



Job title	Clinical Associate Professor in Medical Oncology	Job family and level	Clinical Academic - Clinical Associate Professor
School/ Department	School of Medicine/ Divisions of Cancer and Stem Cells	Location	Centre for Cancer Sciences, University of Nottingham Biodiscovery institute and City Hospital Campus, Nottingham University Hospitals NHS Trust

Purpose of role

The post has been created to enhance our world-leading research in Medical Oncology and to provide exceptional clinical care for patients with cancer.

We are looking for a clinical academic with a track-record in cancer research, at a level commensurate with Clinical Associate Professor (Senior Lecturer). You will have a primary research commitment in conjunction with teaching and clinical service responsibilities.

The post provides an excellent opportunity to combine clinical work and research within a wide range of research opportunities. You will have a major research interest in lung, renal, breast or gastrointestinal cancers or melanoma, and in early phase and/or translational research.

The major purposes of this role are to:

- develop a successful clinical/ translational cancer research programme
- teach undergraduates and postgraduate students
- contribute to the collegiate needs of the School of Medicine, Faculty and University
- provide site specialist Medical Oncology service within Nottingham University Hospitals (NUH) NHS Trust.

Specifically, you will:

- develop your research portfolio and gain external research funding
- develop, and maintain, an internationally excellent research programme
- produce research output which will be considered to be of international excellence in Research Excellence Framework (REF) assessments
- publishing research of international excellence, disseminating research findings and impact on clinical practice
- attract and supervise BSc, MSci, BMedSci, MSc and PhD students.
- deliver high quality teaching to undergraduate and postgraduate students
- contribute to the development of the undergraduate Cancer Science course, undergraduate medical education, and postgraduate training programmes in Oncology, Stem Cells and/or Cancer Immunology and Biotechnology.

This is a fixed-term position available until 31.01.23. An extension of a further year is subject to the performance of the individual and will be reviewed 6 months prior to the end date.

You will work 50:50 in the post, split between University and NHS duties. The post is offered full-time (40 hours per week) or part-time (minimum 24 hours per week). You will be based within the Centre for Cancer Sciences, in the University of Nottingham Biodiscovery institute and in the Nottingham University Hospitals NHS Trust's Oncology Service based at the City Hospital Campus.

You will be expected to fulfil NHS clinical service duties within your Job Plan as agreed with the Head of the Oncology Service including:

- site specialist medical oncology care including inpatient and outpatient care
- provision, with consultant colleagues, of a comprehensive emergency oncology service, including management of patients in the oncology unit during and out of working hours (evenings/nights and weekends)
- provision of reciprocal cover for periods of leave
- Continuing Professional development (CPD), annual appraisal and revalidation.

Your duties will be subject to regular review in the light of the changing requirements of the academic and clinical services as part of job planning processes between the appointee, Head of Medical Oncology Service and Head of University's Division of Cancer and Stem Cells.

Your line manager will be the Head of Division of Cancer and Stem Cells, School of Medicine, University of Nottingham.

Both the University and NUH have Mentoring Programmes for clinical academic consultants and this will be available to you. You will also be encouraged and supported to attend the RCP "New Consultants' Development Programme".

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	<p>University To work within the Division of Cancer and Stem Cells, and School of Medicine values, to progress the vision and mission of the Division and School.</p> <p>Research</p> <ul style="list-style-type: none"> ▪ To act as the principal investigator on research projects within the area of cancer research. ▪ To produce research outputs which will be considered to be of international excellence in Research Excellence Frameworks (REF). ▪ To develop & participate in early, and late, phase clinical and translational studies. ▪ To lead funding bids which develop and sustain research support for the School of Medicine and develop research initiatives to foster collaboration and generate income. ▪ To obtain independent external funding from Research Councils, Cancer Research UK, Research Councils, prestigious charities and/or NIHR in accordance with the expectations of the School, Faculty and University. ▪ To develop an ongoing national reputation as a leader in cancer research, through original work. ▪ To investigate and devise new research methods, generate new research approaches and contribute generally to the development of thought and practice in the area of research. ▪ Disseminate conceptual and complex ideas to a wide variety of audiences using appropriate media and methods to promote 	40%

