ROLE PROFILE

Job Title: Clinical Assistant Professor (Clinical Lecturer) in Medical Education

School/Department: School of Medicine, Education Centre

Job Family and Level: Clinical Academic, Clinical Assistant Professor

Contract Status: Fixed-term contract for a period of 4 years (if full-time or up to a maximum of 6 years if part-time, pro-rata) or until award of Certificate of Completion of Training (CCT), whichever is the shorter

Hours of Work: Full-time (38.5 hours per week) or part-time (minimum 23 hours per week)

Location: Education Centre, B Floor, Medical School, Queens Medical Centre

Reporting to: Dean of Medical Education

Purpose of the New Role:
The University of Nottingham seeks applications for a Clinical Assistant Professor (Clinical Lecturer) in Medical Education. A clinical lectureship in Medical Education provides advanced integrated academic and clinical training for those pursuing a career in academic Medical Education. The post will have a strong research commitment in Medical Education research. The Clinical Lecturer will, therefore, develop their research and academic skills, selecting a research supervisor and research project around their interests in Medical Education and undertake research. The appointee will become a member of the well-developed Clinical Academic Training Programme in the School of Medicine, University of Nottingham (www.nottingham.ac.uk/go/catp). The programme provides support in clinical academic training, with research funding applications, networking and mentorship.

The post is open to applicants who wish to undertake research and research training and have 1) either already attained a PhD or 2) will register /maintain registration for, and complete, a PhD at the University of Nottingham.

Applicants with a PhD will have already received doctoral level training and have been awarded a PhD/MD by research. The Clinical Lecturer who has already attained a PhD will spend 50% of their time Medical Education research and academic training at the University of Nottingham, with 50% of the time consolidating their clinical experience. 10% of time in post (split between clinical and academic components) will be spent delivering undergraduate, or postgraduate taught, course teaching. The Clinical Lecturer would be expected to develop plans for a post-doctoral or clinician scientist award which may shorten the lectureship. The post does not attract its own National Training Number (NTN) but existing NTN holders with more than one year (full-time equivalent) to CCT and who have already been awarded a PhD/MD by research may be eligible for the award of an NTN(A). This should be discussed with the Director of the Clinical Academic Training Programme (www.nottingham.ac.uk/go/catp).

Applicants without a PhD will be expected to register/maintain registration at the University of Nottingham for, and undertake supervised research towards, a higher research degree (PhD/research DM) at the University of Nottingham. The Clinical Lecturer who has not already attained a PhD will select a research supervisor from available research areas in our Medical Education Centre, develop their research and academic skills, and research project around their interests in Medical Education, undertake research and register/maintain registration at the University of Nottingham for a higher research degree (PhD/research MD). The Clinical Lecturer would be expected to apply for funding for their doctoral fees which are not included in the Lectureship. The Clinical Lecturer will spend 50-95% of their time in research and academic training at the University, 0-45% of their time consolidating their clinical experience in their chosen speciality (depending on their stage of research training). Time spent in each component will be agreed with the Directors of the Clinical Academic Training Programme (www.nottingham.ac.uk/go/catp) and Head of Medical Education Centre and will be dependent on stage of research training. 10% of time in post (split
between clinical and academic components) will be spent delivering undergraduate or postgraduate taught course teaching. The post does not attract its own National Training Number (NTN) but existing NTN holders with more than one year (full time equivalent) to CCT may seek permission for time ‘out-of-programme’ for research from their host clinical training programme.

An individualised training clinical and academic programme will be designed for the post holder, considering their clinical experience and any previous research to determine their research and clinical training needs.

Details of the aspects of the post are given below.

**Academic Component of the Clinical Lecturer (CL) Post:**
The Dean of Medical Education is Professor Gill Doody, and the post holder will be responsible to Professor Doody overall for academic duties. The Clinical Lecturer will develop their academic skills build a research programme in medical education, undertake research and compete for external grant funding.

**Research and Academic Training:**
The academic part of the training will be tailored to the individual needs of the Clinical Lecturer and their research interests. Each Clinical Lecturer will have an academic supervisor with whom they will formulate their individual research and academic development plans. The Clinical Lecturer will be expected to develop a track record in research, build a research portfolio and will have access to the School of Medicine’s research facilities which include an excellent library, office accommodation and dedicated statistical and technical support.

