundation Trust and also at the University’s main campus and at the King’s Meadow and Jubilee Campuses. Most of our School’s Senior Researchers and Teachers are also clinicians who dedicate 50% of their time to patient care within the Nottingham University Hospitals NHS Trust & Royal Derby Hospitals NHS Trust. This close juxtaposition brings cutting-edge clinical care to our patients and clinical relevance to our research and teaching. We are closely integrated with our full time NHS clinical colleagues,
many of whom are themselves leaders in research and teaching and who work closely with the University and this increases the mutual benefit from integration between the University and NHS.

Mission:
Our mission is to improve human health and quality of life locally, nationally and internationally through outstanding education, research and patient care.

Priorities:
1. Teaching and learning, particularly training tomorrow’s doctors and teaching specialised postgraduates
2. Research and research training: We will perform and support the highest quality “big” research which impacts on human health and disease
3. Partnership with the NHS and other healthcare providers
4. Visibility and profile of the School of Medicine: We will do what we do better, and we will tell others about it

Ethos and principles:
1. Having people and patients at the heart of all we do: our teaching and learning, our research and our patient care
2. Contribution within the School of Medicine and to society beyond our immediate roles; helpfulness and service
3. Openness and fairness, with particular emphasis on communication (both internal and external) and on equality and diversity among students and staff
4. Personal and group responsibility for all aspects of our work, within a culture of opportunity and reward

Our research spans 11 major themes, ranging from cancer to vascular medicine. We work closely with industry and the NHS. Our world-leading research ranges from basic and translational science through to clinical trials, epidemiology, and health services research. Our clear theme is improving human health, underpinning a vibrant postgraduate research training programme leading to PhD or DM. Many of our academics are clinicians, using their expertise to provide cutting edge specialised treatment to NHS patients; reflecting our ethos that patients are at the heart of all we do. We were recently awarded a NIHR Biomedical Research Centre (BRC) for Nottingham, to expand our pioneering research into new treatments and diagnostics across a wide range of health problems. Starting in Spring 2017, in partnership with Nottingham University Hospitals NHS Trust, our new NIHR Biomedical Research Centre (BRC) builds on our former 2008 NIHR Biomedical Research Units.

In the 2014 Research Excellence Framework the four Units of Assessment included in the School of Medicine were among the six most improved in the whole University since RAE 2008: Over 80% of our research in 2014 was graded as world-leading or internationally excellent. Our research spans 11 major themes and ranges from basic and translational science through to clinical trials, epidemiology, and health services research. We work closely with industry and the NHS. Our research is underpinned by a strong postgraduate research training programme leading to PhD or DM. Our major research themes are in Cancer and Stem Cells; Child Health, Obstetrics & Gynaecology; Clinical Neurosciences; Dermatology; Digestive Diseases; Epidemiology and Public Health; Mental Health; Musculoskeletal physiology and disease; Primary Care; Rehabilitation and Ageing; Respiratory Medicine; and Renal Medicine.

The School of Medicine trains tomorrow’s doctors on a vibrant undergraduate medical course with a unique intercalated BMedSci, as well in a specialised graduate-entry programme built around clinical problem solving. We teach medicine and related disciplines at both undergraduate and postgraduate level. We have a dedicated clinical academic training programme and are committed to training PhD and doctoral research students and to supporting postdoctoral clinicians and scientists in their research.

Professor Tony Avery is Dean of the School of Medicine.

For further information, please see our website http://www.nottingham.ac.uk/medicine

Nottingham
Central within the East Midlands, Nottingham is a vibrant and prosperous city with something to offer everyone. It is one of the UK’s leading retail centres and has a huge variety of restaurants, bars and nightclubs which attract people from all over the UK. Culturally, it has good theatres, an arena which attracts both national and international performers and a range of historical interests relating to subjects such as the lace industry, Lord Byron and DH Lawrence. Nottingham is also known for sport, being the home of Trent Bridge Cricket Ground, Nottingham Forest and Notts County Football Clubs, the National Water Sports Centre and the Nottingham Tennis Centre. There is a good network of roads with easy access to the M1 and the A1, a fast frequent rail service to London and other major cities. Nottingham East Midlands Airport is only eighteen miles away.

The city is set within a county of outstanding natural beauty which includes Sherwood Forest, Wollaton Park, lively market towns and wonderful historic buildings. Housing is relatively inexpensive and, in addition to the two Universities, there are excellent schools and colleges available.