	<p>understanding including of research findings at national/ international conferences and other similar events.</p> <ul style="list-style-type: none"> ▪ To apply research results in public policy or commerce where there is a demonstrable benefit to the University and School. ▪ To lead and develop internal and external relationships (e.g. external examiners/assessors and/or active researchers) to foster future collaboration. ▪ To obtain funding for, and supervise, research students (e.g. in BSc, BMedSci, MSc, MSci and PhD degrees). ▪ To contribute to some of the management systems of the School of Medicine, e.g. Divisional and School committees, coordinating resources and the work of others. ▪ Act as 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. <p>Teaching</p> <ul style="list-style-type: none"> ▪ Undertake teaching of undergraduate and postgraduate course students and supervise research students. ▪ Undertake other student-facing activities as appropriate, such as personal tutoring. ▪ Contribute to the curriculum leadership and the teaching and learning programmes through the delivery of advanced research lectures to staff and delivery of course modules. ▪ Contribute to administrative duties in areas such as admissions, timetabling, examinations, student attendance, and represent the School on various committees as required. ▪ Resolve problems affecting the quality of course delivery and student progress referring more serious matters to others, as appropriate. 	10%
2	<p>NHS Clinical Role</p> <ul style="list-style-type: none"> ▪ To deliver clinical care at consultant level in Medical Oncology for Nottingham University Hospitals NHS Trust. ▪ To maintain and enhance a clinical sub-specialist interest and expertise relevant to the needs of Medical Oncology and in the management of chosen disease sites – one or two of: <ul style="list-style-type: none"> – Lung Cancer – Breast Cancer – Colorectal Cancer – Renal Cancer – Melanoma ▪ To actively participate in audit and clinical governance activities. ▪ To contribute to teaching and training of junior medical staff. ▪ To maintain high standards of clinical and professional practice, fulfil the requirements of continuing professional development, engage in joint (University and Clinical Trust) job planning and appraisal annually and remain in good-standing with the Royal College of Physicians. ▪ To add value and participate in leadership in an appropriate area of the Medical Oncology clinical service. ▪ To participate in the consultant rota for inpatient and outpatient clinical work including out-of-hours duties. These clinical duties will include full pro-rata participation in the on-call rota covering nights and weekends. 	50%

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Demonstrable research skills ▪ Skills in Teaching and Learning ▪ Clinical problem-solving & decision making skills including in leading and managing a clinical service at a consultant level 	
Appropriate Clinical and Academic Experience	<ul style="list-style-type: none"> ▪ Demonstrable research skills in clinical/translational cancer research ▪ Demonstrable substantial contribution to research outputs, including peer-reviewed publications, which will be considered to be of international excellence in future Research Excellence Framework (REF) assessments ▪ Experience of undergraduate medical student teaching using different formats ▪ Experience of supervision of undergraduate and/or postgraduate students ▪ A track record in obtaining grant funding and managing research grants ▪ Clinical experience to award of Certificate of Completed Clinical Training in Medical Oncology ▪ Experience in prescribing and managing patients with systemic chemotherapy 	<ul style="list-style-type: none"> ▪ Proven ability to attract research funding ▪ Ability to manage a research portfolio ▪ Experience in developing early clinical trials/translational research ▪ Experience of working within multi-disciplinary teams ▪ Experience of mentoring and assessment of undergraduate and/or postgraduate students
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ MBBS or equivalent ▪ MRCP or equivalent ▪ CCT in Medical Oncology OR eligible for CCT within 6 months at interview date ▪ A higher degree (PhD or MD by research) 	<ul style="list-style-type: none"> ▪ Up-to-date GCP accreditation for clinical research governance ▪ Membership of an appropriate professional body ▪ Research interests aligned with those of Division of Cancer and Stem Cells
Statutory, legal or special requirements	<ul style="list-style-type: none"> ▪ Satisfactory enhanced disclosure from the Disclosure and Baring Service ▪ Full GMC Registration with a licence to practice ▪ Entry on the GMC's Specialist Register in the category of Medical Oncology OR eligible for such entry within 6 months of interview date 	

