ROLE PROFILE

Job Title: Associate Professor in Hearing Sciences, Translational Hearing Research

School/Department: School of Medicine - Division of Clinical Neuroscience in association with the Hearing Sciences group, National Institute for Health Research (NIHR) Nottingham Biomedical Research Centre (BRC)

Job Family and Level: Research and Teaching Level 6

Contract Status: Permanent

Hours of Work: Full-time (36.25 hours per week) however applications are also welcome from candidates wishing to work part-time (minimum 29 hours per week). Please specify in your application if you wish to work part-time and the number of preferred hours. Job share arrangements may be considered for this post.

Location: Ropewalk House, 113 The Ropewalk, Nottingham, NG1 5DU
Hearing Sciences, University Park, Nottingham, NG7 2RD

Reporting to: Research lead for the Hearing theme, NIHR Nottingham Biomedical Research Centre

Purpose of the New Role:
The purpose of this role will be to provide significant leadership and responsibility for delivery of a distinct programme of translational research in the Hearing Sciences group in the School of Medicine, which will form part of the Hearing theme of the NIHR Nottingham Biomedical Research Centre. The role holder will participate in the organisation, management and strategic planning of both the Hearing Sciences Group in the School of Medicine and the Hearing theme of the NIHR Nottingham Biomedical Research Centre. They will also contribute to the University's strategic planning processes.

The role holder will act as principal investigator on major multidisciplinary translational research projects in the field of hearing. They will identify opportunities for the development of new research projects that align with the strategic priorities of the NIHR Nottingham Biomedical Research Centre. All research areas will be considered, but priority areas are:

- Personalised medicine / genomics
- Bioinformatics / artificial intelligence
- Magnetic Resonance Imaging
- Ageing and frailty

As required, the role holder will take responsibility for the quality of the design of School of Medicine courses/programmes to maintain the high teaching standards and contribute generally to the development of teaching, teaching methods and assessments in the School of Medicine. The role holder will have line management responsibilities including the responsibility for the professional development of a designated research area in the Hearing Sciences Group and contribute to the overall administration of the School.

<table>
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<tr>
<th>Main Responsibilities</th>
<th>% time per year</th>
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<td>1.</td>
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<td>To act as the principal investigator on major research projects.</td>
<td>40%</td>
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<td>Investigate and devise new research methods, generate new research approaches and contribute generally to the development of thought and practice.</td>
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<td>Formulate ideas, attract prestigious funding &amp; undertake high-quality research in conjunction with others in the University and the National Health Service (NHS).</td>
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university expects the post holder to be returnable in next Research Excellence Framework (REF) exercise.

- To investigate and develop new approaches, methodologies and techniques appropriate to the research area.
- To develop proposals for research projects which will make a significant impact by leading to an increase in knowledge and understanding and the discovery or development of new explanations, insights, concepts or processes.
- To interpret findings, review and synthesise the outcomes of research projects in and apply to research and teaching practice, where appropriate.
- To lead major funding bids which develop and sustain research support and develop research initiatives to foster collaboration and generate income.

2. To provide academic and organisational leadership for a research programme within the Hearing Sciences group, School of Medicine, by for example co-ordinating resources, the work of others to ensure the effective delivery of research projects and agree objectives and work plans with the team.
- Contribute to leadership and management to the NIHR BRC Hearing Research Theme, including bids for infrastructure refunding.
- To act as a line manager (including performance review) and personal mentor to peers and colleagues, where appropriate, and provide expert advice and coaching to colleagues and students internally and externally.
- Contribute to leadership and management in the wider School of Medicine, as required.

3. The role holder will be expected to make a contribution to teaching that is in balance with wider contributions to research and other activities. This will include:
- Delivering lectures and providing advice for undergraduates, research students and post-doctoral researchers.
- Obtaining funding & providing supervision for higher degree (MD or PhD) research students.

4. To develop and sustain an ongoing national and international reputation as a research leader through original research work.
- Disseminate and explain research findings through leading peer-reviewed national and international publications, and present or exhibit at national/ international conferences and other similar events.
- Produce research output which will be considered to be of international excellence in Research Excellence Frameworks (REF).
- Disseminate conceptual and complex ideas to a wide variety of audiences using appropriate media and methods to promote understanding.
- To apply research results in public policy or commerce where there is a demonstrable benefit to the University and the School of Medicine.