To find out more about Nottingham, use the following links:

Nottingham County Council – Tourism  http://www.experiencenottinghamshire.com/
University of Nottingham  http://www.nottingham.ac.uk
Zoopla (Guide to local properties)  http://www.zoopla.co.uk/

My Nottingham (information on schools, term dates, school transport etc.)  http://www.nottinghamcity.gov.uk/index.aspx?articleid=8524

Faculty of Medicine and Health Sciences, University of Nottingham

Comprising of four schools (School of Health Sciences, School of Life Sciences, School of Medicine and the School of Veterinary Medicine and Science) we undertake research across the full range of health and basic sciences. Overall we teach around 6,000 undergraduate and 900 postgraduate taught students, with our courses being recognised for their innovative and exemplary teaching. Our wide ranging research covers areas from basic sciences to clinical translational research.

Vision

Our vision is to deliver world leading research and inspirational teaching for tomorrow’s scientists, doctors, nurses, midwives, physiotherapists and veterinarians. We will achieve this via our:

- excellent links with industry and the NHS
- talented people – working and learning in a vibrant and supportive academic community
- commitment to inspirational teaching
- outstanding environment and facilities
- advanced research facilities and associated expertise to underpin cutting-edge research

Teaching

Our teaching strategy is to develop graduates who have a thorough grounding in their subject of study, are aware of research, have a critical approach to knowledge, can study independently and have the skills and attributes to be successful in employment. We are particularly keen to ensure that our students have a well-balanced programme of lectures, small group teaching, tutorials and seminars. Laboratory and practical work are intrinsic parts of our undergraduate degrees and are highly valued and enjoyed by our students.

Research
Our wide ranging research covers areas from basic sciences to clinical translational research in which we currently supervise 800 postgraduate research students and undertake research of £43 million per annum.

The faculty provides advanced research facilities and associated expertise to underpin cutting-edge research. These include next generation high throughput gene sequencing and bioinformatics support, high content screening for drug discovery, and a wide range of imaging modalities such as MRI and PET CTs, for human and advanced animal research.

The dedicated Clinical Trials Unit and Clinical Research Facility are funded in partnership with Nottingham University Hospitals NHS Trust.

The faculty’s research platforms make important contributions in four of the University’s Research and Knowledge Transfer Strategic Priority Areas:
- Biomedical Imaging
- Clinical Translational Research
- Drug Discovery
- Global Food Security

NHS Partnerships
The work we do depends on strong and effective partnerships with organisations in the East Midlands. In establishing the new Faculty of Medicine and Health Sciences we aim to make our partnerships with the NHS even stronger so that our collective research and education activities deliver the greatest benefits for patients and the public.

Key Facts
- Around 1,700 faculty staff including 1,000 academics
- Over 5,000 students including 3,652 undergraduates (7% international)
- 818 postgraduate taught masters students (22% international)
- 810 research students
- Total research portfolio in excess of £140 million
- Attracted £37.3 million in new awards in 2012-13
- 328 live research projects (2012-13)

Appendix 3
Nottingham University Hospitals NHS Trust

VISION
Nottingham University Hospitals seeks to become the best acute teaching Trust in the country by 2016. We will strive to give each patient the same care and attention that we would wish for members of our own family. We believe that our patients, their families and the public we serve deserve nothing less.

We will continue to provide general hospital services of the highest calibre, and build on our established strengths in stroke and heart attack services, cancer, and trauma. We will develop a workforce and facilities that deliver reliable, safe, compassionate care, with excellent outcomes. Everything we do needs to be characterised by responsiveness and flexibility, and by an unwavering focus on our patients and their needs.

We will demonstrate progress in by delivering excellence in six key domains:

- Patient experience
- Clinical outcomes
- Teaching and training
- Research
- Staff satisfaction
- Value for Money

WHO WE ARE
Nottingham University Hospitals NHS Trust (NUH) is the country’s fourth largest acute teaching trust. It was established on 1 April 2006 following the merger of Nottingham City Hospital and the Queen’s Medical Centre.

We provide acute and specialist services to 2.5 million people within Nottingham and surrounding communities from the Queen’s Medical Centre (QMC) and the City Hospital campuses. We have an annual budget in excess of £682m of public sector funding and employ over 13,000 staff.