<p>Personal Attributes</p>	<ul style="list-style-type: none"> ▪ Ability to provide high level academic leadership ▪ Excellent communication skills; a strong team-player with influencing skills ▪ Ability to communicate effectively with staff, students, patients, relatives and other health professionals ▪ Ability to delegate appropriately and work independently as well as in a team ▪ Ability to exercise good judgement, maintain confidentiality & provide motivational support to clinical and academic colleagues as well as to undergraduate & postgraduate students ▪ Ability to lead, motivate, develop and manage the performance of a team 	
<p>Other</p>	<ul style="list-style-type: none"> ▪ Enquiring, critical approach to work ▪ Commitment to Continuing Medical Education and the requirements of Clinical Governance and Audit ▪ Willingness to adopt the Ethos and Principles of the Division of Cancer and Stem Cells and School of Medicine ▪ Ability to demonstrate behaviours consistent with the Nottingham University Hospitals NHS Trust's behavioural standards 	

Job Plan & Timetable

The following draft 'Job Plan' reflects the best advanced assessment of what the final plan will be, based on 10 PAs. The Job plan will be adapted for candidates who elect to work less than full time, whilst maintaining a 50:50 University:NHS balance. A formal job plan will be agreed between you, your Trust Head of Service and the Head of the University's School of Medicine or their direct nominee. The University and Trust work on annualised job plans to ensure the maximum flexibility and responsiveness of the service. The joint Clinical Academic Job Plan will then be reviewed annually.

The weekly job plan outlined below is the most likely starting point although it is likely that sessions will change both in location and type to fit with service needs.

Candidates, who wish to do so, are eligible to be considered for the post on a part-time basis. In which case, modification of the job content would be discussed with the University and Trust.

Timetable

DAY	AM	PM
MONDAY	University	University
TUESDAY	Ward rounds SPA	University
WEDNESDAY	Patient admin Site-specific cancer MDT	Site-specific cancer clinic
THURSDAY	SPA Ward rounds	University
FRIDAY	Site-specific cancer MDT Site-specific cancer clinic	University

The on-call commitment is deemed to be in Category B.

On call Rota Frequency:	c.1:20
Category:	B
On-call Supplement:	2%

On-call is non-resident, currently c.1/20, one day at a time including at weekend, supported by junior staff. At weekends, daily ward rounds are c.4hrs each. As non-resident on-call is included in the job plan tariff, effective time off in lieu from weekday duties is granted to maintain compliance with DCCs in the job plan.

See below - currently no on call commitments

Programmed Activities:

NHS Clinical Care:

Out Patient Clinics	DCC	1.8
Ward rounds/In patients	DCC	0.75
MDTs	DCC	0.5
Clinical Admin	DCC	0.5
On call/emergency	DCC	0.2
Total DCC	Total DCC	3.75
SPA (CPD, Appraisal, Teaching/supervision)	SPA	1.25
TOTAL		5

University:

Research, Leadership, CPD, Citizenship	4
Teaching	1

Clinical Activity

You will be expected to fulfil clinical duties within your agreed Job Plan.

You will provide, with consultant colleagues, of a comprehensive emergency oncology service, including management of patients in the oncology unit during and out of working hours (evenings/nights and weekends). A full range of cancer patients are admitted to Nottingham University Hospitals NHS Trust and you will be responsible for the management of those patients admitted under your care. You will participate in the provision of reciprocal cover for periods of leave. You will have continuing responsibility for the care of patients in your charge and the proper functioning of the department.

The expected personal patient numbers are 100-110 new patients per year. This will equate to approximately 3-5 inpatients at any one time and approximately 20 follow up/on treatment outpatients /week. Clinicals are supported by specialist registrars, clinical fellows, clinical nurse specialists and pharmacists.

Your clinical duties will be subject to review, in consultation, from time to time, in the light of the changing requirements of the clinical service. Any alterations to the described clinical duties will be mutually agreed between you, your Consultant colleagues, the Trust and the University's School of Medicine in future joint clinical academic job planning. Therefore, this Role Profile may be subject to revision following discussion with you and forms part of the contract of employment.