You will be expected to undertake research and research training, as part of your research portfolio. The Clinical Lecturer’s personal research programme would be expected to fit broadly within the research themes of the School, described in more detail below. They will be expected to develop skills in research supervision through the supervision of the research component in the 3rd year of the BMedSci medical student degree.

**Research Interests of the Education Centre:**
The Education Centre, School of Medicine currently undertakes research, scholarship and innovation, in partnership with the East Midlands Patient Safety Collaborative, East Midlands Academic Health Science Network and Health Education England – East Midlands.

**Research Themes:**
- Clinical diagnostic decision-making in complex healthcare environments
- Technology-enabled learning and quality improvement using multifaceted educational interventions
- Enhancing the performance and resilience of healthcare professionals

Medical error is reported to be the third leading cause of harm for patients. Hence a major theme for research is the development and maintenance of clinical diagnostic decision-making skills of medical students and clinicians across their careers. In particular, the quality of these skills and safe behaviours in complex or uncertain environments is the focus of interest for a number of work programmes and PhD studies. Likewise, the role of technology in driving innovation and improvement is also a major research theme driven by advances in artificial intelligence, machine learning capability and ‘big data’.

The University of Nottingham is one of the largest medical schools in the UK. Therefore, the well-being, resilience and performance of undergraduate students across a medical degree programme is a major area of research in the Department. Professor Doody, Dr Patel and Dr Hagan (Director of Student Support and Well-being) are investigating the impact of transitions (from home to University, across the first year at University, from pre-clinical to clinical phases, and finally from medical school into the NHS) on medical student well-being, resilience and performance (specifically academic attainments, and non-technical skills).

More information about the research opportunities is available with further details of individual academics in the field and their research interests on our website. Please see [https://www.nottingham.ac.uk/medicine/about/educationcentre/index.aspx](https://www.nottingham.ac.uk/medicine/about/educationcentre/index.aspx) for further details.

**Teaching:**
Teaching is a core generic academic skill and the Clinical Lecturer will be expected to take an active role in contributing to undergraduate medical teaching. This will include supervision of the research component in the 3rd year of the BMedSci medical student degree and may also include lectures and tutorials in the Nottingham Medical School undergraduate medical student curriculum and postgraduate student teaching. No more than 10% of the Clinical Lecturer’s time will be spent in teaching.
Clinical Training Components of the Clinical Lecturer Post:
All eligible applicants will already hold a U.K. National Training Number (NTN) in a secondary care, hospital specialty or General Practice. Clinical work as part of the post will be undertaking the clinical responsibilities of a Specialty Trainee on the North (Nottingham-centred) Carousel of the Health Education England in the East Midlands (HEE-EM) clinical training rotation in a secondary care specialty or General Practice where the successful applicant will work alongside clinical-track colleagues. You will report to the relevant specialty for Clinical Training Programme Director for clinical training matters. As for all Specialty Trainees, any clinical work approved for clinical training will be coordinated by the Clinical Training Lead in the hospital/GP Practice in which the Clinical Lecturer is working.

The main aim of the clinical component will be to continue clinical training in a secondary care, hospital specialty or General Practice towards CCT

Clinical Training for Applicants with a PhD:
Clinical attachments will be tailored to the clinical training needs of the successful applicant, and will account for 50% of the post. Time to CCT will, therefore, be extended. Time allocated to clinical training and to academic work may be annualised, i.e. taken in blocks, as appropriate to successful candidate’s clinical and research training needs by agreement between with the Academic Training Programme and Clinical Training Programme Directors.

Clinical Training for Applicants without a PhD:
Clinical attachments will be tailored to the clinical training needs of the successful applicant and will account for 50% of the post by agreement with the Directors of the Clinical Academic Training Programme (www.nottingham.ac.uk/go/catp) and Head of Medical Education Centre. The Clinical TPD, working with the post holder, will determine if the clinical work in the post may contribute to clinical training. The post holder may then seek relevant permissions from their Royal College’s Specialty Advisory/ Education Committee regarding progression through clinical competencies undertaken in the clinical aspects of this post as part of their host clinical training programme’s process for undertaking time out-of-programme for research.