The Trust is the principal provider of acute general, specialist and tertiary hospital care to the population of Nottingham, receiving 98 per cent of all elective and urgent referrals from primary care trusts in Nottinghamshire. We currently have 2,100 hospital beds.

Our activities include general hospital services for the local population and a wide range of specialist services, many for patients across the East Midlands and beyond. In 2008/09 we cared for around:

- 755,000 first and follow up outpatients
- 160,000 emergency attendances
- 90,000 non-elective admissions
- 90,000 day case and elective inpatient admissions.

During the year 2008/09 a proportion of outpatient and day case patient care was transferred to the NHS Treatment Centre operated by Nations Healthcare and based at the Queen’s Medical Centre campus. NUH staff have been seconded to provide a service to the organisation, but it operates independently of the Trust.

Nottingham is the only city in the country to secure three successful bids for prestigious biomedical research units. We are working with The University of Nottingham to help to translate research findings for stomach, bowel and liver disease, hearing and respiratory disease into better patient care.

**VALUES AND BEHAVIOURS:**

NUH has a set of values and behaviours to improve the experience for our patients and our staff (We are here for you). This means that in undertaking this role the post holder is expected at all times to behave in a way that demonstrates commitment to the delivery of thoughtful patient care and continuous improvement as detailed in the table below.

<table>
<thead>
<tr>
<th>Thoughtful Patient Care</th>
<th>Continuous Improvement</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Caring and helpful</strong></td>
<td><strong>Accountable and reliable</strong></td>
</tr>
<tr>
<td>- Polite, respect individuals, thoughtful, welcoming</td>
<td>- Reliable and happy to be measured</td>
</tr>
<tr>
<td>- Helpful, kind, supportive, don’t wait to be asked</td>
<td>- Appreciative of the contribution of others</td>
</tr>
<tr>
<td>- Listening, informing, communicating</td>
<td>- Effective and supportive team-working</td>
</tr>
<tr>
<td><strong>Safe and vigilant</strong></td>
<td><strong>Best use of time &amp; resources</strong></td>
</tr>
<tr>
<td>- Clean hands and hospital so patients are safe</td>
<td>- Simplify processes, to find more time to care</td>
</tr>
<tr>
<td>- Professional, ensure patients feel safe</td>
<td>- Eliminate waste, investing for patients</td>
</tr>
<tr>
<td>- Honest, will speak up if needed to stay safe</td>
<td>- Making best use of every pound we spend</td>
</tr>
<tr>
<td><strong>Clinically excellent</strong></td>
<td><strong>Innovation for patients</strong></td>
</tr>
<tr>
<td>- Best outcomes through evidence-led clinical care</td>
<td>- Empowerment to act on patient feedback</td>
</tr>
<tr>
<td>- Compassionate, gentle, see whole person</td>
<td>- Improvement led by research and evidence</td>
</tr>
<tr>
<td></td>
<td>- Teaching the next generation</td>
</tr>
</tbody>
</table>
The following two sections describe the services and facilities currently at the two campuses. However, there are ongoing discussions about the future development and location of clinical adult services, as a result of which some services or parts of adult services may relocate to the other campus.

(i) **City Hospital Campus**

The City Hospital Campus offers a wide range of clinical services to the local population of greater Nottingham, plus a much larger population in such specialties as cardio-thoracic surgery, cancer, renal, breast services, clinical genetics and neonatology.

There is no Accident and Emergency department on the campus, although the hospital does take medical and surgical patients referred by GPs or from other acute hospitals.

The Nottingham City Hospital campus has a long association with the city of Nottingham. It first opened in 1903 and the buildings are a mixture of old and new, although services have recently benefited from huge investment in improving the facilities for patients. These developments include the purpose-built Endoscopy Centre, Nottingham Breast Institute, Nottingham Urology Centre, Trent Cardiac Centre, Short Stay Unit, Centre for Clinical Haematology and PET scanner. There are also new staff residences on site.

Research interests at the City campus include oncology, respiratory medicine, clinical haematology, rheumatology, diabetes/endocrinology, stroke medicine, urology and mineral metabolism. Professors in the following specialities are based on this site - Surgical Science, Respiratory Medicine, Microbial Diseases, Obstetrics and Gynaecology, Oncology, Medical Genetics and Stroke Medicine. In addition, there are academic departments of Haematology, Rheumatology, Continuing Care and Anaesthetics.