Teaching

Both campuses within Nottingham University Hospitals NHS Trust are major centres for undergraduate and postgraduate education and teaching. The successful candidate will be expected to play a full role in undergraduate and postgraduate teaching.

Administrative Support

Office accommodation and administrative support will be provided by the Trust and the University, as will a PC with Email and Internet access. All consultants are required to check their hospital Email regularly.

Governance and Audit

Nottingham University Hospitals NHS Trust is committed to the development of Clinical Governance. The approach taken is to develop actions plans at a Divisional level. Each member of the medical staff is expected to take an active role in clinical governance activities within their Division and each Division 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.

Other Duties as Agreed

The person appointed may eventually wish to take on other roles. Positions such as Clinical Director are offered by the Trust on fixed-term contracts. Any positions offered by anyone outside the Trust (e.g. Training Programme Director, Regional College Advisor, Royal College Representative etc) must be discussed with the Clinical Director, Head of University Division of Cancer and Stem Cells and colleagues in advance of the position being accepted, so that consideration can be given to the job plan and whether this needs to be revised should the additional role be accepted. All the latter roles come under the University of Nottingham's External work policy. Please see

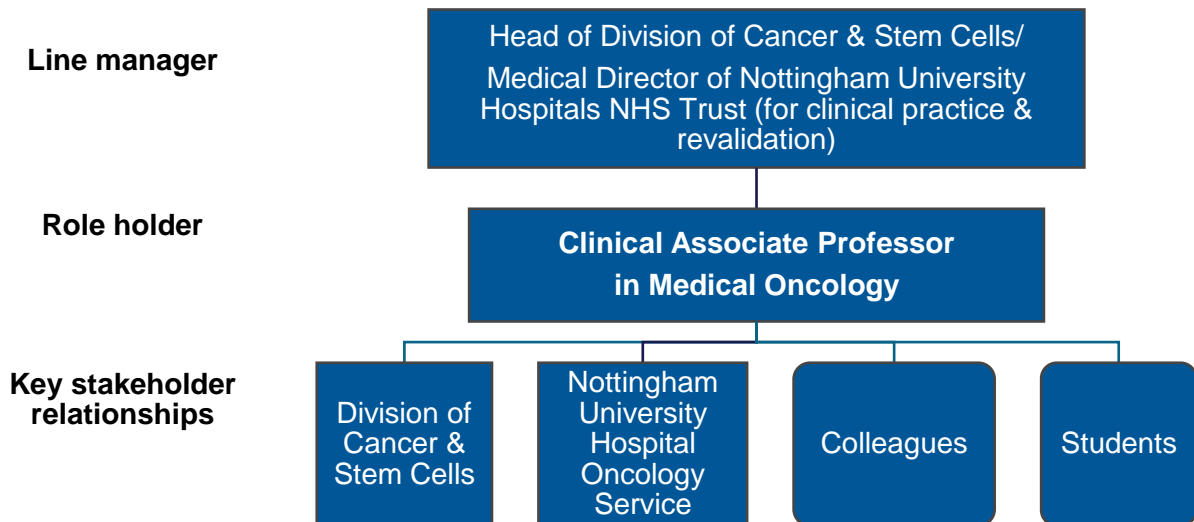
<https://www.nottingham.ac.uk/hr/guidesandsupport/universitycodesofpracticeandrules/documents/external-work-policy.pdf>

Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Understands that it is essential to provide a structure that people can thrive in. Knows how to communicate with people to create a healthy working environment and get the best out of people.
- Taking ownership** Communicates vision clearly, providing direction and focus. Knows how to create a productive environment where people are inspired and can work cross-departmentally in partnership.
- Forward thinking** Has the ambition to be a pioneer in own area, anticipating the future change, needs and challenges. Knows how to innovate within their work context and champions others to be inspired to be part of this ambition.
- Professional pride** Keeps up to date on latest thinking, trends and work practices. Supports team to be thought leaders; willing to challenge if obstacles get in the way.
- Always inclusive** Establishes far reaching partnerships, well beyond own area across a broad range of networks. Understand role to pay due regard to the needs of the whole community.