It is envisaged that clinical duties will usually be based in Primary care or in the Nottingham University Hospitals NHS Trust for which an Honorary Specialty Trainee contract will be sought from the Trust. The overriding aim will be to provide the post holder with the opportunity to develop both their clinical and research expertise within their chosen specialty or general practice, which, in some instances, may involve working elsewhere within training posts in Nottingham/Derby/Mansfield, depending on clinical training needs. Establishing links with these centres may also provide further research opportunities, enhance access to clinical material and assist recruitment of patients to clinical trials. Where clinical experience at a district general hospital is required as part of training requirements, this may necessitate spending some clinical time out of the main research centre.

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<tr>
<th>Main Responsibilities of the post holder who has already attained a PhD/ MD by research in a relevant discipline</th>
<th>% time per year</th>
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<tbody>
<tr>
<td>1. Undertaking original research and academic training under supervision of Academic Supervisor in partnership with the School of Medicine’s Clinical Academic Training Programme</td>
<td>45 %</td>
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<tr>
<td>2. Undertaking Clinical Training under supervision of the Clinical Training Programme Director as part of the Health Education England, East Midlands Clinical Training Programme in Specialty</td>
<td>45 %</td>
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<tr>
<td>3. Contribution to undergraduate medical teaching including supervision of the research component in the 3rd year of the BMEdSci medical student degree, undergraduate medical student and/or postgraduate student teaching</td>
<td>10 %</td>
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<tr>
<th>Main Responsibilities of the post holder who has not already attained a PhD/ MD by research (pre-PhD)</th>
<th>% time per year</th>
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<tbody>
<tr>
<td>1. Undertaking original research, registered for PhD studies at the University of Nottingham. Undertaking academic training under supervision of Academic Supervisor in partnership with the School of Medicine’s Clinical Academic Training Programme</td>
<td>50 - 95%</td>
</tr>
<tr>
<td>2. Undertaking clinical duties as appropriate to Specialty Training Level under supervision of the Clinical Training Programme Director as part of the Health Education England, East Midlands Clinical Training Programme in Specialty, as relevant to research or training needs</td>
<td>0 - 45%</td>
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<tr>
<td>3. Contribution to undergraduate medical teaching including supervision of the research component in the 3rd year of the BMEdSci medical student degree, undergraduate medical student and/or and postgraduate student teaching</td>
<td>10% (as 5% in each of 2 and 3)</td>
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The above duties are indicative, the proportions of the role spent undertaking duties in numbers 1 and 2 above will be determined through discussion with the successful candidate and Head of Division based on stage of research training.

**Supervision, Mentorship, Academic/Clinical Competency Assessment and Joint Process Management for Clinical Lecturers:**

It is expected that most applicants for these Clinical Lecturers’ posts will already have identified an Academic Supervisor before applying for the post. Otherwise, we will support the new Clinical Lecturer in selecting an appropriate Academic Supervisor for their chosen research field. All training will be organised in conjunction with the Academic Supervisor, once chosen.

All Clinical Lecturers will have the opportunity to join the School of Medicine’s highly successful Mentoring Scheme in which a senior academic mentor will support the Clinical Lecturer in maximising their potential and skills, in optimising their performance and in accessing opportunities for career development.

All Clinical Lecturers within the School of Medicine undergo a formal annual academic appraisal to monitor their progress. As the Clinical Lecturer will an existing NTN holder, an academic report from the annual appraisal will be submitted to, and considered by, the joint Clinical Academic ARCP Panel which monitors progress of Specialty Trainees both in, and out of, programme, each year.

**Further Information:**

Candidates are strongly encouraged to make informal enquiries and should contact:
Professor Gillian Doody; gillian.doody@nottingham.ac.uk

The University’s Clinical Academic Training Programme Director:
Professor Helen Budge is also able to provide advice on the training programme, see website: www.nottingham.ac.uk/go/catp

Please note that applications sent directly to this email address will not be considered.