City Hospital is home to training centres in breast screening techniques and cardiac surgery and the Trust is a Cancer Centre, forming part of the Mid-Trent Cancer Network.

The City Hospital campus has a variety of facilities for the use of patients, visitors and staff. There is a restaurant, coffee bars selling hot and cold snacks, WRVS stalls and hospital shops. There is a cash machine located outside the main out-patients department.

(ii) **Queen's Medical Centre Campus**

As well as the hospital, the QMC building, which opened in 1978, also houses the University of Nottingham Medical School and School of Nursing, Midwifery and Physiotherapy.

Clinical services provided within QMC include a very substantial emergency workload, particularly in medical admissions. Within the Medical Division services include the Emergency Department, Medicine, (including Cardiovascular, Respiratory, Gastroenterology, Diabetes and Endocrinology, Haematology, Rheumatology, Immunology, Palliative Care,) Dermatology, Intensive Care and Health Care of the Elderly. Within the Surgical Division services include Surgery, (including Vascular, Colorectal and Hepato pancreatic biliary,) ENT, Ophthalmology, Maxillofacial, Trauma & Orthopaedics, (including Spinal,) and Neurosciences. Within the Family Health Division, services include Obstetrics and Fetomaternal Medicine, Gynaecology, (including Fertility Services), Child Health (including Neonatology and Paediatric Surgery) and Occupational Health.

**NOTTINGHAM CHILDREN’S HOSPITAL**

We provide a comprehensive range of specialist services for children in Nottingham, together with tertiary paediatric and neonatal services to the adjacent areas of Lincolnshire, Derbyshire and North Nottinghamshire (Trent SHA catchment area), surgical services for Stoke on Trent in the Midlands and neurosurgical services for Leicestershire. We also provide supra-regional services for paediatric spinal surgery, rheumatology, nephro-urology and cystic fibrosis. Paediatric cardiac surgery and hepato-biliary surgery are not resourced locally.

The Childrens Hospital is situated in East Block on D and E floors of the Queens Medical Centre, with out-patient departments on B floor and comprises:
- Eight wards - 121 Beds, including critical care
- Critical care unit – 14 beds
- An Oncology Day Case Unit with anaesthetic facilities
- A Short Stay unit for observation of the acutely ill child
- A large Hospital school.
- The Academic Division of Child Health (University of Nottingham School of Human Development).
- A 22-bedded Neonatal Intensive Care Unit (situated on B floor adjacent to the delivery suite)
- A separate children’s Emergency Department (sees in excess of 40,000 children per year in a new purpose built facility situated on A floor).
- 2 outpatient areas on B Floor, South and East

The Directorate is pro-active in the development of protocols and guidelines for the treatment of paediatric illnesses, both medical and surgical. These are evidence based and regularly updated.

The Trust has a structure of five clinical divisions. Children’s services sit within Family Health alongside maternity and neonatal services, gynaecology, genetics and sexual health.

Community paediatric services are integrated with general and specialist paediatric service as part of the Nottingham Children’s Hospital.

The QMC site has constantly developed the services it provides to enable it to meet the needs of its patients both now and for the future. Queen’s has the only Emergency Department for the city.

There are a number of facilities provided in QMC, including a Newsagent, Coffee shop/ /Sandwich bar, Clothes shop, Bank (National Westminster, open daily from 10.30 – 3.30pm) and a Pharmacy shop. There is a large dining area, Cyber Café, roof garden and an active Junior Doctors’ Mess with kitchen, PCs with Internet access, sitting room, billiard tables, and television.

**Clinical Management Arrangements in the Nottingham University Hospitals NHS Trust**

The management of the Nottingham University Hospitals NHS Trust is organised via a structure of ten Directorates, which contain all the clinical departments. The Trauma and Orthopaedics department sits within the Musculoskeletal and Neurosciences (MSKN) Directorate. This directorate includes; trauma and orthopaedics, spinal surgery, neurosurgery, neurology, neuro rehab and clinical psychology. The directorate is led by a Clinical Director, supported by a General Manager and Clinical Lead. Each speciality is led by a consultant Head of Service, Assistant General Manager and a Matron.