Key relationships with others



The University of Nottingham is focused on embedding equality, diversity and inclusion in all that we do. As part of this, we welcome a diverse population to join our work force and encourage applicants from all communities, particularly those with protected characteristics under the Equality Act 2010.

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>

Appendix 1

The University of Nottingham

Described by the Times Good University Guide 2017 as “the nearest Britain has to a truly global university” The University of Nottingham has award-winning campuses in the UK, China and Malaysia and hosts a global academic community in all three countries. The University has an institution-wide commitment to embedding an international dimension across all of our activities enabling us to produce graduates who are empowered to excel in a challenging global environment and deliver genuinely world-changing research.

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 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, Ageing and Well-being; Medical Sciences and Graduate Entry Medicine; Respiratory Medicine; Rheumatology, Orthopaedics and Dermatology and the Nottingham Digestive Diseases Centre. The School also hosts the Education Centre, the Clinical Skills Centre, NIHR Design Service East Midlands, Nottingham Clinical Trials Unit and PRIMIS.

The 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, University Hospitals of Derby and Burton 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 & University Hospitals of Derby and Burton NHS Foundation 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 the NHS.

Our Vision

Our vision is to be global leaders in education and research. We embrace innovations that develop skilled and adaptable doctors, healthcare professionals and scientists, through our undergraduate and postgraduate education, our research, our partners and community. We cultivate a culture of curiosity, ambition and inclusion in everything we do in an environment that enables each individual to develop.

Our Values

These values will serve as the basis for the School of Medicine to fulfil its mission and achieve its vision for the future in education and research

School of Medicine Values	
Excellence	The School community, its staff and students, will strive for excellence and advancement in all endeavours and reward such efforts.
Leadership	The School will assume a leadership role in issues of importance to the community of Nottingham, the region, the country and internationally.
Service	The School will ensure it meets the needs of its staff, students and partners by providing excellent services
Partnership	The School will build on its founding principle of collaboration with a variety of partners including NHS organisations, industry, government and the voluntary and community sector and will continue to be outward looking and seek partners with whom it can work to the ultimate benefit of people's health and wellbeing.
Diversity and Inclusion	The School will ensure diversity and inclusion of its staff and students, actively promoting and celebrating this, and creating an environment where all belong and are valued.
Respect, Professionalism and Ethical Behaviour	The School will encourage mutual respect among staff, students, patients, public, stakeholders and partners, and demand the highest standards of professional and ethical behaviour.
Fairness, Openness and Communication	The School will be fair, transparent and open in its communication, collaborations and interactions internally and externally.

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.

The partnership between University of Nottingham and Nottingham University Hospitals NHS Trust was recently awarded by NIHR, a transformational £23.6 million to to expand their pioneering work into new treatments and diagnostics for a wide range of health problems, establishing a new Biomedical Research Centre (BRC), which will incorporate two existing smaller Biomedical Research Units in the city. The Nottingham BRC will be the leading UK hub in five key areas of health research:

- Deafness and hearing loss
- Gastrointestinal and liver disease
- Respiratory medicine
- Musculoskeletal disease
- Mental health technology

At the core of the Biomedical Research Centre will be Nottingham's world-leading expertise in magnetic resonance imaging (MRI). It means the latest medical imaging research and technology pioneered here can be translated into real benefits for patients in all five of the BRC's research areas.

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, Pregnancy and Women's Health; Clinical Neurosciences; Digestive Diseases; Epidemiology and Public Health; Mental Health; Musculoskeletal and Dermatology; Primary Care; Rehabilitation, Ageing and Wellbeing; Respiratory Medicine; Vascular 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 Brigitte Scammell is **Dean of the School of Medicine**.

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

Division of Cancer and Stem Cells

Our vision for CASC is that it becomes a world leader in innovative research that improves global and local healthcare, reflected by its status as the place that people want to go to for cancer research – training, working and collaborating for staff and students, but also for cutting edge diagnosis, treatment and care as a patient.