Applicants must have all of the essential criteria listed in BOTH the academic person specification AND the appropriate clinical person specification (ST3+ depending on the level of training at entry). Where the applicant is applying at a level above ST3, all the essential criteria at ST3 must be met AND the applicant will supply evidence of successful outcomes at ARCP up to the level of clinical training at which they are applying.

The clinical person specifications for relevant specialities can be found here:

The academic person specification is provided below:

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<tr>
<th>Knowledge, Skills, Qualifications &amp; Experience</th>
<th>Essential</th>
<th>Desirable</th>
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<tr>
<td><strong>Qualifications/Education</strong></td>
<td>• Evidence of achievement of Foundation competencies or equivalent • <strong>Either</strong> a higher research degree (PhD, MD by research or equivalent) in a relevant subject area <strong>OR</strong> Evidence of commitment to undertake and complete a higher research degree (PhD/ DM) at the University of Nottingham during the post • Evidence of good progress in clinical specialty training and that completion of clinical speciality training may be accommodated either during, or after, the 4-year post • Evidence of achievement of competencies to Specialty Training level (ST) Year 3 or above</td>
<td>• Intercalated honours degree and/or additional qualifications e.g. MSc etc. • Higher degree (PhD/ MD by research or equivalent)</td>
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<tr>
<td><strong>Skills/Training</strong></td>
<td>• Evidence of good team working skills • Evidence of excellent communication skills • Evidence of leadership potential</td>
<td>• Prizes or distinctions • Presentation of work at national or international meetings • Significant original publications in peer reviewed journals</td>
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</table>
- Demonstration of understanding of, and commitment to, an academic career
- Knowledge of the centre hosting the research and how this is best placed to support the research, education and training needs
- Potential for scientific independence and of the ability to lead a research team

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<tr>
<th>Clinical Skills/Training</th>
<th>Knowledge of the centre hosting the research and how this is best placed to support research, education and training needs</th>
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<tr>
<td>- Evidence of all the essential clinical competencies in the relevant ST3 clinical person specification</td>
<td>- Evidence of commitment to GMC approved specialty</td>
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<td>- At least 12 months (FTE) clinical training remaining before CCT</td>
<td>- Membership of a Royal College as relevant to General Practice, Medical or Surgical Specialities</td>
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<tr>
<th>Experience</th>
<th>Demonstration of acquisition of the level of knowledge and skills necessary for the achievement of Foundation and clinical competencies or equivalent (matched to the entry level i.e. ST3 or above)</th>
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<td></td>
<td>- Demonstration of educational reasons for applying for Clinical Lectureship and of medium and long-term career goals</td>
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<td></td>
<td>- For candidates who have attained a PhD/MD by research – demonstrable substantial contribution to high quality publications</td>
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| Statutory/Legal | - Satisfactory Enhanced disclosure from the Disclosure and Barring Service |
|                | - GMC registration with a licence to practise |
|                | - Holds existing UK National Training Number |

| Other | - Demonstration of the potential and the ability to work within a research team |
|       | - Willingness to adopt the Ethos and Principles of the School of Medicine |

Disclosure:
Because of the nature of the work for which you are applying, this post is exempted from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Candidates are therefore, not entitled to withhold information about convictions, which for other purposes are “spent” under the provisions of the Act, and in the event of employment any failure to disclose such convictions could result in dismissal or disciplinary action by the University. Any information given will be strictly confidential and will be considered only in relation to an application for positions to which the Order applies.

This post cannot be taken up until satisfactory enhanced disclosure has been received. If once employed, an employee receives a conviction, they are required to inform the University and the Trust.

Scope of the Role:
As a clinical academic trainee: the aim is to become an independent researcher and skilled teacher capable of fulfilling duties requires of a senior lecturer in a UK medical school or similar elsewhere: this includes being able to demonstrate best practice in teaching, publishing peer reviewed articles and securing research grant funding.

The University of Nottingham strongly endorses Athena SWAN principles, with commitment from all levels of the organisation to ensure equal opportunity, best working practices and fair policies for all.
The School of Medicine holds a Silver Athena SWAN award in recognition of our achievements in promoting and advancing these principles. Please see http://www.nottingham.ac.uk/medicine/about/athena-swan.aspx