**Conditions of Service and Governance**

The successful candidate will be offered an Honorary Contract with the Nottingham University Hospitals NHS Trust under the terms and conditions. When undertaking clinical duties on this basis within the Trust, the person appointed will be expected to adhere to local policies and procedures and to take note of the standing orders and financial instructions of the Trust.

Nottingham University Hospitals NHS Trust is committed to the development of Clinical Governance. The approach taken is to develop actions plans at a directorate level. Each member of the medical staff is expected to take an active role in clinical governance activities within their directorate and each directorate has a Consultant nominated as Clinical Governance lead. The activities include (but are not restricted to) audit, incident reporting, review of complaints, risk management, CPD and Evidence Based Practice.

**Professional Standards**

The Clinical Director is managerially responsible for all activity and personnel in the directorate in which the appointee will work. The Medical Director, Dr Stephen Fowle, has overall responsibility for the professional performance of clinicians, including of those holding Honorary Contracts with NUH. All clinicians are expected to comply with management arrangements in place, to follow the guidelines on practice laid down by the General Medical Council’s “Maintaining
Good Medical Practice", and to be accountable to the Trust for their actions and the quality of their work. A yearly Joint Clinical and Academic Appraisal is carried out.

**ETHICS OF CLINICAL PRACTICE COMMITTEE (ECPC)**
The Ethics of Clinical Practice Committee is a source of advice on the ethical principles underlying decisions in healthcare and clinical practice. The committee discusses actual or potential ethical issues arising from the care and treatment of potential, current, or former patients of the Trust. Such issues may arise in the implementation of policies or new initiatives or legal decisions affecting patient treatment and care. The Committee can be contacted via the Trust secretary.

**CONDITIONS OF SERVICE AND GOVERNANCE**
The successful candidate will be offered an Honorary Contract with the Nottingham University Hospitals NHS Trust under the terms and conditions. When undertaking clinical duties on this basis within the Trust, the person appointed will be expected to adhere to local policies and procedures and to take note of the standing orders and financial instructions of the Trust.

All employees who have responsibility for other staff need to ensure that individual performance is reviewed and a personal development plan is jointly agreed, at least annually. Managers and Supervisors will work jointly with their staff to ensure all developmental actions that are agreed during the review take place and are evaluated during the following year.

**RESIDENCE**
Because of on-call commitments, the successful candidate is expected to be contactable by telephone and to reside not more than ten miles, or half an hour’s travelling time, from their main campus, unless the Trust gives prior, specific approval for a greater distance (or time).

**Post-graduate facilities**
Nottingham University Hospitals NHS Trust fully supports and recognises the importance of continuing professional development. The facilities available to support this include two large purpose-built Postgraduate Centres.

The Postgraduate Centre at the City Campus provides an excellent educational environment for multidisciplinary conferences and seminars, postgraduate medical education and continuing medical education. It also provides a base for the Nottingham Vocational Training Scheme for General Practice, as well as teaching facilities and common room for undergraduate students of Nottingham University Medical School and a brand new Clinical Skills Centre.

The Postgraduate Centre at Queen’s Medical Centre Campus contains eleven meeting rooms of varying sizes and audio-visual equipment including video-conferencing.

The Greenfield Medical library is situated in the Medical School within QMC. This has an excellent retrieval service and arranges inter-library loans. All members of the hospital medical and dental staff have free access and borrowing rights. Audio Visual services are provided from the Medical Photography department located in the Medical School which has photographic, medical illustration and video recording facilities as well as a service in support of presentation materials.

The Trent Simulation and Clinical Skills Centre opened in April 2004 and is a state of the art simulation centre and clinical skills facility. It is a two-storey extension to the Postgraduate Education Centre and the regional centre within Trent for advanced human patient simulation training offering a range of specialty specific and inter-professional courses.

The high fidelity adult and paediatric simulators use sophisticated computers to create a life like medical environment allowing realistic scenarios to be reproduced and enacted. The patient simulator can be used to provide an extensive range of educational modules including events/scenarios involving the cardiovascular, metabolic, pulmonary, neurological and renal systems as well as trauma and airway events. In addition to normal physiology, a variety of pathological states can be superimposed to provide realistic, potentially life threatening scenarios and thereby challenge participants using complex clinical situations. The control room operator guides the simulation in real time thereby modelling patient responses to unfolding events. The simulation is recorded on video to enable a thorough analysis and debriefing to take place.