CASC has three core values that underpin the achievement our vision and major aims:

- 1. Engaging People-** We value our staff. Through our staff recruitment, career development and training support and opportunities we prioritise staff experience, engagement and enthusiasm.
- 2. Ambition in Research-** We strive to be ambitious in our research, through endeavouring to produce world leading research outputs, using interdisciplinary cross cutting research and striving for larger and longer funding to achieve this. We endeavour to ensure that the research we do achieves the highest standards of ethics and integrity.
- 3. Impacting Society-** At the core of what we do as a division is the aim to positively impact society through improving health, education, public understanding and the economy.

Academic activity in Cancer and Stem Cells

Our research focuses on the development of new treatments, diagnostic processes and early detection systems in breast cancer, melanoma, renal cancer, ovarian cancer, gastrointestinal cancers and haematological cancers. We integrate clinical and basic science research, and work closely with the children's brain tumour research centre and other cancer researches across the University to translate findings into improvements in patient care. The Division is headed by Prof David Bates and includes two full time professors of Oncology, Prof Poulam Patel and Prof Madhusudan Srinivasan, as well as professors in Pathology (Prof Ian Ellis, Prof Emad Rakha, and Prof Mohammed Ilyas), as well as associate professors in Oncology (Dr Simon Johnson, Dr Hester Franks), Pathology (Dr Abhik Mukherjee and Dr Isioma Egbuniwe) and Palliative Care (Dr Andrew Wilcox). The Division also includes 19 non clinical academic staff running groups in tumour microenvironment (Prof Grabowska), radiobiology (Prof Stewart Martin), Transcriptional regulation (Prof Kevin Gaston), Immunotherapy (Prof Lindy Durrant, Dr Ian Spendlove, Dr Andrew Jackson, Dr Judith Ramage), hypoxia (Dr Alan McIntyre), breast cancer pathology (Dr Yan Chen), intestinal cancer stem cells (Dr Abdol Nateri, Dr Paloma Ordonez Moran), leukemias (Dr Claire Seedhouse, Dr Alex Thompson), vascular biology (Dr Andrew Benest and Dr Kenton Arkill) in stem cell biology (Prof Chris Denning, Dr Nick Hannan).

Appendix 2

Nottingham University Hospitals NHS Trust (NUH)

WHO WE ARE

Nottingham University Hospitals was established in 2006 following the merger of Nottingham City Hospital and Queen's Medical Centre (QMC). We have a budget of just under £1 billion, 90 wards and 1,700 beds across three main sites: QMC, City Hospital and Ropewalk House. We deliver district general services to 2.5m residents of Nottingham, Nottinghamshire and its surrounding communities. Our specialist services allow us to deliver care to 4.5m people from across the East Midlands and nationally for a handful of services.

- QMC is where our Emergency Department (ED), Major Trauma Centre and the Nottingham Children's Hospital are based. It is also home to the University of Nottingham's School of Nursing and Medical School
- Nottingham City Hospital is our planned care site, where our cancer centre, heart centre and stroke services are based, and where some of our emergency admissions units are located
- Ropewalk House is where we provide a range of outpatient services, including hearing services.

We have a national and international reputation for many of our specialist services, including stroke, renal, neurosciences, cancer services and trauma.

We are at the forefront of many research programmes and new surgical procedures. In partnership with the University of Nottingham we host a Biomedical Research Centre carrying out vital research into hearing, digestive diseases, respiratory, musculoskeletal disease, mental health and imaging.

As a teaching trust we have a strong relationship with our colleagues at the University of Nottingham and other universities across the East Midlands, including Loughborough University, where we are part of the Olympic Legacy project. We play a vital role in the education and training of doctors, nurses and other healthcare professionals.

OUR VISION

We want to be known for our pursuit of outstanding health outcomes and excellent patient and staff experience. We want to further develop our local hospital services in a way which better integrates them with community services, and ensure only patients who need to come into hospital for care do so. We also have an ambition to grow and further develop our specialist services to secure our future as a leading specialist centre.