5. To contribute to the development of research strategies and the teaching and learning policy in the School of Medicine.
- To lead and develop internal (e.g. by chairing/participating in University Committees) and external relationships (e.g. external examiners/assessors and/or active researchers) to foster future collaboration.
- Contribute to the corporate activities of the School of Medicine and University e.g. committee membership.
- Maintain high standards of professional practice and continuing professional development.
- Actively participate in Clinical Governance & audit activities, & promote multidisciplinary teamwork in clinical practice.

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<th>Knowledge, Skills, Qualifications &amp; Experience</th>
<th>Essential</th>
<th>Desirable</th>
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<td>Qualifications/Education</td>
<td>PhD in a relevant scientific discipline.</td>
<td>Clinical qualification in a relevant area.</td>
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<td>Membership of a professional body, where appropriate.</td>
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<td>Skills/Training</td>
<td>Demonstrable leadership and managerial skills.</td>
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<tr>
<th>Skills</th>
<th>Experience</th>
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<td>- Demonstrable skills as an independent internationally competitive translational research scientist.</td>
<td>- Demonstrable experience in translational hearing research.</td>
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<td>- Skills in Teaching and Learning.</td>
<td>- A strong and currently active record of research publications.</td>
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<td>- Good data management and database skills.</td>
<td>- A consistent track record of published research in peer reviewed journals, including journals ranked in the top 5% of their subject category by impact factor.</td>
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<td>- Ability to manage resources and an understanding of management processes.</td>
<td>- Experience of supervision, mentoring, &amp; assessment of undergraduate &amp; postgraduate students.</td>
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<td>- Ability to build relationships and collaborate with others, internally and externally, nationally and internationally.</td>
<td>- Proven ability with demonstrated success in obtaining sources of funding, providing effective leadership, planning, and building, resourcing a team and delivering research results.</td>
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<td>- Ability to work successfully in a collaborative and multi-disciplinary team.</td>
<td>- Extensive research experience within subject specialism.</td>
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<td>- Good interpersonal skills with colleagues and members of the public.</td>
<td>- Demonstrable appreciation of patient and public involvement in research.</td>
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<td>- Ability to devise, advise on and manage research programmes.</td>
<td>- Experience in managing a research (or research support) team.</td>
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<td>- Recognised national and international reputation in a relevant field e.g. through invited presentations, journal and grant reviewing, committee membership on national bodies, authorship of magazine articles, book chapters etc.</td>
<td>- Experience in public communication of science and maintaining effective media relations.</td>
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<td>- Demonstrable substantial contribution to high quality publications, considered to be of international excellence and within Research Excellence Frameworks (REF).</td>
<td>- Experience of university structures for managing quality in teaching &amp; research, and line-management of staff.</td>
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<td>- Ability to provide high level academic leadership.</td>
<td>- Previous experience of the supervision and pastoral care of students at all levels.</td>
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<td>- Excellent communication skills; a strong team-player with influencing skills.</td>
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<td>- Ability to exercise good judgement, maintain confidentiality &amp; provide motivational support to clinical and academic colleagues as well as to undergraduate &amp; postgraduate students.</td>
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<td>- Enquiring, critical approach to work.</td>
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<td>- Ability to communicate effectively with staff, students, patients, relatives, GPs, nurses &amp; other agencies.</td>
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• High analytical ability to facilitate conceptual thinking, innovation and creativity.
• Extensive research and teaching experience with an established national and growing international reputation.
• Knowledge of university structures for managing quality in teaching & research, and line-management of staff.
• Extensive experience in developing and devising new research programmes, models, techniques and methods.
• Proven record of promoting and maintaining collaborative links with industry/business/ community.

Statutory/Legal
• Eligible to apply for relevant research clearances that may be required including a check with the Disclosure and Barring Service.

Other
• Willingness to adopt the Ethos and Principles of the School of Medicine.
• Commitment to the requirements of Clinical Governance & Audit.