OUR MISSION

Working together with our patients, staff and partners to deliver world class healthcare, research, education and training. A leading teaching hospital and innovative partner, improving the health and wellbeing of the communities we serve.

OUR VALUES

We want our values and behaviours to capture what makes working at NUH and being part of "Team NUH" special. The standards apply to all of us, are part of everybody's job and apply to every action we take, every decision we make and how we care for our patients, their family members, carers and each other. They underpin our ability to deliver exceptional patient care and create a great environment for everyone who works at NUH, and one where we consistently demonstrate to patients and staff that we listen and we care. We are in the process of refreshing our values, working with our patients and staff.

OUR STRATEGY

To achieve our vision, we will deliver six promises (known as our 6Ps).

These are described below in future detail.

Our Promises

Our Patients - We will ensure our patients receive consistently high quality, safe care with outstanding outcomes and experience

Our People - We will build on our position as an employer of choice; with an engaged, developed and empowered team that puts patient care at the heart of everything it does

Our Places - We will invest in our estate, equipment and digital infrastructure to support the delivery of high quality patient care

Our Performance - We will consistently achieve our performance standards and make the best use of resources that contribute to an affordable healthcare system

Our Partners - We will support the improvement of the health of the communities we serve through strong system leadership and innovative partnerships to deliver integrated models of care

Our Potential - We will deliver world-class research and education and transform health through innovation

Management Arrangements in the Nottingham University Hospitals NHS Trust

Nottingham University Hospitals NHS Trust is managed via a structure of six Clinical Divisions, all of which are cross-town based. These are:

- Medicine Division
- Cancer & Associated Specialties Division
- Clinical Support Division
- Surgery Division
- Family Health Division
- Ambulatory Care Division

There are also the Corporate Departments.

Each Division is led by a Divisional Director, supported by a Divisional Team, and each specialty within that division will have a Head of Service.

Conditions of Service and Governance

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 Keith Girling, 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.

Department of Oncology

The Clinical Department of Oncology is part of the Cancer and Associated Specialties Directorate at the Nottingham University Hospital NHS Trust. The Department serves a resident population of 1.1

million and currently sees approximately 3000 new patients each year providing a comprehensive range of non-surgical Oncology services to the East Midlands. The Department has 9 Medical Oncology and 20 Clinical Oncology Consultants providing site specialist care in multi-disciplinary teams. The Department strives to deliver the highest standards of treatment and care to patients. There is a commitment from all staff to research, development and clinical audit within the Department at a multidisciplinary level. The Department has a very active Clinical Trials programme with a dedicated research team for academic, NCRI and industry lead studies as well as integral working with the NIHR CRN research team.

The Clinical Department occupies a modern purpose-built block, We are equipped with:-

- 44 in-patient beds (based on 3 dedicated Oncology wards)
- Oncology Day case where routine procedures are performed and emergency access is available for patients with treatment related toxicities
- an acute admissions unit (SRU) where all acute oncology admissions are seen
- a separate oncology outpatients department and oncology pharmacy located within the Oncology block, which also includes a dedicated trials area.

There is a dedicated chemotherapy unit that is able to provide long and short-stay day case facilities. Chemotherapy prescribing is computerised using the Chemocare prescribing system. Cytotoxic reconstitution service and satellite pharmacy (with specialised staff), Nurse Practitioner and Specialist Nurses. We have dieticians, physiotherapists, social workers and occupational therapists dedicated to the Oncology Unit.

At Nottingham University Hospitals, we offer some of the most technologically advanced radiotherapy machines that are available nationally or internationally. The NUH Department of clinical oncology has 5 Elekta linear accelerators and a tomotherapy unit, in addition to a brachytherapy suite and superficial kV unit. The department's emphasis is on delivering very high quality radiotherapy to the local population and Intensity Modulated radiotherapy (IMRT) and Image Guided Radiotherapy (IGRT) are fully integrated into our standard radiotherapy practice. Other specialised techniques used at NUH for patients from Nottinghamshire, the East Midlands and wider catchment areas include:

- Stereotactic ablative radiotherapy (SABR) for early lung cancers, oligometastatic disease, spinal metastases and radiotherapy retreats.
- Total body irradiation in preparation for bone marrow or stem cell transplants
- Total skin electron therapy
- Paediatric radiotherapy
- Papillon treatment (contact brachytherapy) for rectal tumours
- Selective internal radiotherapy (SIRT) for cancers that have spread to the liver. This is service commissioned by NHS England for the whole East Midlands.
- High dose rate brachytherapy for a variety of indications.