Additional Information

NIHR Nottingham Biomedical Research Centre
In 2008, the National Institute of Health Research (NIHR) established a National infrastructure of Biomedical Research Units and Centres to improve the pathway of translating basic research findings into patient benefit. Supported by this infrastructure funding, the partnership between University of Nottingham and Nottingham University Hospitals NHS Trust has since established itself as a flagship research centre addressing major clinical issues in the ENT and audiological management of hearing loss and tinnitus. Nottingham has a long established critical mass of staff working in fundamental hearing research, translational hearing research, ENT and Audiology, with the UK’s largest programme in cochlear implantation. But NIHR funding has enabled us to substantially develop and expand our research portfolio, and we are delighted to now be part of the NIHR Nottingham Biomedical Research Centre (BRC) (currently funded until 2022, with £23.6 million overall).

Our vision is to make sure that the NHS provides the best, most innovative and most effective hearing healthcare for people of all ages (from babies to the elderly). Our NIHR-funded research priorities are aimed towards clinical fields, including medical technologies, and pharmaceutical interventions affecting hearing. A number of our projects involve close collaboration with the ENT department at the Queen’s Medical Centre, Nottingham Audiology Services and the Nottingham Auditory Implant Programme which form a pipeline from fundamental to clinical research.

The NIHR Nottingham BRC offers some of the best infrastructure in the UK for supporting early-phase translational research in the hearing sciences. In particular, its commitment is to pursue research through multi-disciplinary collaboration that can be translated into practical benefits for patients. We have an excellent track record in developing the next generation of researchers through our PhD training programme and our opportunities for career progression for young researchers already working in the field.

Our core research encompasses six areas:
1 Mild-to-moderate hearing loss
2 Severe-to-profound hearing loss (including cochlear implantation)
3 Tinnitus and hyperacusis
4 Clinical Hearing Sciences (including ototoxicity)
5 Objective measures (how hearing loss changes the brain)
6 Outcome measures for clinical trials

Hearing Sciences at Nottingham
In June 2018, a new research group was created within the School of Medicine at University of Nottingham (UoN) combining for the first time all hearing scientists from the Medical Research Council (MRC) Institute of Hearing Research and the Hearing theme of the NIHR Nottingham Biomedical Research Centre. The
new research group, Hearing Sciences, spans the full range of research approaches from basic auditory neuroscience to applied clinical research. Hearing Sciences consists of 9 research teams, led by an internationally-recognised team of senior scientists. We also are proud to have a distinguished group of national and international honorary staff.

Our synergistic combinations give a unique breadth in expertise and interest from discovery to translational clinical research that make UoN one of the largest and most important centres for hearing research in the UK. The teams are based across several complementary sites, namely a university campus (the Hearing Sciences building, formerly the Institute of Hearing Research), a large research-active NHS audiology centre and auditory implant programme (Ropewalk House, Nottingham city centre), and teaching hospitals (the Queens Medical Centre in Nottingham and the Glasgow Royal Infirmary, formerly the Scottish section of the Institute of Hearing Research). Staff and students across all three sites interact on a frequent and regular basis, supported by state of the art teleconferencing and collaborative technology. This distributed structure provides Hearing Sciences with vital, direct links to clinical services in audiology, auditory implants, and ENT, as well as providing ample laboratory space for research from basic neuroscience, psychophysical experiments, and clinical research involving patients.

The research at Hearing Sciences extends across the broad spectrum of hearing-related topics, including auditory ecology, auditory processing, health informatics and big data, eHealth, fNIRS/MR/EEG imaging, hearing loss, hearing devices including hearing aids and cochlear implants, hearing disability, hyperacusis, objective measures of hearing, ototoxicity, outcome measures for clinical trials, self-management of hearing and related conditions, spatial hearing, and tinnitus. The Hearing Sciences group is primarily funded by major MRC programme grants, the National Institute for Health Research Nottingham Biomedical Research Centre infrastructure grant, and the Chief Scientist Office in Edinburgh. Support is also received from a wide range of UK & European funders, including EU (Marie Curie, H2020), Action on Hearing Loss, EPSRC, and hearing device manufacturers.

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-swans.aspx