Consultant Medical Staff

The team at Nottingham University Hospitals (NUH) is friendly and supportive. All new consultants are encouraged to join the Trust's mentoring scheme. Consultant Staff include:

Consultant	Medical / Clinical	Tumour Sites	Full / Part Time
Dr Anjana Anand	Clinical Oncologist	Breast, Gynae	Part-Time
Dr Arvind Arora	Medical Oncologist	Lung, HpB, NET	Full-Time
Dr Luis Aznar-Garcia	Clinical Oncologist	SRS, HpB, Breast	Full-Time
Dr Louise Brookes	Clinical Oncologist	Paediatric, Urology, Sarcoma	Part-Time
Dr Eliot Chadwick	Clinical Oncologist	Urology, Colorectal	Full-Time

Professor SY Chan	Clinical Oncologist	Breast	Part-Time
Dr Judy Christian	Clinical Oncologist	Head & Neck	Part-Time
Dr Claire Esler	Clinical Oncologist	Paediatric, Sarcoma, TYA, Lymphoma	Part-Time
Dr Karen Foweraker	Clinical Oncologist	CNS tumours, Lung	Full-Time
Dr Lucy Gossage	Medical Oncologist	Sarcoma, Germ Cell	Part-Time
Dr Matthew Griffin	Clinical Oncologist	Head & Neck, Thyroid	Full-Time
Dr Ivo Hennig	Medical Oncologist	Lung, Sarcoma, Germ Cell, TYA	Full-Time
Dr Shaymaa Hosni	Clinical Oncologist	Breast, Gynae	Part-Time
Dr Eleanor James	Clinical Oncologist	Upper GU, Lymphoma, Skin	Full-Time
Dr Kerstie Johnson	Clinical Oncologist	Breast, Lung	Part-Time
Dr Sarah Khan	Medical Oncologist	Breast, Lung	Part-Time
Dr Patricia Lawton	Clinical Oncologist	Breast, Skin	Part-Time
TBA	Medical Oncologist	Colorectal, Lung	Full-Time
Professor S Madhusudan	Medical Oncologist	Upper GI, Breast	Full-Time
Dr Abigail Pascoe	Clinical Oncologist	Lung, Thyroid	Part-Time
Dr Jamie Mills	Clinical Oncologist	Urology, Colorectal	Part-Time
Dr Micheal O'Cathail	Clinical Oncologist	Urology, Skin, SRS	Full-Time
Professor PM Patel	Medical Oncologist	Melanoma, Renal	Full-Time
Dr Ankit Rao	Medical Oncologist	Melanoma, HpB, CUP	Full-Time
Dr Rafael Silverman	Clinical Oncologist	Upper GI, Colorectal	Full-Time
Dr Ananth Sivanandan Dr Santhanam Sundar	Clinical Oncologist Clinical Oncologist	Skin , Lung, CUP Urology, Gynae	Full Time Full-Time
Dr Sachin Trivedi	Medical Oncologist	Breast, Gynae	Full-Time
Dr Georgina Walker	Clinical Oncologist	Urology, Colorectal, CUP	Part-Time

The Oncology consultant team provide site specialist care in multi-disciplinary teams. There is an established Medical Oncology Higher Specialist Training programme (5 posts), a highly successful Academic training programme (ACFs & ACLs) and a Clinical Oncology programme (9 posts). There are 7 F1s, 1 F2s, 3 ST1/2 on our clinical training rotations 5 trust grade junior doctors. Additional support is provided through the Oncology service's investment in a high calibre acute oncology nursing team which supports the acute care of cancer patients admitted to City Hospital Campus.